Solidarity in Spokane as contract approaches

“We’re united and strong” is the message members at Triumph Composites are delivering daily. On Feb. 18, members from Triumph packed the Spokane Union Hall in two separate meetings determined to gain back some of the divisive wage and benefit concessions imposed when the last contract was implemented three years ago after falling just short of the threshold to call a strike.

“Solidarity is the only way to recover what was taken away in the last contract,” said District 751 President Jon Holden. “It is never easy to get back something that was lost. You have earned those wages and benefits. They are reasonable, and you need to believe in yourself. Every manager should know it was wrong to take away the pension and create a two-tier wage system.”

“IAM members from Triumph packed the Spokane Union Hall for two meetings on Feb. 18. (Above) District President Jon Holden addresses the group. The current contract expires on May 10. Members are united in efforts for a fair contract.

**Members accept revised offer at Cadence-Giddens**

Machinists Union members who work at Cadence Aerospace-Giddens in Everett ratified their first union contract in February, winning additional pay and improved working conditions.

“One Equal Team 2016” has been the theme for these members for more than a year as they march toward the next round of bargaining. The current contract expires on Tuesday, May 10.

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**Unjust term overturned**

Fairness is a cornerstone of every union contract – especially in regard to discipline. Without a union contract, workers are considered an “at will” employee – meaning a company can fire or discipline them for any or no reason.

Thanks to the hard work of union steward Mike Baker and Business Rep Dena Bartman, our union ensured fairness and overturned an unjust termination so the member’s rights were upheld and the discipline erased from her record. However, the terms of Boeing’s settlement with the member prohibit our union from telling specifics of the case such as who the member was, the settlement amount and other details.

In this instance, the member was

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**Voluntary Layoff Option**

At Boeing, option for those ready to retire offered in hopes of avoiding involuntary layoffs

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**Stairs Are Frequent Fall Hazard**

New video highlights proper safety procedures on stairs in the factory

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**It Pays to be Union**

Government figures show union workers make 26 percent more than their non-union counterparts

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Stewards are essential but never get enough thanks

By JON HOLDEN
District President

I had the honor in February of swearing in many of our union’s new stewards, and speaking with them during their orientation. We often say that stewards are the backbone of our union, or the front line soldiers in our fight to protect workers’ rights. They are all that, and more. I’d go so far as to say that the steward heart and soul of District 751.

Because they are so important, our union invests a lot of time and energy in our stewards. We have monthly meetings for them and regular training seminars. We provide them with training materials, and we employ business reps to support stewards and assist them with grievance fights.

We also demand a lot from them. We expect our stewards to attend union meetings and training sessions on their own time. We require them to get involved in union activities, everything from community service projects to political activities – again on their own time.

And while they’re doing all this work for the union, they’re also holding down a full-time job.

As a former steward myself, I know that stewards never get thanked adequately for the amount of work they do for their co-workers in their shops, or for our union as a whole. But I want to take this opportunity to offer my thanks, to all the new stewards who are stepping up to the task, and to our veteran stewards who have done so much for our union and its individual members for many years.

Perhaps the biggest issue our stewards have had to address lately is the question of voluntary layoffs.

Boeing’s voluntary layoff offer is targeted at workers who are at retirement age. For those employees, it offers a chance to leave Boeing with an improved retirement benefit, a lump-sum of cash – equal to as much as 26 weeks’ pay – and the option of continuing their current health plan before shifting to retiring medical care.

That much we know. What we don’t know is how many people Boeing plans to accept into the voluntary retirement program. We have no idea what job classifications the company intends to decrease employment in. We don’t know how many people the company wants to cut from the payroll, and we don’t know whether the voluntary layoff will achieve that, or whether Boeing will resort to involuntary layoffs in the future.

Not surprisingly, at a time like this, there are a lot of rumors flying around. My commitment to you is that as soon as we have actual facts about what Boeing plans to do, we will communicate that to you.

Two things happened last month that showed the value of union membership.

One of them can only be described as a burst of good news after several months of gloom for our former union brothers and sisters at Alcoa in Wenatchee.

As you may know, 428 people – union workers, non-represented and managers alike – lost their jobs early this year when Alcoa shut down operations in Wenatchee. Of those, 45 were Machinists, affiliated with Local 1123, which is District 751’s affiliate in north-central Washington.

In February, we learned those workers are going to be rehired through Trade Adjustment Assistance. TAA, as it is commonly known, is a federal program to help workers laid off due to foreign competition by providing them extended unemployment benefits and money to train for new careers.

All workers who lose their jobs because of foreign competition are eligible for TAA, but very few companies actually apply for it on behalf of their laid-off workers. It is typically left up to unions to do that. The Wenatchee Aluminum Plant was one of only a few local Machinists’ representatives from Local 1123, worked with the Washington State Labor Council to apply for the funding, and they were successful.

“I know that the laid-off Alcoa workers would rather be working in their old jobs, but getting TAA funding approved does provide them with some opportunities and options for the future.”

Another group that has more opportunities for the future is our newest group of union brothers and sisters at Cadence Aerospace-Giddens in Everett.

Last month, they approved their first union contract and won better pay – and a measure of respect – in the process.

What happened was this: After eight hard months of negotiations, the company presented oursided with a “last, best and final” offer. Our union negotiating team – which included shop floor representatives – looked it over in depth and decided that while it wasn’t everything our members were looking for, it did represent an improvement in pay and working conditions, and they brought it to the members for a vote.

Because they were part of a union, for the first time, the workers at Cadence-Giddens had a voice in determining their pay and working conditions – and they used it. They voted 94 percent to reject the company’s offer, 89 percent to strike and sent the negotiators back to the table. Further talks brought an improved agreement, which the Machinists at Cadence-Giddens approved with a 72-percent “yes” vote.

The contract they approved improves pay, personal time, capped costs on health care, restored 401(k) match and establishes just cause treatment and a grievance procedure. The union that from now on, Cadence-Giddens workers will have trained union stewards working alongside them, looking out for their interests. Their first contract establishes a foundation for the future. I am proud of them and told them how much they need to be proud of themselves for the work they’re doing to show their strength through solidarity.

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Report From the President

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Union ensures unjust termination overturned

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Congresswoman seeks probe of Chinese aluminum industry practices

U.S. Rep. Suzan DelBene is calling for a federal investigation into potentially unfair Chinese trade practices following the curtailment of aluminum production at the Alcoa plants in Washington state.

IAM 751 Legislative Director Larry Brown thanked DelBene and other Congressional representatives for calling for the investigation. “More than 41 members of District 751 lost their jobs when Alcoa’s Wenatchee works shut down. The aluminum prices worldwide continue to fall, yet Chinese manufacturers continue to put out more aluminum,” Brown said. “When they dump that aluminum into the U.S. market, it undercut American producers and put American workers out of their jobs.”

Alcoa’s Intalco facility in Ferndale is also facing a potential curtailment, which could affect close to 500 workers. The hourly workers at Intalco are represented by Machinists Union Local 2379, which is part of District Lodge 160.

In the letter, DelBene and the other Congressional representatives noted that the United States has lost roughly 65 percent of its U.S. aluminum manufacturing capacity since January of 2015, as companies have temporarily or permanently shut down plants in response to falling prices for the metal.

In contrast, Chinese manufacturers have gone from producing 10 percent of the global aluminum supply to 50 percent in the past decade.

“U.S. aluminum producers are facing debilitating competitive conditions and the root causes need to be further understood,” said the letter signed by DelBene, along with U.S. Reps. Larry Bucshon (R-IN), Bill Johnson (R-Ohio) and Dave Loesback (D-WI).

They asked for an investigation by the U.S. government’s International Trade Commission to “objectively compile data and analyze factors driving the global aluminum market and competitive conditions for the U.S. industry.”

DelBene represents Washington’s 1st Congressional District, which includes eastern Whatcom, Skagit and Snohomish counties, along with eastern King County north of Interstate 90.

POLITICAL ACTION
Accountability revived in Olympia

A compromise bill to hold the Boeing Co. accountable for maintaining Washington state jobs in return for receiving a break on its business tax rate was still alive in Olympia as the AeroMechanic went to press.

House Bill 2994, sponsored by Rep. June Robinson (D-Everett) and 28 other Democrats, would require Boeing to make a payment every year that its total statewide employment falls below 83,295 – which was the number of Washington state residents on the company payroll in November 2013, when the current tax incentive plan was signed into law.

Any money Boeing pays for failing to meet the target would befunneled into a fund that supports public schools and universities.

Based on current figures, Boeing would face a $12.6 million fine for 2016, which could go higher if the company follows through with plans for layoffs.

In addition, the bill declares that Washington’s Legislature wants to see a total of 100,500 state residents working in the aerospace industry by the time the tax incentives expire in 2040.

The bill assigns a committee to track whether the industry is growing fast enough to meet that 2040 target, and whether it’s adding high-paying jobs -- defined as jobs that pay at least the state’s median wage, currently near $25 an hour.

“When more than ever, we need to make sure that tax benefits we pass have to have direct benefit to Washington,” said co-sponsor Marcus Riccelli (D-Spokane). “If they don’t, they end.”

The new bill is a substitute for tougher legislation that Robinson had proposed at the start of session, which would have cut Boeing’s $8.7 billion tax breaks in half if total statewide employment fell below 79,295 – and eliminated them altogether if the jobs total fell below 78,295.

The $5 million bill -- House Bill 1938 -- failed to get past the House Finance Committee, which voted 8-7 against sending it for a vote of the Full House of Representatives.

Before the vote, two Republicans on the committee had committed to support the bill: Rep. Cary Condotta of East Wenatchee, who was a sponsor of the bill, and Rep. Drew Stokesbary of Auburn, who has more than 1,500 aerospace workers living in his district and had vowed that he would support the bill after meeting with scores of his constituents.

But at the last minute, both flipped on their votes, with Condotta going as far as voting against a bill he’d helped to write. Their change of heart, along with a no vote from Democrat Rep. Larry Springer of Kirkland, resulted in defeat.

Recent polling done by District 751 and SPEEA shows that 74 percent of Washington voters favored the bill, so the vote disappointing’s the some legislators ignore their colleagues and their constituents so blatantly,” SPEEA President Ryan Rule said.

The vote demonstrated “the power of corporate influence to overcome what is clearly the will of the people,” added IAM 751 President Jon Holden.

But in the week following the vote, three things happened:

• Boeing released employment figures that showed it had eliminated another 1,001 Washington state jobs in January;

• Boeing Commercial Airlines president Ray Conner announced that layoffs were coming to the

TPP will devastate U.S. jobs, pay, rights

The Trans Pacific Partnership will mean lower pay, fewer jobs and greater income inequality for America’s middle class, District President Jon Holden said in a recent speech.

“The United States cannot afford another trade agreement that replicates the mistakes of the past,” Holden said. “TPP will devastate jobs, wages and basic rights for Americans. How many jobs must be lost before we learn?”

Holden delivered the remarks Feb. 3 at a Seattle City Hall rally organized by the Washington Fair Trade Coalition. He was joined by leaders of other labor unions, Seattle City Council members and fair trade activists, who marched from City Hall to the U.S. Federal Building after the rally.

Here’s the full text of Holden’s speech:

“My name is Jon Holden and I’m here representing the 33,000 Machinists Union members who build the finest airplanes in the world.

“Our products are exported around the world. Our membership relies on trade -- but we are strongly opposed to TPP because it has the same problems as previous trade agreements. The only difference is this one is bigger.

“TPP lacks labor, environmental or consumer standards and has no mechanism to enforce laws if violations occur. TPP will allow U.S. corporations to outsource more jobs abroad. TPP is a Trojan horse in a global race to the bottom, giving big corporations and Wall Street a way to eliminate laws and regulations that get in the way of their profits.

“One of the most disturbing points of TPP is that big corporations and Wall Street can order compensation for any lost profits American taxpayers would have to make up the difference. How will that help America?

“Any claims of protecting workers in this new agreement, are only as good as the willingness of any future administration to file charges and pursue remedies. With no proven method to produce remedies, is there a real way to challenge this?

“TPP was devised in secret with 600 lobbyists from America’s largest corporations and Wall Street’s biggest banks, but not the American public. As a teenager at a previous anti-TPP rally so eloquently noted: You don’t keep something a secret unless you have something to hide – and you sure as hell don’t try to ram it through Congress, when they can’t even amend it, unless it only benefits those who crafted the agreement.

“A proper trade agreement won’t put pressure on U.S. workers to reduce their wages and benefits. TPP will mean lower pay, fewer jobs and greater income inequality for U.S. workers. It is the wrong path for America’s middle class.

“Simply put: The United States cannot afford another trade agreement that replicates the mistakes of the past. TPP will devastate jobs, wages and basic rights for Americans. How many jobs must be lost before we learn?”

IAM 751 President Jon Holden speaks out against the Trans Pacific Partnership at a rally in front of Seattle City Hall on Feb. 3.

Take action
Tell your representatives in Congress to say no to TPP. Go online at: www.congressweb.com/gsaam/106

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New Joint Programs safety videos addresses falls on stairs

Machinists at Boeing work around any number of industrial hazards; chemicals, drills, cutting machines. So, what's one of the leading causes of injury accidents at the company? Stairs. Between April 2013 and August 2015, there were 210 reportable accidents at Boeing involving slips or falls on stairs. "A lot of the just people being in a hurry," said Chris Louie, an IAM program coordinator at IAM/Boeing Joint Programs. "Stairs have an inherent danger.

To address that, IAM/Boeing Joint Programs has joined in a partnership with the Boeing Stairway Safety Program to reduce injuries due to slippery floors or stairs – like flightline mechanisms – should make it a priority to get shoes with non-skid soles, Louie and Johnson said. Boeing will reimburse IAM members $75 of the cost of new safety shoes every year through a program administered by Joint Programs. Union Stewart Terry Castle is featured in the video, talking about how serious a fall can be. His slip on an Everett stairwell resulted in two operations, months of physical therapy and a transfer to a new job, where he must use a scooter to get around.

"It’s important that all our members use the devices that are there," Castle said – not only to make their jobs safer, but to help ensure they get to go home healthy and whole.

Among other safety tips in the video, the safety experts recommend:

- Don’t carry too much up and down stairs – keep one hand available to hold the handrail and don’t carry loads so big that you can’t see where you’re stepping – and always use three points of contact.

Be aware that reading glasses and some bifocals can actually make it harder to judge your feet safely on the steps;

- Always take steps one at a time and don’t jump off the stairs at the bottom; and

- Walking while talking or texting on a phone can be hazardous – going up or down stairs while using a phone is doubly so.

"We go up and down stairs all the time, and we take it for granted that they’re safe," Louie said. "With this video, we’re trying to remind people that they can be hazardous.

AMPP delivers 3% incentive

Machinists Union members working for Boeing in Puget Sound and Portland got 3 percent incentive payments for 2015 under the Aerospace Machinists Performance Plan. The payments were included in union members’ paychecks on Feb. 18.

The incentive pay plan – commonly known as AMPP – was established as part of the contract extension approved in 2011, which also ensured that the 737 MAX would be built in Puget Sound. This year, the IAM-Boeing Joint Council met Feb. 9, where the final numbers for the 2015 performance period were reported on the AMPP.

Representatives from the union and company then discussed the areas where adjustments should be made to ensure the AMPP payout better reflected the hard work of members regarding safety, quality and productivity.

The last estimate after the November data had the yearly payout at 1.6 percent. Leaders of Machinists Union District Lodge 751 said they “appreciate our members’ patience in waiting for the final payout to be announced.”

Metrics for 2016 have been discussed and set. More information on that will be released later.

SPEEA members OK six-year extensions

SPEEA engineers and technical workers accepted new six-year contract agreements with Boeing.

Engineers approved the Boeing offer with a 71.1 percent yes vote. Technical workers approved it with a 73.2 percent yes vote.

SPEEA conducted mail-in voting in February. The count was announced Feb. 17.

While the majority of workers are at Boeing facilities in the Puget Sound region, the contracts also cover workers in Oregon, Utah, California and Florida. SPEEA and Boeing were scheduled to negotiate new contracts next fall, prior to the previous contracts’ Oct. 6 expiration dates. If members in either bargaining unit had rejected their contract, SPEEA would have reverted to the standard timeline with negotiations in late summer.

More state residents enjoy union advantage

Report: Union workers earn $204 a week more


The ranks of Washington state union members grew to 500,000, up from 491,000 in 2014, according to the BLS report.

That 2-percent growth in union membership is good for the state’s economy, said IAM 751 President Jon Holden.

“Union members earn more money, so when union membership increases, that means more workers have more money to spend,” Holden said. “That’s good for local businesses, good for local communities – and certainly good for those 9,000 new union workers and their families.”

Nationwide, the average union member earned $980 a week in 2015, or nearly $51,000 a year. That was 26 percent higher than the average pay for non-union workers: $776 a week, or about $40,400 a year.

That difference — $204 a week — means roughly $10,600 a year more for union workers, Holden noted.

“An additional $10,000 a year makes it easier to buy a home or save for a child’s education,” he said. “The American Dream is more within your reach if you are a union member.”

Washington has the fifth-highest union density of any state with 16.8 percent of the workforce being union members. Only New York (24.7 percent), Hawaii (20 percent), Alaska (19.6 percent) and Connecticut (17 percent) are higher.

The annual wage survey follows another federal report that showed union members are far more likely to have employer-provided retirement and health care benefits than their non-union counterparts.

In 2014, the Bureau of Labor Statistics found:

- 95 percent of union workers had the option of an employer-sponsored health care plan, compared to 69 percent of non-union workers;
- 94 percent of union workers had the option of an employer-sponsored retirement plan, compared to 65 percent of non-union workers; and
- 93 percent of union workers had the option of an employer-sponsored prescription drug insurance, compared to 67 percent of non-union workers.

In addition, the quality of the benefits provided to union workers typically was better, the data showed. For example, workers were expected to contribute 19 percent toward the cost of the family’s health care under union-negotiated benefit plans, while non-union workers were forced to shell out 35 percent of the cost, which represents an 84 percent increase in out-of-pocket costs.

With the average family health care plan costing $17,445 in Washington (according to the Kaiser Family Foundation) that savings for union workers can amount to several thousand dollars.

"We often say it pays to be union," Holden said. “But there are clear benefits to being in a union as well.”

Nationwide, there were 14.8 million Americans who belonged to unions in 2015, representing 11.1 percent of the total workforce.
Steward protects members from unjust CAMs

Union Steward Dan Page is a continual advocate for our members. His efforts recently resulted in multiple Boeing Corrective Action Memos (CAMs) being pulled for members.

When working outside Boeing’s Skills Processing Center (SPC) in Everett, almost daily he is asked to represent members since Boeing’s policy is to issue a CAM when a member fails a test at SPC. Because a lot of our members at SPC are new hires, they do not feel confident enough to challenge a CAM, but simply accept it, which is why it is important to have Dan present at the time the CAM is issued.

Dan is quickly able to assess the facts and get unjust CAMs pulled. A member alone may not speak up and point out problems with proposed discipline. As a seasoned steward, Dan digs deeper to find if there are extenuating circumstances causing the member to fail a test.

With such a great deal of knowledge and experience, stewards routinely challenge CAMs they believe are issued in error. If a CAM is used improperly, causing the member any loss of pay (i.e. suspension and/or termination), it then becomes grievable. Therefore, it is important to capture the information contained in a CAM and the reasons you believe it is unwarranted at the time it is issued in case a grievance is filed at a later date. The best case scenario is when stewards can convince management to pull the CAM at the time it is issued.

Recently a new member was given a CAM for failing two classes - one being bond and ground. As Dan looked over the paperwork, he discovered the member had been out sick one day of his training and missed tests while attending the Product Support System (PSDS) class that is a prerequisite and a tough course. As a result of missing the PSDS portion, the member struggled with the remaining training and failed the subsequent test. If a member is sick and misses a day of training, management is responsible to be sure the member is rescheduled to take the class before any tests are given. In this instance, somehow the member was never rescheduled for the class.

Dan pointed out the manager should have rescheduled the member to take PSDS. Thanks to Dan’s effort, the member took PSDS and passed both tests, which prevented the CAM.

In a second instance, Dan ensured another member did not receive a CAM due to failing a class. Management was in the process of giving the member corrective action; however, the manager went home sick that day. In the meantime, the member retook the class, and passed the tests making the potential CAM invalid. When the manager returned to work and delivered the CAM, Dan was able to point out the member had already passed the class - removing any reason for a CAM.

Dan often represents several members at SPC as transfers among lines become more prevalent and retaining more frequently.

“I appreciate SPC management bringing me into the discipline interviews. I review the facts and make sure any discipline issued is justified,” said Dan, who sees these reassignments that could be a better fit.

“I wish when Boeing reassesses people for different jobs, they would not just look at the skills, but the actual people would be taken into account. I have seen Boeing assign an 85-pound employee to be a structures mechanic bucking rivets with a bucking bar that weighs almost as much as the member. In the same move, they assign a 6-foot 5-inch, 250-pound guy as an electrician,” said Dan. “I keep pushing management to look at additional criteria when they assign members so both our member and the company have a better chance at success.”

One thing is sure, members are fortunate to have union representation while attending training and SPC and Dan Page is an integral part of protecting their rights.

Union Steward Dan Page and Business Rep Denu Burtman (r) talk about discipline issues resulting from the Skills Processing Center.

Voluntary layoff option offered in an effort to avoid involuntary layoffs if Boeing declares surpluses

Our union and Boeing agreed to a voluntary layoff program in February in an effort to avoid involuntary layoffs for our members.

Our union believes it is important to have the option to allow members retain their jobs and retire and receive some additional benefits, while avoiding involuntary layoff for other members on the payroll.

Boeing sent out voluntary layoff invites to members in job codes identified for potential voluntary layoff. The invite is an effort to find out how much interest there is and who in these jobs might consider the voluntary layoff option. The job codes are listed on our union’s website at www.iam751.org.

If you are a member in a job code and receive an invite to consider a voluntary layoff, you can apply for the process the same as any other job. Individuals apply for voluntary layoff than the identified reduction, requests will be approved based on employees with highest seniority.

If you are a member in a job code and receive an invite to consider a voluntary layoff, you can apply for the process the same as any other job. Individuals apply for voluntary layoff than the identified reduction, requests will be approved based on employees with highest seniority.

This is just an option that may be appealing to members who were planning to retire anyway should surplus activity occur.

Below are questions members have asked along with answers to help you make a more informed decision.

Does voluntary layoff impact retiree medical?

Even if a member selects voluntary layoff, they do not qualify for reduced headcount. Boeing will send out an email to members in the job number asking for anyone interested in the voluntary layoff program and explaining how to apply.

If I’m in a higher job code in the same job family as a surplus, can I apply?

Only if your specific job classification is designated by Boeing for potential voluntary layoff. Being in the same job family does not automatically mean all classifications in a job family will be eligible.

If I take voluntary layoff, do I collect unemployment?

While Boeing will simply classify you as laid-off, you would have to ask the Employment Security Department directly.

If I had already sent in my retirement package, can I revoke my paperwork?

You need to notify Pension Services through TotalAccess immediately.

Who is eligible for retiree medical?

You must be 55 or older and have 10 years of vested service.

Keep in mind your hire date (pre- or post-Jan. 1, 1993) will determine whether you qualify for retiree medical and your contribution for your retiree medical. To determine your retiree medical cost, it is advised you go online to TotalAccess and view your estimated cost of retiree medical.

TotalAccess pathway to view your estimated retiree medical cost:

• Click Total Compensation
• Then Under Benefits tab, click Current Retirement
• Then View/Update Benefits
• Under Benefits Resources tab, Retiree Medical tab
• Scroll halfway down and under retirement resources, click on preview your retiree medical options (Do not click the box)
• Once there, pick a date in 2016 (cannot be 2017 or beyond) and you will get your approximate contribution.

New owners of AIM Aerospace honor contract

The leader of AIM Aerospace says that the company’s new owners plan to honor AIM’s collective bargaining agreement with its union workers in Sumner.

In February, Liberty Hall Capital Partners – a Wall Street investment group - bought AIM from its British owners.

Liberty Hall owns three other aerospace companies, including Laird Technologies. Its investment group operates them under the name Accurus Aerospace.

As soon as the sale was announced, District 751 filed requests for information related to the sale, in order to make the transition as smooth and as easy as possible for AIM’s workers in Sumner, who belong to our union.

The response from CEO John Fezzi was that the change in ownership wouldn’t affect our collective bargaining agreement, and that AIM looks forward to continuing the relationship with our union “in a positive manner,” said Brett Coty, who serves as the Business Rep for workers at AIM-Sumner.

Whatever the ownership structure, some things will remain the same, Coty said.

“The company will still rely on our members to do the high-quality work that satisfies customers and drives profits,” he said. “And the Machinists Union will be here to enforce our union contract, protect the rights of our members on the job and look out for the best interests of our members and our community.”

March 2016
District 751 MVPs will once again help Puget Sound families in crisis by collecting diapers and baby wipes.

The union’s second annual diaper drive will take place throughout the month of March. Machinists and community members can drop off donations at any IAM 751 union hall in Puget Sound, and at a number of participating businesses, including 2nd Peek Boutique at 727 Meridian Ave. E., in Edgewood.

The diapers and wipes will be distributed to families living in domestic violence shelters, and to organizations that help low-income families:

- Domestic Abuse Women’s Network in Tukwila;
- Mary’s Place in Seattle;
- Multi-Service Center in Federal Way; and
- Pregnancy Aid of Snohomish County in Everett.

“We’re trying to make a difference, one tushy at a time,” said Rob Curran, the chairman of the Machinists Volunteer Program, which is the community service arm of District 751.

Last year, union members contributed more than 15,000 diapers and close to 3,000 baby wipes. “We’d like to increase those numbers this year,” Curran said. “This is certainly a situation in which more is better.”

Advocates say diapers are a critical item for families trying to escape from domestic abuse or get themselves out of poverty. Infants can routinely soil 10 to 12 diapers a day, while toddlers can use up to eight. The cost — between $100 and $120 a month — is not covered under any social safety net programs, and as a result, about a third of low-income mothers report running out of clean diapers regularly.

To cope, many mothers end up keeping soiled diapers on their babies longer, which leads to rashies, infections and other health problems, and babies who cry because their diapers are soiled are more likely to become abused.

“All of us who are parents understand how important diapers are,” said IAM 751 President Jon Holden. “Our union is committed to making things better for all our neighbors, especially the littlest ones.”

Wheelchair ramp helps family of girl with cerebral palsy

’ve all had my day,” Federal Way girl tells Machinists Union volunteers

A Federal Way girl with cerebral palsy will have an easier time living up to her potential, thanks to members of the Machinists Union Volunteer Program at District 751.

Union volunteers built a ramp that will help Kaybreni Horne get her wheelchair chair off her family’s porch and out into the world.

“I’m so excited,” Horne wrote in a letter after the project was done. “It’s going to make my life so much easier.”

The ramp — one of nearly 350 that members of the MVP program have built since 1997 — was really more of a boardwalk that provides a solid surface for Horne and her family to travel across, said Robley Evans, who was one of the leaders on the project.

“Before, whenever Kaybreni wanted to go outside, they’d have to travel across a long patch of sand and gravel next to their house, and when it rained, it would get too wet and muddy,” he said. “This will make things a lot easier for them.”

Four volunteers spent three hours working on the project on Jan. 29.

“You all have made my day,” Horne told the Machinists. “May God bless you and your families like you did for mine.”

Time once again to spread the love with peanut butter

District 751 members will compete again this year to see which group can help ease hunger for the most people.

Our union will take part in two annual peanut butter drives sponsored by the central labor councils in Pierce and Snohomish counties.

The drives start this month, and will continue through May 10. Donations can be brought to any IAM 751 union hall in Puget Sound, or to monthly local lodge meetings at the Seattle Union Hall.

Peanut butter collected at the Auburn, Renton and Seattle union halls will go to the Pierce County Central Labor Council, which will pool all the peanut butter collected by unions in Pierce County and give it to the Emergency Food Network, which supplies 60 food banks in the greater Tacoma area.

Peanut butter collected at the Everett Union Hall will be contributed to the Snohomish County Labor Council’s third annual peanut butter drive, which benefits Volunteers of America’s Everett Food Bank.

The group of Machinists who collect the most peanut butter will get “bragging rights,” and the knowledge they are helping feed hungry children in their community this summer, said Terri Myette, who is one of the focal points for the effort.

Last year, Everett Machinists won those honors, collecting nearly 1,400 pounds of peanut butter. Union members collected another 415 pounds for the Pierce County effort.

This will be the sixth consecutive year that District 751 has taken part in peanut butter drives sponsored by the Pierce and Snohomish county labor councils. Over the years, IAM 751 members have donated nearly 6,700 pounds of peanut butter — more than 3.3 tons.

The need continues to be great, said Myette, a union steward who works for Boeing at Renton and serves as a delegate to the Pierce County Labor Council. “Sadly, one out of every six people in Pierce County relies on food banks for at least some part of their family’s meals each week,” she said. “Most of these people have jobs, but they aren’t paid enough to support themselves or their families.”

Did you know?

Adams and Jif brand peanut butter are both made by union workers at the J.M. Smucker Co. in Kentucky.
IAM 751 volunteers give service to our communities

Washington State Labor Council joins Machinists in opposing I-732

The executive board of the Washington State Labor Council has joined the Washington Machinists Council in opposing Initiative 732, a statewide ballot measure that would create a new tax on carbon emissions while cutting other state taxes.

Although I-732 proponents intended the measure to be “revenue neutral,” the state Department of Revenue now estimates it will cost the state $914 million over the next four years.

“To deal with the climate crisis and rising global temperatures effectively, an economic transformation will be required — a transformation that cannot exclude the voices of working people, their unions, or communities of color,” Labor Council President Jeff Johnson said. “No worker or community should be left behind in this economic transformation.

However, “I-732 does not address these concerns and, in fact, locks us into a single policy that will cost our state General Fund nearly $1 billion,” Johnson continued. “At a time our state is struggling to fund basic services — including public schools, mental health facilities, and many other essential services — I-732 would send Washington in the wrong direction.”

When petitioners for Carbon Washington were collecting signatures for I-732 last year, they told people the measure was revenue neutral because the carbon tax would be offset by reductions in business, sales and other taxes. The approach was designed to appeal to conservatives.

But as it turns out, I-732 is not revenue neutral and instead will cost the state nearly $1 billion over the next four years at a time legislators are being held in contempt of the State Supreme Court for failing to sufficiently fund the state’s public schools.

Plus, it will make Washington’s regressive tax system, where people with the lowest incomes pay the highest percentage of their income in taxes of any other state in the nation, even more regressive. Even I-732 supporters acknowledge this is true.

Even before the true cost of I-732 was revealed, the Washington Machinists Council passed a resolution opposing I-732 that echoed many of the concerns shared by WSLC officers.

It pointed out that Initiative 732:

- Ignores the fact that simply making it more expensive to pollute will not magically build the infrastructure necessary to convert to a clean-energy economy that allows people to live more sustainably.
- Ignores the revenue crisis in the state of Washington with chronic underfunding of public schools, universities, transportation and other critical services that citizens want and need to maintain our quality of life.
- Ignores the disproportionate negative consequences of climate change on communities of color and low-income communities.

The Washington Machinists Council is the umbrella group representing all 50,000 Machinists Union members in Washington state.

Accountability bill alive in Olympia

“Is this bill everything we wanted? No,” said IAM 751 Legislative Director Larry Brown. “However, a bill that provides a target for aerospace industry growth and some financial dis-incentive to discourage Boeing from shipping away our jobs is better than the situation now, where Boeing is free to keep all our tax dollars and give our jobs away without any repercussions.”

The bill was introduced on Feb. 19, and was assigned to the House Finance Committee for a hearing as the AeroMechanics-related lobbying conference on Feb. 12. Union members — including a full contingent from District 751 — urged lawmakers not to give up on the idea of holding Boeing accountable.

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Orientation gives new stewards tools to advocate for members

First and foremost union stewards are advocates for the members—always. That is the message District 751 President Jon Holden gave to new union stewards at orientations in late February. As a result of the January steward elections, District 751 has more than 140 new union stewards with 95 vacant positions now being filled. This is more representation on the floor, but preparing the stewards for their role is a big task.

Holden emphasized that we are all accountable as members of this union—from members to stewards to officers to business reps to district president. The new stewards asked Holden questions ranging from misassignments to overtime to FMLA to security interviews. The discussion provided great information that stewards can use in representing the members daily.

Union Steward Coordinator Ed Lutgen put together an informative Power Point presentation that covered everything from our union structure, to union meeting schedules, union hall addresses and a variety of resources.

Expectations were outlined for stewards, which include attending monthly meetings to stay informed, taking union training classes to be more knowledgeable in representing the members, volunteering eight hours a year to promote our community service and the importance of being involved.

Stewards were encouraged to develop a fair, but firm working relationship with management. Networking with other stewards in the shop is one of the best resources. A strong steward network is important in combating the daily contract violations that arise. Stewards were also reminded to always have a contract book in hand when calling a business rep.

Stewards play so many roles on the shop floor, including contract enforcer, serving as a counselor, directing members to proper resources, referee when disagreements between members arise, someone members went to, and so many other vital roles. While it is often a thankless job, it is a critical job.

The orientations went into overtime as the new stewards were eager to get information to best represent the membership.

Several of the business reps stopped by to introduce themselves and offer advice. 751 Political and Legislative Director Larry Brown described the importance of politics and the legislative process and indicated stewards would be asked to step up and help when important legislation is being considered. Health & Benefits Rep Rod Sigvarton also provided a brief summary of their office and how they can help.

The orientation covered everything from email guidelines to a steward’s role in security interviews, to ordering seniority rosters, steps to follow if a member is harassed or discriminated against.

A portion of the time was dedicated to steps to follow on a grievance/contract violation, including example grievance forms—emphasizing that documentation is critical and the importance of capturing the who, what, when, where and how. The more documentation you gather, the stronger the case.

The new stewards were encouraged to take as many classes as possible to have a better understanding of the various contract provisions. After taking the oath of office, all were excited to hit the ground running to represent the membership.

Guide Dogs fundraisers: Good times for a great cause

District 751—one of the leading fundraisers for Guide Dogs of America across the United States and Canada—has announced dates for a series of fundraising events.

Each promises to be a good time, while also raising money for a great cause.

Flight for Sight

The 15th annual Flight for Sight fun run will be Saturday, June 4, at the Everett Union Hall (8729 Airport Road). Note the new starting location and a new course that promises to be less challenging with fewer traffic lights, as it circles Paine Field.

The event is sponsored by the District 751 Women’s Committee.

The Flight for Sight includes two timed races—5K- and 10K-runs—on a USA Track & Field-certified course. There will also be a non-competitive 1-mile walk.

Race check-in will be from 7:30 to 9 a.m. at the Everett Union Hall (8729 Airport Road). The races begin at 9:30 a.m.

Registration costs $30 in advance, or $35 on race day. Runners will get a t-shirt.

Registration forms are available at all District 751 union halls in Puget Sound, or you can go online at www.flightforsight.com and follow the links to the online registration form.

This year’s Flight for Sight fun run will start at 9:30 a.m. June 4 at the Everett IAM Union Hall, 8729 Airport Rd.

Puppy Putt

The 14th annual Puppy Putt motorcycle ride to benefit Guide Dogs of America will be July 9 at locations around Puget Sound.

Riders will leave between 8 and 10 a.m. from Sound Harley-Davidson at 16212 Smokey Point Blvd. in Marysville and from Northwest Harley-Davidson at 8000 Freedom Lane in Lacey. The separate groups will meet at District 751’s Seattle Union Hall – 9135 15th Place S. – for an afternoon of food, music, games and fun.

Puget Sound Harley-Davidson dealers are primary sponsors, but organizers stress that Puppy Putt is an “all breed” event, open to owners of all motorcycle makes and models.

Advanced registration is $15 for a rider and $5 for passengers. Registration will cost $20 for a rider after July 1. Registration forms are available at all District 751 union halls in Puget Sound or online at www.PuppyPutt.com.

Each rider will receive an event t-shirt, a commemorative patch and a Guide Dogs of America pin. Passengers will receive t-shirts.

Guide Dogs Golf Tourney

The annual Guide Dogs of America Golf Tournament will be Sunday, July 17, at the Willows Run Golf Course in Redmond.

The tournament will be a scramble format with a shotgun start at 8 a.m. A trophy will be awarded to the first place team with a $100 cash prize to each winning member. A chance to win individual prizes will be offered for low drive and closest to the pin. All other prizes will be raffled off at the end.

The cost is $110, which covers green fees, cart rental, tournament t-shirts, prizes and a buffet at the end of play. Entry forms are available at all District 751 union halls in Puget Sound. Entries are due by July 1. Information is also available by calling the Everett Union Hall at (425) 355-8821.
This Changes Everything - The Movie

Climate change is THE existential threat of our time. It is impacting our communities and our workplaces right now. Join labor and community members in the viewing of a film based on climate activist Naomi Klein’s book, This Changes Everything. At the end of the film there will be discussion on local ways to take action on climate. Bring your questions and ideas. Two showings: a panelist and a movie (Please RSVP PSARA office 206-448-9646)

March 3 - 6 pm to 8:30 pm. UBCFW 21, 5030 1st Ave S, Seattle
Brown bag lunch and a movie: March 4 - 11 a.m. to 1:30 p.m. Wash. State Labor Council, 321 16th Ave S, Seattle.
Financial planning workshops scheduled

District 751 members who work at Boeing can learn how to maximize their retirement benefits at a series of free retirement-planning workshops scheduled for early in 2016. The workshops will cover a range of topics to help you calculate your real post-Boeing income including:

- Options for your Boeing VIP, potential
- Tax-favored investing and proper asset allocation;
- Creative budgeting techniques and dealing with debt.

The workshops are offered by Money Management Educators. To reserve a seat, call (888) 223-8311 or e-mail info@vitaminfinancial.com. See schedule below for times and locations:

### Everett Union Hall (8729 Airport Road)
- Thurs, Mar 17 - 11:30 am - 1:30 pm & 2:30-4:30 pm
- Thurs, Apr 14 - 11:30 am - 1:30 pm & 2:30-4:30 pm
- Thurs, May 19 - 11:30 am - 1:30 pm & 2:30-4:30 pm

### Auburn Union Hall (201 A St SW)
- Wed, Mar 9 - 9:30-11:30 am & 2:30-4:30 pm
- Wed, April 13 - 9:30-11:30 am & 2:30-4:30 pm
- Wed, May 18 - 9:30-11:30 am & 2:30-4:30 pm

### Renton Union Hall (233 Burnett N)
- Thurs, April 21 - Noon-2 pm & 3 - 5 pm
- Seattle Union Hall (9135 15th Pl S)
- Wed, Mar 23 - Noon - 2 pm & 3 - 5 pm

### March Union Class Schedule
- Everett Union Hall, 8729 Airport Rd
- Mar 10, 10 a.m. to 1 p.m. and 3 to 6 p.m.
- Seattle Union Hall, 9135 15th Pl S
- Mar 11, 10 a.m. to 1 p.m. and 3 to 6 p.m.

To register, call (206) 737-5050 or visit: www.751.aeromechanic.org. Look for the “Union Class Registration” button on the left-hand side of the home page (see below for dates and locations).

Union classes offered in March

Knowledge is power and that power is growing every month as more and more union members take advantage of union education classes. In March, members can take the “Rights at Work” class in Everett, Auburn or Seattle. This class focuses on rights all workers have under the law and how being in a union strengthens those rights.

Grievances and Representation is offered in Auburn on Mar. 8. Participants learn to identify when a workplace violation has occurred and what to do about it. For best response, include only to members - active, laid-off, or retired. For more information, contact: 206-772-7212 or email at mmepugetsound@mmeducators.com.
**FINANCIAL $ENSE:** Are you prepared to handle a personal financial crisis?

Many people who were once married or in a committed relationship are faced with managing finances alone at some point in their lives. Unfortunately, the first time many individuals experience handling complicated financial matters is during a personal crisis following the death or divorce of a spouse or partner.

We’ve prepared a list of thought-provoking questions pertaining to financial fitness and crisis preparedness. You can use these as a starting point to check how prepared you are to handle a personal financial crisis in your life. Begin by reviewing the questions, determine what you’ve already done, and check those items off the list. For the questions you need to address or take action on, seek the advice of professional advisors and trusted family members.

**Asset management**
- Do I have a clear picture of where my assets are located?
- Will my retirement assets provide a comfortable and secure retirement for my life expectancy?
- Do I have a well-diversified portfolio?
- Are my investments appropriate in today’s economy?
- Are my assets titled properly?
- Do I have an emergency fund?
- Am I taking advantage of techniques to reduce my taxes?

**Estate planning**
- Do I have a will?
- Is my will current?
- Have I determined what I will owe in estate taxes?
- Have I funded my estate-tax liability?
- Have I explored and taken advantage of wealth-transfer techniques?
- Do I wish to provide for charitable giving?
- Are my power of attorney and my living will up to date?

**Debt management**
- Do I know my credit rating?
- Could I get a loan if I applied?
- Are my power of attorney and my living will up to date?
- Do I wish to provide for charitable giving?
- Are my power of attorney and my living will up to date?

**Insurance coverage**
- Do I have enough insurance coverage?
- Do I know the status of my parents’/children’s financial situation and the implications for my financial well-being?
- What changes in my life are likely to occur within the next three years?
- Do I know the status of my parents’/children’s financial situation and the implications for my financial well-being?
- Would I be prepared for a family emergency if it happened tomorrow?
- Wells Fargo Advisors does not provide legal or tax advice. Be sure to consult with your own tax and legal advisors before taking any action that could have tax consequences. Any estate plan should be reviewed by an attorney who specializes in estate planning and is licensed to practice law in your state. Proudly Serving the I.A.M.A.W. for over 25 years.

This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group in Portland, OR at 1-800-923-6399 or www.scottwealthmanagement.com.

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**Local Lodge officers accept the oath of office**

Business Rep Steve Warren (far right) administers the oath of office to Local 86 officers L-R: Pete Hedemark – Secretary-Treasurer, Carl Andrews – Recording Secretary, Rick Olson – President, Kenya Conway – Vice President, Darren Truitt – Trustee, Bill Nkikola – Trustee, Allen Evertland – Conductor-Sentinel. Not pictured: Casey Streeter, Trustee.

With the curtailment of Alcoa Wenatchee Works, Local 1123 has moved its meetings and officers to Grand Coulee. Business Rep Steve Warren (L) administers the oath of office to (L to R): David Furman, Glen Bennetthoff, Keith Faul, Tony Powell, Levi Mitchell, and Wallace ’PeeWee’ Pleasant.

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**Labor History Happenings**

| March 1 | IWW strikes Portland, Oregon sawmills, 1907 |
| March 4 | U.S. Department of Labor, 1913 |
| March 7 | Ford Hunger Strike, 1932 |
| March 12 | Shingleweavers Strike, Raymond, Washington, 1912 |
| March 17 | First U.S. postal strike, 1970 |
| March 22 | CLUW, 1973 |
| March 25 | Triangle Shirtwaist Fire, 1911 |

Information taken from the PNLHA Labor History Calendar.

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**Union YES FACTS**

Unions fought for so many things we simply take for granted. It’s good to remember what those who came before us fought long and hard to secure...

Paid vacation, sick leave and holidays are all things unions fought to secure that are now enjoyed by other workers.
Western Washington

TAA benefits approved for members from Alcoa

Laid-off workers from Alcoa’s Wenatchee Works are eligible to receive enhanced federal unemployment and job retraining benefits, thanks to actions by the unions that used to represent them.

The benefits can include up to 130 weeks of benefits similar to unemployment insurance, money for as many as 130 weeks of classroom training for a new job, and in some cases, money for moving expenses if a laid-off worker has to move to take a new job.

“I know our members at Alcoa would rather still be working there,” said IAM 751 President Jon Holden. “But at least with these benefits, they have a chance to train for a new career, and a chance to rebuild their lives and their futures.”

When the plant’s closure was announced, the Wenatchee Aluminum Trades Council – which included representatives from IAM Local 1123 – worked together with the Washington State Labor Council and Alcoa’s local managers to request federal aid for the workers under the Trade Adjustment Assistance Act, or TAA.

TAA was first proposed by President Kennedy in 1962, who said that in return for opening up American markets to foreign competition, the federal government should ensure that “those injured by that competition should not be required to bear the full brunt of the impact.”

The U.S. Department of Labor has approved the request, and the Washington Department of Employment Security is setting up meetings to discuss the available benefits and help workers apply for them. Those meetings will be March 1-3 at the United Steelworkers Union Hall, 180 E. Rock Island Road, East Wenatchee.

To attend a meeting, workers must call (509) 665-3720 or (509) 665-3713. Spouses are encouraged to attend as well.

While it was unions that worked to secure the Trade Act benefits, they are available to everyone who worked at the plant in Malaga, whether they belonged to a union or not. That includes managers, temporary workers from specified agencies and construction workers who were employed on projects at the plant, so long as they were laid off after Nov. 6, 2014, due to a lack of work.

There were 428 full-time employees at Alcoa when it shut down, including about four dozen Machinists Union members. Local economists say the Wenatchee community will be hit hard by the plant’s curtailment, with losses of about $60 million in annual payroll and as many as 262 additional lost jobs at companies that supplied goods and services to the plant.

The average wage for manufacturing jobs in Chelan County in 2014 was $49,943, while the average pay for all jobs was $35,912, the Wenatchee World reported. Alcoa was the largest manufacturing employer in the county.

Solidarity in Spokane as contract expiration approaches

Continued from Page 1

arrive, which is the day of the week the contract will expire. A burgundy contract shirt has been worn for more than a year reinforcing the same message.

“We are united because of what happened last time. We all deserve a pension and no one deserves a two-tier wage,” declared a member at the first shift meeting. “No one should make less simply because they hired after a certain date in time for delivering the same work.”

The in-plant committee is working up a checklist for members to prepare well ahead of time should a strike be necessary. Letting your mortgage lender know of the situation, asking credit card providers to accept a smaller minimum payment or simply pushing out the timing of payments are helpful things you can do in advance of the contract vote. Most banks will defer payments, if they know what is going on, and simply add additional time to your payment plan.

Members are encouraged to read the current contract and know what is in it so the summary of changes will be easier to understand.

The next survey will begin distribution on March 11 and the strike sanction vote will be at the Northern Quest Casino on March 25.

The in-plant committee is also planning to hold barbecues at the plant gate and other solidarity activities leading up to the contract vote.

The in-plant committee emphasized educating all members on the voting process. Even if you vote yes for the contract, always vote YES for a strike to support the majority. Then, if a majority reject the contract, you have the option to call a strike, otherwise you might end up with a contract the majority rejected.

One member noted each time he has been ordered to work mandatory overtime, his response to management has been “thank you for the opportunity to put more money in my strike fund.”

The committee has put blinking lights on the union bulletin boards that flash when there is new information so members are more likely to check the board. A text message network has been established to alert members of updates. Members can sign up on the website or give the information to a steward or in-plant committee member.

All of these activities combine to make a more informed membership, which makes us stronger as we enter this new round of bargaining. It goes without saying our goal is to negotiate a contract your negotiating committee can recommend and you will be voting for. However, after the last round of negotiations, we all know what is at stake, and we must be prepared to take action.

Eastern Washington

New contract at DRG

Machinists Union members who work for defense contractor Delaware Resources Group have ratified a new three-year collective bargaining agreement that includes a new pension benefit.

The agreement covers DRG’s civilian workers at Fairchild Air Force Base and five other bases nationwide.

At Fairchild, the agreement will cover 15 DRG pilot instructors and flight simulator technicians who train KC-135 tanker crews.

Under the terms of the deal, starting in April, the company will begin paying into a pension plan for the workers, who will be eligible to start receiving retirement benefits from the plan if they work another five years.

The pension benefit will replace a previous profit-sharing plan, which provided an additional 401(k) match.

That was a win for the workers, said IAM 751 Business Rep Steve Warren.

“A pension benefit guarantees a specified payment for retirees, every month for the rest of their lives,” he said. “It’s something you can count on, unlike a 401(k) that goes up and down with the stock market.”

In addition, the agreement also spells out:

- Raises of 3 percent in the first and second years of the contract, and 3.25 percent in the third;
- Additional pay for workers who take cash in lieu of health care benefits, while workers who enroll in the company-provided health plan will see an improved cost-share; and
- Improvements in language to spell out how workers are to be paid when they’re assigned to travel for work.

The Machinists at Fairchild supported the agreement, said Holly Johnson, a flight simulator technician who serves as a union steward and was part of the negotiating committee.

“What we looked at, what we voted on was reinforcing the same message.

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