Job erosion is becoming an issue throughout Puget Sound for members working at Boeing. Union Stewards are reporting higher-graded work is being assigned to lower-graded employees.

In order to effectively combat these escalating tactics by management, our union is putting together a process with the expectation that affected members will step up, participate and help provide the documentation to challenge these actions. Members can begin using this new process in May once Business Reps have had an opportunity to outline the steps to our stewards.

“We are receiving complaints from different organizations throughout Puget Sound regarding higher-graded work and expectations from management that the work be accomplished by lower-graded members. This is concerning and it is important to address these issues. We put together a defined process to capture the information needed to fight this move and push back,” said District 751 President Jon Holden, who enlisted the Jobs Committee to help establish a process.

“In order to effectively challenge this activity, we need members involved to help document these changes,” Holden added. “Members will work directly with their stewards and Business Reps to present the strongest possible case in each instance. Our members performing the job are the experts who can precisely describe any changes to work, which is critical in moving these cases forward.”

“Collectively, we are stronger when we work together and get input from as many members involved as possible,” added Holden. “Strength in numbers is the premise of unions and it holds true for challenging these issues, as well.”

The committee developing the new process includes Holden, Chief of Staff Richard Jackson and Business Reps Brett Coty, Emerson Hamilton, Rich McCabe and Dan Swank.

Depending on the particular circumstances and documentation, our union will then determine if it is a misassignment grievance or an issue to involve our Jobs Committee. The goal is for much quicker resolution.

Our union wants to ensure our members are empowered to document these and other types of issues surrounding job classifications and labor grades.

Boeing’s recent attempt to install the new Mechatronics job is an example of what can happen if the Company’s proposal becomes reality and higher-graded work would then be performed by lower-graded employees. Our union filed a grievance challenging the labor grade assigned (grade 6) when much of the work is currently in grade 8 and grade 9 jobs. Even more important, is our challenge that Boeing does not have the right to implement the job at all because it intentionally erodes other parts of the contract like inline promotions. Boeing has not put anyone into the job, and we are working through our grievance on this issue.

This type of job erosion is something our union will always fight and with a process for members to bring the documentation forward, we will be able to resolve them quicker.

Putting together a new process to battle job erosion on the shop floor at Boeing is a focus L to R: Rich McCabe, Emerson Hamilton, Richard Jackson, Jon Holden, Dan Swank and Brett Coty. Boeing has stepped up efforts to move higher-graded work to lower-grade job classifications, which we can challenge with proper documentation from our members.

FOD Busters’ inspiring invention

Our members are the experts in building airplanes and often have a better way to perform their work to save Boeing both time and money.

Recently, IAM 751 Union Steward Chris Black demonstrated his ingenuity by coming up with an invention that will help eliminate lost tools and foreign object debris (FOD) in airplanes. The invention involves magnetizing steel tools and then using a modified gauss meter to detect the residual magnetic fields of any lost tools from the interior or exterior of an airplane.

Since initially coming up with the invention, Chris recruited other Boeing employees to be a part of the ‘FOD Buster’ team, which includes Kathy Ferguson, materials engineer; Dan Bynum, remote visual inspector; and Dr. John Hull, physicist and Boeing technical fellow.

The FOD Buster team developed the invention utilizing existing magnetic field sensor technology. They then made presentations to BCA P-8 management to garner support. The first prototype is currently being used in the P-8.

“The money it costs Boeing to look for lost tools is expensive, and I knew there was a better way,” said Chris, who has 35 years as a nondestructive test inspector and is a lead at Boeing Field. “This invention is a simple and inexpensive way to quickly and accurately locate not just where the tools are but to determine if they are even on the plane.”

Union Steward Chris Black (r) and materials engineer Kathy Ferguson are part of a FOD Buster team that invented a way to locate lost tools in minutes rather than days using an electromagnetic field detector to find a previously magnetized tool.

Proper Payout

Union ensures members get the benefits they are entitled to

Chemical Controls

Everett hazmat team brings innovation for chemical handling and hazardous waste

Gary Naple attended this union meeting to thank IAM 751 for changing his life with union representation.

New member thanks union for changing his life

IAM 751-member Gary Naple is thankful every day to have a voice in his working conditions and union representation. That was the message he conveyed recently at both a District Council meeting and a Local 751-C meeting.

Gary is one of 220 workers at the Cadence-Giddens plant in Everett who voted for IAM representation last May and approved a first contract in February of this year.

“I want to thank District 751 for changing my life. You stepped in and showed us what we can do if we remain united and strong,” Gary told union members attending the meetings.

“Every day I go to work and get to see what we accomplished together by working together and getting input from as many members involved as possible.”

Continued on Page 4

Union gets ER bill paid

The value of union membership was evident as Union Steward Kim Krause at Everett helped ensure a member did not have to pay $4,000 in medical bills for procedures that should have been covered. This issue seems to surface every so often when Blue Cross Blue Shield of Illinois (BCBSIL) rejects a medical claim that should be covered.

In this instance, the member approached Kim after receiving the $4,000 bill following a recent visit to the emergency room. The bill noted that his visit and the procedures that should have been covered.

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Working together, each doing our part, we will succeed

By JON HOLDEN
District President

We are stronger when we work together. That is the fundamental principle that the entire labor movement is built upon.

Working together also will, I believe, help us protect high-skilled, high-wage jobs at Boeing and the other companies where our members work.

I am hearing increasing reports of job erosion – the improper assignment of work now done by workers in high labor grades to workers in lower labor grades. There seems to be an effort by management at Boeing, in particular, to redefine the work done by our most-skilled members in the highest labor grades in ways that would allow workers in lower labor grades to perform the tasks.

The work itself does not seem to be changing. It’s just the words used to describe it. But that can be enough to take work away from workers in higher labor grades who have dedicated years to learning and perfecting the most complicated processes.

As a union, our immediate concern is for how this affects career opportunities for our members – both those who hold high labor grade jobs now, and those who are striving to improve their skills in order to gain promotions into those roles.

To combat this, we are putting together a process to help us identify, investigate, challenge and resolve these management decisions as quickly as possible.

These are complicated issues and no one person – not me, not our business reps, our stewards or individual members – can work on them alone. When we all do our part to identify, document and address these issues on the shop floor - members, stewards, business reps along with our job committees - will be successful in ways that will benefit everyone.

Working together will also be essential if we’re to be successful in other areas in the weeks ahead.

One very important effort has been the work of the Resolutions Committees in each of our Local Lodges, which have been preparing for the IAM&AW’s Grand Convention coming up in September. This convention, which draws delegates from IAM local lodges across the United States and Canada, is our opportunity every four years to debate changes to our International Constitution.

These committees have been meeting for several months in a process that has involved a great number of union members. Their work started last fall, when we held Town Hall workshops across Puget Sound to ask for ideas on how to change the way our union is run.

The local lodge committees then took those suggestions and used them to craft specific proposals, which were presented to the Local Lodges for debate, amendments and approval. All of this input and participation has made the amendments and resolutions that our Local Lodges will put forward much more thoughtful and relevant, and I thank everyone who has worked together on this important project.

We aren’t finished. While the Local Lodges voted on the first round of proposals in April – as you can read elsewhere in this month’s AeroMechanic – there is still time for us to consider new proposals in May.

After our proposals are finalized, our Local Lodge leaders will share them with their counterparts from other locals across the United States and Canada. By working together with them, it is our goal to gain broad support for these changes, which I believe will make our union stronger by giving more power to the members.

Lastly, our fellow Machinists at Triumph Composites in Spokane will need to work together closely in the weeks ahead, if they are to achieve their goal of a better collective bargaining agreement.

As you can read elsewhere, we’re nearing the end of our negotiations with management at the company. Our members are determined to achieve two key goals – restoring pensions for all union workers at the plant, and eliminating the current two-tier wage system – while also making other gains that will enhance the quality of their work life.

It won’t be easy, but if each of our members at Triumph stands together and stands strong, I believe we can do it.

In each of these cases, no one will be expected to go it alone, but everyone should expect to do their part. Working together makes us stronger, and that strength will pay dividends, whether we’re protecting jobs at Boeing, or improving our contract at Triumph, or enhancing the way our union is run.

LOCALS PASS MEMBERSHIP BILL OF RIGHTS TO GIVE MEMBERS POWER

District 751’s local lodges in Puget Sound have all approved a “Membership Bill of Rights” that would give Machinists Union members across North America a bigger say in the decisions that affect them most.

The measures are part of a slate of recommended changes to the IAM&AW’s International Constitution that our local lodge delegates will present at the Grand Lodge Constitution in September.

“I believe our proposals will provide more rights and ownership to our union’s members across the United States and Canada,” said District 751 President Jon Holden. “Our union is stronger when we have more participation from more members, and provisions like our proposed Membership Bill of Rights do just that, by ensuring local lodges and districts have more control over their own processes.”

District 751 members in Western Washington (Locals 751-A, 751-C, 751-E and 751-F) approved the proposals during their April local lodge meetings. Members of the three Eastern Washington locals (Locals 86, 1123 and 1995) will vote on the proposals in May. Importantly, all these meetings met in incorporated amendments to clarify and make them stronger.

New proposals to be suggested amendments to the current proposals will be debated at local lodge meetings in May as well.

The complete text of each proposed Grand Lodge constitution amendment is available online at www.IAM751.org/amendments.htm.
I AM wins ruling in Wisconsin ‘Right Work’ case

A Wisconsin judge has sided with the Machinists Union in a case challenging the state’s private sector “right-to-work” law. IAM District 10 in Milwaukee, the Wisconsin AFL-CIO and United Steelworkers District 2 in Menasha, Wis., joined to argue that the law was an unlawful seizure of property because it required private-sector union members to extend benefits to workers who don’t pay for them.

In a ruling the Walker State and the state’s GOP legislature passed the law through in February 2015 amidst massive protests. Workers in right-to-work states have significantly lower wages, fewer benefits and for higher rates of fatal workplace accidents — leading some to call them “Right to Work” laws, or “Right to Work for Less.”

Judge Faust’s ruling is a victory for IAM, the United Steelworkers and all of Wisconsin’s working families,” said IAM District 10 Directing Business Rep Alex Hoekstra. “Walker and his cronies have continued to push a policy of state economic growth through the elimination of family-wage jobs and private investment to preserve and expand quality, pressing and immediate need to reverse the state’s GOP legislature pushed to fail. Now we know it was illegal.”

Dane County Circuit Judge William Foust cited the state’s corporate tax loophole that allows corporations to deduct 3.9 percent of the money they give in performance bonuses to their CEOs.

The final resolution notes that people receiving Social Security benefits did not receive any cost of living increases for 2016, while those living below the poverty line has no cost of living increases. The resolution notes that Social Security Administration made a one-time payment to seniors and veterans of $581, or 3.9 percent of the average person’s annual benefit.

For pay, the club proposes that

Local F members (from left) Jacob Krulke, Carolyn Romeo and Kat Kinklner study the proposed resolutions before voting on them at their April 13 lodge meeting.

Congress should eliminate a tax loophole that allows corporations to deduct 3.9 percent of the money they give in performance bonuses to their CEOs.

The resolution states that benefits millions of people, raising the cost of drugs that seniors must pay, would save lives, and would save taxpayers money.

The Grand Lodge Convention will be Sept. 4-9 in Chicago, and the delegates from IAM 751’s local lodges will advocate for the convention to adopt these policy positions, said IAM 751 Legislati ve Director Larry Brown.

These are common-sense steps that Congress could make that would benefit retired people and working families in every corner of our country,” he said. “It’s my belief that the Grand Lodge delegates will support these proposals that our local lodges have made, and that will add the weight of our entire union to the effort to make them law.”

By Lee Newgent, Larry Brown and Viner editor

The following ran on April 18 in the Wenatchee World

January’s increased jobless rate in the Wenatchee area echoes a disturbing trend seen across our state: Much of Washington outside of Puget Sound is quickly losing ground. There is a pressing and immediate need to reverse that loss, to preserve and expand quality, family-wage jobs and private investment in infrastructure that has enabled historic economic stability outside of our major cities. State leaders must take swift action to secure that stability into the future.

First, communities across our state are being rocked by the loss of jobs from closures of viable industry and manufacturing — such as the Alcoa plant in Wenatchee.

Second, we are facing extreme revenue shortfalls. Puget Sound and much of the rest of the state have been faced with the need to balance the need for family-wage jobs and investment in aging infrastructure with valid environmental concerns, as we have done throughout our history. As with the proposed methanol plant in Tacoma — these jobs are critical to Washington’s overall economy, providing quality work and good wages, as well as tax revenue that benefits our schools and programs throughout the state. Industry and the environment must not be regarded as mutually exclusive. (Note: since the time of writing this article, due to the regulatory hurdles the methanol plant siting proposal has been withdrawn. This further proves the point of this op-ed.)

Finally, leaders in Olympia must implement a timely regulatory-review process, as this profoundly affects investment in industry and potential infrastructure enhancements. Our current review process is open-ended and unpredictable, which provides no certainty whatsoever for investors. This means there is no reasonable assurance to workers and their families and communities that jobs will soon come their way, either. The project for project review must provide predictability, including a defined timeline for review, and a range of decision-making tools.

Washington is on a dangerous and perhaps irreversible path. A serious course correction is needed to ensure job

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New member thanks union for changing his life

Continued from Page 1

joining a union. The company will always remember the day 200 plus members said they had enough of the company taking too much from the little guy,” Gary added.

Gary became a vocal leader on the shop floor and is now a union steward. He and his co-workers learned their rights under the National Labor Relations Act, which were posted on the union website, and used the law to their advantage during the initial contract talks.

“We educated ourselves on our rights and used it for leverage,” said Gary. “Our members were chanting and shouting about getting a fair contract. The manager asked if I could help manage the crowd. He called them together. I told them: ‘chant louder, chant united and keep working.’ He turned and said, ‘I thought you were going to help me’ to which I responded ‘I just did since you were breaking the law so I’m keeping you out of trouble.’ It is our right to take part in concerted activity under the NLRA.”

Our new members at Cadence were creative each time management tried to break their spirit.

“When management took down our union flyers and said we couldn’t post others on the shop floor, we taped the flyers to our chest and back,” Gary added. “They couldn’t see ‘take your clothes off’ or ‘you can’t wear a Byet since clothes are our personal property.’

Even though Gary is one of the higher paid members at Cadence, he was one of the most vocal about insisting on raises for others to raise the standard for all.

“This contract was for all of us. It is for the guy who was struggling to pay rent and put food on the table,” said Gary. “We, as workers, built this country and deserve to live comfortably. If more people knew what they could do at their workplace, we would all join a union and exercise that power.”

His message should resonate with workers across the country, but you can be sure our organizing department will have him tell his story to other potential members in the future.

Gary Naple, an IAM 751 Steward from Cadence Giddens, attended the April 12 District Council to thank 751 for changing his life for the better with a first union contract approved in February.

“Twelve cents an hour works out to about $250 a year, which is a car payment, or a couple weeks’ worth of groceries,” he said. “It’s meaningful.”

The incident came to light in March, when Hytek workers got their 3 percent raise guaranteed by the contract they ratified in March 2013. Fox was alerted that one of the workers in her area had found an error in his paycheck. The worker had recently been promoted from a Grade 1 process support worker to a Grade 2, after earning enough skill points to qualify for the upgrade.

That promotion meant a raise of $1.50 an hour, which should have been added in to the worker’s pay before the 3 percent raise was calculated – but it wasn’t.

Fox, the union steward, went to Hytek management on the worker’s behalf. The company looked into it, and discovered that an error had in fact been made.

“When their credit, once they saw the mistake, they moved pretty quickly to make it right,” Crockett said.

Then, at Fox’s request, company managers looked to see if any other workers had been similarly affected – and found that four others had.

All five got their raises and received the back pay they’d missed.

For Fox, one of the best parts of the whole process was the fact it was started when a supervisor had come to her to see if together the two of them could get the error resolved. “It was really a good example of the kind of relationship we have there,” Fox said.

Fox said all workers at Hytek should talk to their union stewards whenever they feel there’s been an error in their pay, or if they have any other issue.

“If you just come to a steward, chances are, we can solve it,” she said. “You’ve just got to let us know.”

Crockett agreed. “We need you to tell us about it, and if there’s merit, we’ll go to bat for you,” he said. “That’s what a collective bargaining agreement is for.”

Machinists members at Hytek

Five employees of Hytek Finishes in Kent got errors in their paychecks corrected this spring, thanks to the work of a District 751 union steward.

In each case, the company made the same mistake: applying the 3 percent general wage increase that all employees got under the IAM contract without first adding in additional pay for promotions they earned at about the same time, said Dee Fox, the steward who worked the issue.

In each case, the difference was small—about 12 cents an hour — but over time that adds up, said Business Rep Joe Crockett, who represents the workers at Hytek.

“Twelve cents an hour works out to about $250 a year, which is a car payment, or a couple weeks’ worth of groceries,” he said. “It’s meaningful.”

The Machinists Union gets pay corrected for Machinist members at Hytek

Machinist members who work at AIM Aerospace-Sumner got their second guaranteed annual wage increase on May 2.

Under the terms of their collective bargaining agreement, all workers with four or more years’ tenure at AIM-Summer, as of May 2, saw their base wages increased by 2.75 percent.

Workers with less than four years’ tenure saw their base wages increased according to a wage progression table outlined in the contract. The contract specifies wage increases for recently hired workers in each job category after three months, six months, nine months, one year, 18 months, two years and three years. The wages at each interval increased on May 2.

“One of the great benefits of a union contract is that workers are guaranteed regular wage increases that are applied consistently at specified times,” said Brett Coty, the Business Rep for the workers at AIM.

“Without a union contract, raises are arbitrary – inconsistent – or often non-existent.”

The Machinists at AIM ratified their current four-year agreement in May 2014. It was their first union contract after the workers voted to unionize in July 2013.

Under its terms, Machinists at AIM got average raises of 5.6 percent upon ratification and specified annual wage increases. The next one will be on May 1, 2017.
Everett hazmat team tackles more with less

You can only imagine how many different chemicals are used to build Boeing commercial airplanes or how much hazardous waste is generated during that process.

A group of highly trained Machinists Union members at the Everett site are all too familiar with both the volume of chemicals and hazardous waste. These members, who work as environmental control technicians, must possess extensive knowledge of not just the chemicals, but procedures to dispose of hazardous waste, government regulations, hazmat response procedures and so much more.

Everett being the largest site handles the lion’s share of hazardous materials used by Boeing for the production of commercial aircraft. This in turn reflects in the large amounts of hazardous waste generated and processed. Yet hazardous waste disposal barely scratches the surface of the responsibilities for this Hazmat group.

Just as impressive is the fact that they are continually taking on more responsibility with less headcount. Ever-changing government regulations pose additional challenges.

“Our head count continues to diminish. As team leader, I continually ask members if they have ideas on how to do the work safer and more efficiently,” said member Robert Foley. “When you have people that work this job every day who have suggestions, they are the experts so you embrace their ideas.”

Beyond simply collecting and disposing of hazardous waste, these members are also charged with ordering, warehousing and distributing chemicals to a number of Boeing facilities. In addition, they kit the chemicals into usable packaging to minimize waste – keep in mind that each chemical has different regulations for packaging and labeling.

The list of buildings that Everett Hazmat services at the Everett site is growing and includes several buildings undergoing construction. Orders are filled not just for point of use stations at Everett, but also new buildings off the main Everett site. They also ship hazmat chemicals to other sites in the Boeing Puget Sound complex, South Carolina, Montana, Utah, California, Texas and Arizona for AOG. The members also provide a variety of non-flammable and highly flammable compressed gases for the entire site.

The group also took over maintaining the Skydrol trenches from a vendor that run for miles underneath the factory – adding to their already incredible workload.

Through the delivery method of solvents from 5-gallon buckets that were awkward and heavy to smaller pint-sized containers. Standardized labeling is a huge time saver in the warehouse, as well. Whenever there is a chemical spill throughout the factory whether it is a leaking forklift to a level A hazmat response to a blood borne pathogen, they respond. It is just another example of how this group goes above and beyond on a daily basis.

Dave Coleman, the 40-15 Lead, coordinates with the waste team in their daily hazardous disposal ‘turn’. It is like watching a perfectly-executed ballet that showcases their incredible forklift and stacker driving skills. Every move is choreographed and timing is critical. Two stackers and a forklift quickly, simultaneously and precisely pick up collected hazardous waste bins, dump it into a waste roll-off container, and return the empty bins to a forklift trailer to be sent back to the factory. Impressively, about 60 waste bins are emptied and readied to return to the factory in about a 60 minute time span. Since it is imperative not to allow rain into the roll-offs, this process gets more complicated on wet days.

Through all the added responsibilities, the group continues to not only improve their process, but implement initiatives to help the environment, as well. In 2013, the hazmat team in the 40-15 building received an award for their reuse/reduce/recycle poly drums initiative. The project reused 55-gallon poly drums, reduced requirements for new drums by reconditioning and using existing drums and recycled other drums to the vendor. It reduced the amount of landfill waste by 2.5 tons of plastic in 2013 alone, freed up warehouse space and reduced cost.

In 2012, the 40-15 hazmat team’s “drum to tote” project was honored. By switching from 55-gallon drums that would go straight to a landfill to vendor collected, cleaned and reused 275-gallon tote, the Hazmat Heroes EI Team was able to reduce the number of waste pickups at point of use stations in Everett.

Each day Karen Latham (l) and Kristie Dubick kit, package and ship chemicals throughout Puget Sound and to other locations across the country.

Above: Marcia Monsaas and Adair Gearhart helped re-organize paint in the warehouse to be more efficient.

Above left: Business Rep Grace Holland, Stewart Bill Herrmann and Ty Staley discuss how they went from 5-gallon step cans to 55-gallon drums to reduce the number of waste pickups at point of use stations in Everett.

Ron Kubasta works to label the chemicals to be sent out to the plants and must ensure that comply with state and federal regulations.

Above: The Everett Hazmat Heroes team in the 40-15 building has received several awards for their environment-mental innovations. L to R: Scott Deshaires, David Coleman, Marcia Monsaas, Mike Williams, Dale Wetzell, Jim Hastings, Robert Gerrodette, Bob Foley, Mike Thompson, George ‘Kip’ Wilson and Business Rep Grace Holland.

(Not pictured, but part of the crew Dave Harding, and Ken McArthur, Hazmat Manager).
Guide Dogs fundraisers: Fun for a great cause

Our union plans a series of fundraising events, which promise a lot of family fun while also raising money for Guide Dogs of America.

Guide Dogs of America is a California-based charity -- founded by a Machinists Union member -- that provides services dog and training in their use to people who are blind, or have impaired vision, from across the United States and Canada.

District 751 is one of the top fundraisers for Guide Dogs of America. Over the past seven years, our union has raised more than $2 million for the charity.

Flight for Sight fun run

District 751 is lacing up its running shoes once again with the 15th annual Flight for Sight fun run and walk on Saturday, June 4, at District 751’s Everett United Way Union Identification (ID) Checking Day at 26th Airport Road.

Registration is from 7:30 a.m. to 9 a.m. Chip-timed racing on 5K and 10K courses will start at 9 a.m. The non-competitive 1-mile walk will start at 9:45 a.m. The courses will be certified by USA Track & Field.

Registration, which includes a t-shirt, costs $30 in advance or $35 on the day of the race. Registration forms are available online at www.FlightForSight.com.

Sporting clays shoot

Local C will host its fourth annual “Bucks 4 Pups” sporting clays shoot to benefit Guide Dogs of America on Saturday, June 18, with the support of Scott Waugh Management Group.

The event at the Summer Sportmen’s Association (15711 96th St. E., Puyallup) will open at 8 a.m. for registration. An orientation and safety training session is at 9 a.m., with shooting starting at 10. First-time shooters are welcome and there will be basic sporting clays safety and instruction available.

The cost to enter is $195 per shooter, or $340 for shooters under 18. The field will be limited to 100 competitors, who will fire each at 100 report-pair targets. Trophies will be awarded to the top teams and top individual shooters. Breakfast, coffee, and donuts and lunch all are provided, along with ammunition and targets.

Registration forms will be available at all IAM 751 union halls. Vouchers are needed for the shoot. To help out, call John Lopez Jr. at (253) 230-9192 or Chris Schorr at (253)-793-2208.

Puppy Putt 14

The 14th annual Puppy Putt charity motorcycle ride will be Saturday, July 9. Riders will leave between 8 and 10 a.m. from either Sound Harley-Davidson in Marysville (1612 Smokey Point Blvd.) or from Northwest Harley-Davidson in Lacey (8000 Freedom Lane). The separate groups will meet at District 751’s Seattle Union Hall (9135 15th Pl. S.) for an afternoon of motorcycle-themed food, music and fun.

Advanced registration is $15 for a rider and $5 for passengers. Registration costs $20 on the day of the ride. Forms are available at all District 751 union halls in Puget Sound or online at www.PuppyPutt.com. For details, go online at www.PuppyPutt.com or call District 751’s Everett Union Hall at (425) 355-8821.

This year the Puppy Putt is raffling off a Harley Davidson Sportster XL1200C. Raffle tickets are $5 each and available at all union halls or local lodge meetings. An absolute maximum of 5,000 tickets will be sold. You need not be present at the Puppy Putt to win the motorcycle.

Local 86 Trap Shoot

Local 86 in Spokane will hold its fourth annual-charity trap shoot on Aug. 20 at the Spokane Gun Club (19615 E. Sigsbee Ave in Greenbluff). The event will start at 9 a.m. The cost is $80 per person, which includes lunch, trophies and door prizes. There will be additional drawings for prizes including shotguns, televisions, barbecue grills and tool packages.

To register, call the Spokane Union Hall at (509) 534-9690 or e-mail seveland228@msn.com.

Local A car show

The Bill Baker Memorial Steel & Wheel SuperShow is coming to Everett again this year.

Local A’s annual show for classic cars, hot rods and custom motorcycles will be from 10 a.m. to 3 p.m. Saturday, Aug. 20, at Machinists Union District 751’s Everett Union Hall, 8729 Airport Road.

Along with displays of custom cars and cycles, there will be food and live music, and the 1973 National Hot Rod Association world champion funny car, “The Green Elephant,” will be on display.

Check-in for exhibitors will be from 8 a.m. to 9 a.m. on Aug. 20. Entry costs $25 on the day of the event, or $20 in advance. Registration forms are available at all District 751 union halls around Puget Sound.

FOD Buster team creates an inspiring invention

Continued from Page 1

The team focused on the most-cost-effective way to locate lost tools. They modified an existing milligauss meter used for hospital MRI room field surveys. The magnetic field sensor technology makes detection through the airframe possible without disassembling the aircraft and allows pinpoint accuracy in finding a tool’s exact location from outside the plane. In fact, aluminum and other non-ferromagnetic metals like titanium, nickel based alloys, and austenite stainless steels, will not shield a magnetized tool from detection.

According to Chris, “Many of the tools from our tool suppliers are already magnetized when purchased. Tools can also be magnetized using a magnetic particle inspecion coil. I use direct current (DC) to magnetize steel tools because it induces a magnetic field that is stronger than the field produced using an alternating current (AC). Using a DC milligauss meter eliminates interference from AC magnetic fields in the factory due to extraneous power sources.

In the test, the tool allows mechanics to locate them with a magnetic field sensor. The lost tool detection device, which is still being perfected, will incorporate a magnetic field sensor, threshold alarm, and headphones. LED lights to locate the magnetic field from the lost tool.

Instead of looking for tools using a metal detector that only has a range of a quarter inch and could get false alarms from the structural steel in the airplane, the detection range of the modified magnetoresitive milligauss meter is up to 24 inches depending on the skin. In response to this technology gap, team member Kathy Ferguson, a SPEEA-Association world champion funny car, “The Green Elephant,” will be on display.

check-in for exhibitors will be from 8 a.m. to 9 a.m. on Aug. 20. Entry costs $25 on the day of the event, or €20 in advance. Registration forms are available at all District 751 union halls around Puget Sound.

The FOD Buster lost tool detection device will help our mechanics locate lost tools faster than ever before. Having this capability will create a more positive atmosphere for reporting lost tools, in addition to saving Boeing lots of money.

“This is just one example of the amazing skills, expertise and innovation that we are the heart of the IAM and SPEEA memberships working with Boeing here in Puget Sound, who working together make Boeing successful,” said District 751 President Jon Holder after learning about the collaboration.
IAM 751 MVPs continued their work in our communities in April, working on multiple projects. For more information on union community service events, call the Seattle Union Hall at (206) 764-0335.

Nicki and Dan Thomaier were two Everett MVPs helping with the road clean up.

Diaper drive helps families in need

Seattle-area Machinists from District 751 and our sister lodge, District 160, teamed up to collect more than 8,600 diapers and 6,800 baby wipes in support of the recent March of Diapers community campaign. The two district lodges made a significant contribution to the effort, which provided in total more than 21,000 diapers and 16,000 wipes to women’s shelters and agencies that support low-income families in King, Pierce and Snohomish counties.

“We were so successful, we were able to expand the program and help more agencies than we’d planned on originally,” said Cheryl Hurst, a community activist who headed the effort. “The Machinists played a big part in that.”

The diapers and wipes were turned over to Care Net Pregnancy & Family Services of Puget Sound, whose director of development is Ben Edwards (r).

You can help with Letter Carriers’ food drive on May 14

Remember to leave out a food donation at your mailbox. This is an easy way to help laid-off workers and others utilizing area food banks. Simply set out your canned or non-perishable foods at your mailbox on Saturday, May 14. The Letter Carriers will do the rest.

Also consider volunteering to help the postal workers collect the donations.

Volunteers are needed in the following areas:

• Everett - Main Post Office 3102 Hoyt Ave – shifts 11-2, 2-5 and 4-6. Coordinated by District 751, 3102 Hoyt Ave.

• Pierce County – Emergency Food Network (EFN) is coordinating the drive Contact Merrit Reed, EFN Coordinator of Volunteer Activities at merrit@efoodnet.org to find out locations and times and sign up.

Spread the love! Peanut butter drive ends May 10

Our union’s annual peanut butter drives are entering the final stretch.

Tuesday, May 10, is the last day to donate jars of peanut butter to the annual efforts, which provides a much-needed source of tasty protein to school children whose families rely on food banks during the summer months.

Donations can be brought to local lodge meetings this month, or dropped off at any IAM 751 union hall in Puget Sound.

Peanut butter donated in Everett will be pooled with donations from other Snohomish County unions and given to Volunteers of America’s Everett Food Bank. Donations made at the Auburn, Renton and Seattle union halls will be pooled with donations from unions in Pierce County and donated to the Emergency Food Network.

This is the sixth 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. More than 1-in-7 Washington state residents rely on food banks to ensure their families get enough to eat. Most of these people have jobs, but those jobs don’t pay them enough to live on.

The need is particularly great during the summer, when children who have been eating free or reduced-price lunches at school no longer receive those meals. For them, peanut butter is a good source of nutrition that almost every child likes to eat.

District 751 members are encouraged to buy union-made peanut butter brands like Jif or Adams, and to buy it whenever possible from unionized grocery stores, including Albertson’s, Fred Meyer, PCC, QFC, Safeway or Thriftway.

However, all donations will be accepted, said Terri Myette, who is one of the focals for the drive. “Hungry children don’t pay attention to labels.”
Everett hazmat team tackles more with less

While many members assume the Union and Boeing have always worked jointly on safety and education issues, this really started when the IAM-Boeing Joint Programs was negotiated into the 1989 contract. So many of the programs and initiatives that have become part of the workplace at Boeing resulted from the joint efforts of HSI – all with the goal of making the workplace healthier and safer.

The concept of working together to address health and safety issues came to the forefront in the 1989 negotiations after members working in Auburn experienced a mysterious illness from fumes introduced with exotic materials in the workplace. The IAM-Boeing Health and Safety Institute (HSI) was negotiated to jointly address health and safety concerns.

“In the early 1990’s the union and HSI were asked to participate in abating a citation for a violation of the worker right to know laws (Hazcom).” (Continued from Page 5)

Billi Startzman has worked as part of the Hazmat team for 20 years. Everett hazmat team tackles more with less Solvent used to be sent to the factory in 5-gallon buckets making them heavy to unload before going to smaller, more manageable packaging sent on small processing trucks.

In 1989, Business Rep Scherie Hart sent on small processing trucks. Solvent used to be sent to the factory in 5-gallon buckets making them heavy to unload before going to smaller, more manageable packaging sent on small processing trucks.

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Retirement News

Retirement Club meeting minutes for April

The meeting was called to order by President Jackie Boschok. Secretary Lucia Raun led the prayer which was followed by the flag salute and the singing of God Bless America.

Roll Call of Officers: All officers were present or excused.

Minutes: The March meeting minutes were approved.

Financial Report: Tom Lux gave the report and it was approved.

Executive Board Report: Lucia Raun reported the following motion: To affiliate with the new C4 of the Washington State Alliance for Retired Americans Educational Fund at a cost of $400 and send up to ten delegates to their founding convention on May 11, and I so move. Jackie Boschok explained that the alliance was transitioning from a C3 non-profit status to a C4 status. M/S/P

Health and Welfare: Helen Pompeo gave the report. A moment of silence was observed for the following deceased IAM 751 retirees: Gary Brooking, Marie Hjortsen & Vera Larson. Sympathy cards were sent to the next of kin.

Legislative Report: Carl Schwartz reported the Supreme Court split on the California teachers’ agency-fees case. It was a win for labor, the lower court’s decision was affirmed.

In 1620, 150 years before the so-called Tea Tax, a small ship was moored off Cape Cod. The Mayflower captain made two announcements, first, “we’re not in Virginia,” and second, “we’re out of beer.” Oh boy, said a couple men, “we can cut loose.” However the majority said, “It’s not going to be that way. We are going to be a civic union – we will make decisions, to build homes, the roads, bridges, and then EVERYONE will pay their fair share.” They wrote down this compact, and no one set foot in America until all had signed it. “No free riders.” And ever since, our country, the USA has moved on. The resolutions ask to allow Medicare to negotiate lower drug prices, as well as lower the voluntary retirement age and “Scrap the Cap” to help Social Security.

Nabisco, maker of Oreos, is closing its factory in Chicago and moving production to Mexico. However, some Nabisco products are still being made in the USA. Check the label before purchasing to make sure they were made in the USA and tell the grocery store clerk you want to purchase Nabisco products made in the USA.

Washington State’s legislature has finished the 2016 session, only minor issues were accomplished and school funding was postponed to next year.

IAM Action Alerts: Ask Congress to stop the assault on customer service clerks at airports. They need to be treated with dignity. Also tell Congress to allow adequate rest time for flight attendants who need it.

Good & Welfare: Lucia Raun announced that the local chapter of the Alliance for Retired Americans was sponsoring a speaker about transit issues at the Kent Senior Center on April 14. Tom Lux announced that the District and the Labor History Committee are sponsoring a benefit concert by John O’Connor on May 14 at 7 p.m. at the District. 751 Seattle Union Hall. A $10 donation will benefit Pacific Northwest Labor History Association (PNLHIA). Tom also announced that the annual conference of PNLHIA will take place in Portland on May 20-22.

Tom also reported that the PNLHIA, in conjunction with the Snohomish County Labor Council, will be commemorating the 100th anniversary of the Everett Massacre on November 5, 2016. The Virginia V steamer will sail from Seattle to Everett to commemorate what has been called the bloodiest labor confrontation in Northwest history. The Virginia V trip costs $100. Tom is selling buttons for $5.

Max Templin asked how many receive the Seattle Times and mentioned a recent article about a program for low-income seniors to receive reduced property taxes. Apparently many people are eligible for the program but very few have taken advantage of it. If you make less than $40,000 per year you may qualify. The King County Auditor is arranging meetings throughout King County to help get the word out.

President’s Report: Jackie Boschok said the District Diaper Drive has ended and thanked those who paid dues to purchase two large boxes of diapers and a box of wipes on behalf of the Retirement Club. The Peanut Butter Drive continues until May 10 and Jackie encouraged participation in that drive.

She stated that nominations for delegates to attend the National IAM convention are taking place this month’s local lodge meetings. Local A and E voted the first week of April. Local F and C will take nominations the second week in April. Retirees can vote in their local’s election if there is one. In answer to a question about who can serve as a delegate Jackie answered that only dues paying members in good standing can be delegates.

Jackie stated the District Council voted to endorse the Raise Up Washington campaign which seeks to put an initiative on the November ballot that would raise the minimum wage statewide to $13.50 an hour by 2020. They believe these initiatives are still needed. If you would like to help with the campaign let her know.

There will be a NW Summit against TPP April 16 in Tacoma. We need to continue to fight against TPP.

Old & New Business: None.

The club welcomed recent retiree Pam Harris who was attending her first meeting.

April Birthdays & Anniversaries: Helen Mah, George Braun, Aurelia Turner, Jim Hutchins, Jackie Boschok and Don Ivanhoe celebrated their birthdays, Jan and Connie Egger celebrated their anniversary. The club sang Happy Birthday to them.

The Fred Meyer gift card was won by: Jerry Seidel. Meeting adjourned at 11:41 a.m.

Retired Club members with birthdays in April celebrated with cake at the 11 April meeting, Front, from left, Jackie Boschok, Aurelia Turner, Helen Mah, Gregory Braun and Jan Egger; back (from left) Jim Hutchins and Don Ivanhoe.

10.2 million workers physically can’t wait for retirement

A recent report by the Center for Economic and Policy Research shows that 10.2 million workers ages 58 and older (43.8 percent of workers in that age range) are working full time in either physically demanding jobs or jobs with difficult working conditions.

Yet, Speaker of the House Paul Ryan and Kevin Brady, Chairman of the powerful House Ways and Means Committee, continue to call for cuts to Social Security that include raising the retirement age.

With the Social Security retirement age already at 67 and with many retirees forgoing their earned Social Security benefits in order to ensure the maximum financial return, future retirees cannot physically or financially afford for Social Security’s retirement age to be raised once again.

Brady recently spoke at a forum at the Urban Institute- Brookings Institution Tax Policy Center and said: “Look, we all know what we need to do on Social Security. You have to gradually raise the full retirement age to 70…, means test wealthier Americans … and create a true cost of living for seniors.”

This three-part formula for cutting Social Security is a well-documented disaster for current and future retirees. All we really need to do is ask the very wealthy to pay their fair share into Social Security and we can shore-up Social Security’s trust fund for the next 70 years and increase benefits for millions of Americans.

Please, stand with the Alliance for Retired Americans, Community for Change Action Center and People For the American Way in rejecting Speaker of the House Paul Ryan and Chairman Kevin Brady’s calls for deep cuts to Social Security.

Go online at RetiredAmericans.org/ and sign the petition. Tell Speaker Ryan and Chairman Brady that 10 million American workers physically cannot wait until age 70 to retire.
Save the date for a union day of fun: Membership fairs Saturday, June 25

Are you in a band and would like to be considered to play at our membership fairs in Puyallup or Monroe?

We are currently slotting live bands to play at our membership fairs on June 25 from 10 a.m. to 7 p.m. at both the Evergreen Fairgrounds in Monroe and Western Washington Fairgrounds in Puyallup. It is a day of fun for members and their families. Both locations will provide rides, activities, and music. The only cost will be games of chance and food, but feel free to bring a picnic lunch. Look for additional details in the June AeroMecanic newspaper, but mark your calendar for a day of fun and solidarity with your Union.

In a Band? Want to play at our fair?

For MEMBERS ONLY

Civic Fair

AIA 751 Fair Day will be Saturday, June 25 from 10 a.m. to 7 p.m. at both the Evergreen Fairgrounds in Monroe and Western Washington Fairgrounds in Puyallup. It is a day of fun for members and their families. Both locations will provide rides, activities, and music. The only cost will be games of chance and food, but feel free to bring a picnic lunch. Look for additional details in the June AeroMecanic newspaper, but mark your calendar for a day of fun and solidarity with your Union.
Avoiding Hidden Risks

Even "safest" investments can have different levels of risk.

Ever since the first seemingly savvy saver stashed cash underneath a mattress, investors have turned toward safer harbors to protect their hard-earned dollars. But despite a generally held belief, fixed-income investments and other financial instruments are still subject to hidden risks in today's turbulent market. There are hidden risks in seemingly sturdy spots — even holding cash — that could threaten the ongoing maintenance of your current standard of living.

"Sometimes when people think things are safe, they're overlooking risks that are inherent," says Brian Rehling, CFA, Wells Fargo Investment Institute Co-Head of Global Fixed Income Strategy, who shares these helpful tips for investors navigating the fixed-income market and beyond.

Credit risk

"You may have potentially bought a bond that won't make its payment," explains Rehling of one risk some investors aren't aware of. "We tend to see this risk highlighted for lower-credit-quality, high-yield bonds." As credit ratings decline the probability of default increases. Doing your research can help you weigh the pros and cons and properly evaluate. "The higher the extra yield you're receiving, the bigger the risk," says Rehling. "Clients should remember that not all bonds make their payments."

How to mitigate this risk: Diversify and consider investment-grade bonds.

Inflation risk

Several factors have aligned — including the risk-averse behavior of global consumers and businesses eyeing their balance sheets — with expectations of significant inflation in the near future. Still, if you're planning to live off your bond income, you should be wary of this possibility, says Rehling. "One of the risks of owning bonds, especially for investors locked into a longer stream of payments, is that inflation will be higher than expected, so the stream of payments buys less than it otherwise would have."

How to mitigate this risk: Consider bonds with shorter maturities. Investors may also consider looking into U.S. Treasury Inflation-Protected Bonds (TIPS), because with this investment, when the Consumer Price Index rises, the principal automatically adjusts. Think twice before locking in bonds for 20 or 30 years, adds Rehling.

Interest rate risk and call risk

There's an inverse correlation between interest rates and bond prices, meaning that as interest rates go up, prices go down. Clients who are carefully examining their statements and are concerned about price fluctuations are advised to be cautious. Interest rates also affect issuers of callable bonds, who have the option of repaying the bond early if interest rates decrease, stopping regular payments and most likely leading to a new bond with a lower interest payment.

How to mitigate this risk: Diversify and consider investment-grade bonds over high-yield bonds.

Cash risk

Cash is king in the current environment. With interest rates near zero, cash is that which is of interest to a slew of active investors. As, so with the stock market, if people start panicking as interest rates rise, values could drop faster. On the other hand, if you're trying to sell a less liquid bond, such as a municipal bond, you won't have many investors during times of stress, which could result in a lower price if you're forced to sell because you need access to cash.

How to mitigate this risk: Time the maturity of your bond portfolio to match anticipated liquidity needs.

John O'Connor benefit concert at our Seattle Union Hall as part of MayWorks

Folk singer, poet and labor activist John Paul O'Connor will perform his musical narrative Hold the Fort during a benefit concert at District 751's Seattle Union Hall in May.

The concert will be at 7 p.m., Saturday, May 14 in the union's Stewards Hall, 9135 15th Place S., Seattle.

The performance is a benefit for the Pacific Northwest Labor History Association, and a $10 donation is suggested.

Bring the Fort: Stories and Songs of the Wobblies in Washington State is a narrative with songs depicting the history of the Industrial Workers of the World (IWW) in Washington during the first two decades of the Twentieth Century. The IWW — commonly called "Wobblies" — played a key role in shaping the labor movement in Washington during the first two decades of the Twentieth Century.

The performance will take place on Friday, May 20 from 2 to 4 p.m. in the Husky Union Building Room 145 on the University of Washington campus.

The event is free and open to all. Food and drinks will be served.

The program will honor farm worker organizers who led the eight-year effort to unionize Chateau Ste. Michelle winery in Yakima, which finally succeeded in 1995. It will also highlight the on-going farm worker organizing efforts in the Skagit Valley.

Speakers will include Rosalinda Guillen, a former United Farm Workers union organizer, Ramon Torres, the president of Familias Unidas por la Justicia, and Washington State Labor Council President Jeff Johnson.

This year’s event is being presented as part of MayWorks, the state Labor Council’s annual celebration of workers’ art, culture and history in Washington. The Labor Archives of Washington at UW works to preserve and make accessible the history of work, workers and their organizations.

FINANCIAL SENSE: Avoiding Hidden Risks

WEALTH MANAGEMENT GROUP of Wells Fargo Advisors

How to mitigate this risk: Diversify your income sources, avoid becoming dependent on monthly income from bonds.

Liquidity risk

"We’ve been talking about this one a lot recently," says Rehling, who explains that Treasury bonds and bonds issued by big corporations tend to be more liquid, which is of interest to a slew of active investors. As, so with the stock market, if people start panicking as interest rates rise, values could drop faster. On the other hand, if you’re trying to sell a less liquid bond, such as a municipal bond, you won't have many investors during times of stress, which could result in a lower price if you’re forced to sell because you need access to cash.

How to mitigate this risk: Time the maturity of your bond portfolio to match anticipated liquidity needs.

Cash risk

Whether it’s bundled up in bills in the bed or in a bank, good old-fashioned cash is still a key risk. The problem with cash is that it yields almost nothing today, because the rates are so low," says Rehling. "At a 1.5 percent or 2 percent inflation rate, you’re slowly losing purchasing power. That’s likely to be the case for a considerable period of time, he adds.

How to mitigate this risk: Examine your portfolio and determine how to hold or replace rather than exceed investments of cash to meet near-term liquidity needs and emergency expenses while still leaving the opportunity to invest in higher-growth assets.

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2016 Pacific NW Labor History Conference

Come, share, and celebrate labor history at the 2016 Pacific Northwest Labor History Association conference at Portland State University Conference Center and Hotel on May 20-22, 2016. Conference organizers are excited about the program being developed under the theme “Labor, Justice, and Diversity: Historical Insights, Alliances and Challenges.”

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Conference organizers are excited about the program being developed under the theme “Labor, Justice, and Diversity: Historical Insights, Alliances and Challenges.”
Members at Triumph Composites in Spokane showed their solidarity with lunchtime barbecues at the plant gate after the first week of talks.

Standing strong as talks begin at Triumph

After months of preparation, communication and mobilization, union negotiators presented a comprehensive proposal to Triumph Composites on April 20 that addressed all issues members have identified as important. Following the first two days of contract talks, members working at Triumph showed their solidarity by marching out the plant gates at lunch on Friday, April 22. The rainy weather cleared as the members marched together chanting and using their noisemaking clickers. The solidarity event sent a strong message throughout the factory that our members are united and strong in their efforts to obtain a fair contract. Members were treated to a barbecue lunch and had the opportunity to get a first-hand update from union negotiators on progress in the negotiations, as well.

“The sight of all the green shirts marching out together, clickers in hand, was inspiring to the negotiating team. The floor is united and strong like never before,” said Jerry Purser, who sits on the negotiating committee. “Because we discussed all the intimidation tactics Triumph typically uses, members expect them so they do not have the impact they had in the last round of talks.”

The in-plant committee had done the prep work and the barbecues delivered good food with no lines, which gave members more face time with the negotiating team.

“One Equal Team 2016 is definitely on every member’s mind. The mood at the barbecue was upbeat indicating the readiness and unity of our members,” said Local 86 President Rick Olson, who is also sitting at the bargaining table as an in-plant committee member. “The conversations focused on how negotiations are proceeding and the members’ high level of preparedness. The communication blasts have ensured we are all on the same page and everyone has up-to-date information.”

The smaller group on swing shift allowed more specific dialogue on the negotiations. Members expressed their displeasure with the company’s efforts to divide the members by attacking the pension and instituting the two-tier wage system in the last negotiations.

Many members noted they are experiencing health issues as a result of the enormous amount of overtime they are required to work. One member described the practice as immoral and unconscionable. “Triumph has failed to abide by their own core values for the last three years in regards to the treatment of the IAM workforce. As a result, they have created a culture of disdain for the Company and a ‘we don’t have to take it anymore’ attitude,” said Rick. “The members have stepped up beside the IAM leadership and are looking for a fair and reasonable contract proposal addressing their issues. I hear that loud and clear every day.”

To ensure the entire workforce could participate, the negotiating team met with third shift members in the early hours of April 27 and brought in pizza. Negotiators answered questions in regard to the proposals and progress of the talks. The group was excited about the improved communication compared to the last negotiations.

“It was exciting to see the level of interest and enthusiasm from our members working the night shift,” said Rick.

Union Steward Don Hunter, who works third shift and serves on the in-plant committee, agreed that the general consensus was overwhelmingly positive.

“It was awesome,” said Mike Pill, a member on third shift. “My questions were answered and many rumors I heard were dispelled. It was an impressive feat to have the committee members give up sleep to be with us.”

New three year agreement at B&B Truck Service

Machinists Union members working at B&B Truck Service in Spokane unanimously approved a new three-year contract on April 18. This is the second IAM contract with new owners at B&B Truck Service.

The unanimous approval demonstrates the seven members were satisfied with the agreement. The new agreement featured several improvements, including reduced medical costs, new air tool replacement language, and general wage increases for all classifications plus additional premium pay for the Technician 2 job classification.

Prior to voting on the contract, Business Rep Steve Warren brought the insurance broker who administers plans for the group so they could ask questions on their coverage prior to voting on a new contract.

Special thanks to Union Business Rep Steve Warren and Union Steward Robert Landreth who served on the negotiating committee.

Union negotiators took pizza in for third shift members on April 27 to give them a chance to have their questions answered and get an up-to-date report on the progress.

Prior to voting on the contract, Business Rep Steve Warren brought the insurance broker who administers plans for the group so they could ask questions on their coverage prior to voting on a new contract.

The lunch time events sent a message to management this membership is united and strong.

Members attended a lunchtime barbecue to answer questions and provide updates.

Members marched out in solidarity for the lunchtime barbecues.