Kent Aerospace Workers Join Machinists Union

More than 160 workers at Hytek Finishes in Kent have voted to join District 751 and the Machinists Union.

The workers there voted in favor of the union by a better than 2-to-1 margin on Aug. 11. The results were certified by the National Labor Relations Board on Aug. 19.

Hytek workers specialize in doing various types of metal finishing and coating for aerospace manufacturers, including Boeing, Lockheed and Bell Helicopters.

The election capped off a four-month unionizing effort by District 751. Employees at Hytek had approached the union in May.

"The health plan and fairness in the workplace" were the top issues, said Jay Lang, a 22-year Hytek employee who does nickel plating and titanium etching.

Currently, Hytek’s process for moving up in pay grades can be manipulated by managers and is not favored by the workforce. "A lot of people have an issue with how you get to the next step," he said. "How do you get up the pay scale?"

But "the health care is probably the biggest issue," Lang said. "We have a high-deductible health care plan."

Pay will also be an issue, said Jesse Cote, a District 751 organizer. The Hytek workers are specialists who do highly technical work, and they’re seeking pay rates in line with aerospace industry standards for their high skills.

Hytek is a subsidiary of Bellevue-based Esterline Corp. and the management team hired anti-union professionals in an effort to block the unionization effort.

"They hired union busters and pretty much got all of management involved," Lang said. "They were having captive audience meetings."

In the last days before the election, managers spread a number of false rumors, including one that key customers threatened to pull work from the company if the workers voted to join the IAM, Cote said. "It was a ruthless, half-truth anti-union campaign."

The fact that so many people voted in favor of joining the IAM in the face of these threats speaks volumes about the character and integrity of the workers at Hytek, said Tom Wroblewski, the president of Machinists District 751.

Esterline, he noted, turned a profit of $46 million in its most-recent quarter.
As the base wage prior to calculating the 4% GWI.

Boeing will receive an additional 18 cents on the 4% General Wage Increase. Please be aware that this increment will be included in the December pay run.

In addition, each IAM member at Boeing will receive an additional 18 cents of cost-of-living adjustment (COLA) on September 2, 2011 - generated for the quarter ended as of September 1, 2011. This COLA will be included in the base wage prior to calculating the 4% GWI.

NOTE: 4% GWI will be paid as a lump sum to all eligible employees at the maximum rate per LOU #23.

Consultants Can Help Us Speak Wall Street's Language

by Tom Wroblewski, District President

Last month, your District Council approved a plan to invest up to $100,000 to help the Washington Aerospace Council hire a nationally known consulting group to do a study of our state’s aerospace industry. It was a matter of putting our money where our mouth is. For years, this union has talked about the strengths of Washington as a place for aerospace companies to do business. We’ve talked about how all the advantages are here: world-class training programs, a favorable business climate and low aerospace tax rates.

More than anything, we’ve talked about you, the world’s best aerospace workers.

As the AeroMechanic went to print, Union negotiators announced a tentative agreement for a new contract for Machinists Union members working at Solid Ground.

Negotiators were recommending acceptance of the three-year proposal that included many improvements in areas members identified as important. Members were scheduled to vote on the offer on August 30.

These members serve as operations supervisors for Seattle Personal Transportation, an in-house company that provides door-to-door transportation services to Boeing employees.

The Tentative Agreement at Solid Ground contract discusses proposals. L to R: Business Rep Heather Barstow, Business and Local Governments Committee Chair; Executive Assistant Jim Bearden; and Business Rep Ron Bradley.

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A federal administrative law judge has rejected the Boeing Co.’s plan to turn the ongoing National Labor Relations Board hearing into a secret trial.

Pre-trial arguments over evidence continued through much of August, which resulted in the judge issuing an order clarifying the process for the trial.

However, as the AeroMechanic went to press this month, Boeing’s lawyers were continuing to drag their feet to delay the presentation of evidence at trial.

On Aug. 12, Federal Administrative Law Judge Clifford Anderson placed sharp limits on Boeing’s ability to keep the public — particularly Machinists Union members — from seeing many of the relevant documents that will be entered as evidence in the case.

Both were wins for the union — and for all Americans who believe in open public trials — said District 751 spokesman Connie Kellihier.

“The judge gave us, and the NLRB members, most of what we were looking for,” she said.

“He set a very high standard for Boeing to meet before it can withhold evidence from the public, and made it clear that the default setting for the courtroom doors will be ‘unlocked.’

Boeing is accused of having retaliated against District 751 workers and fellow IAM members in Portland — by announcing in June that it was closing the 787 to South Carolina because workers in the Northwest had gone on strike too often.

The federal hearing on the case is now going on in a Seattle courtroom since June 14.

On July 28, Boeing lawyers had argued before the judge that they should be able to block the public at large — and Machinists Union representatives in particular — from being able to see many of the key documents that have been subpoenaed as evidence in the NLRB’s complaint against Boeing.

Among the documents Boeing wanted to keep secret were details of the incentives taxpayers in South Carolina and Washington state are providing to Boeing, as well as Boeing studies that measured the costs and risks of moving the work to South Carolina from the Northwest.

In addition, Boeing attorneys argued that they should have the ability to clear the courtroom whenever a witness discussed anything that might be considered trade secret.

Attorneys for the NLRB and Machinists District 751 opposed the request, saying it went far beyond what was necessary to ensure a fair trial on the complaint.

After two weeks of talks between the three parties failed to produce a compromise on the question of who would get to continue the hearing, the case was put off until further notice.

It’s one thing for you and I to say that it makes no sense to hire workers at $15 an hour to work in a Machinists Local if you’ve already got to hire a core group of high-skilled workers like you at $30 an hour to tear apart the low-cost work that was done wrong and make it right.

What the consultants will bring to the table is a way of hanging a dollar value on that equation, so that corporate money managers can plug that into their calculations. They’ll make our argument in a way the bean counters can understand.

I’m looking for three specific things from this report:

• A detailed list of the unique advantages Washington state offers to aerospace companies, which we can use when we talk to Boeing or with other manufacturers that might be interested in coming here.

• A list of areas where we can improve, and

• A roadmap that government, business and labor can follow together as we build for the future, with suggestions for actions that we as a state can take on both the state and local level.

We’re not alone in funding this study. The Washington Aerospace Partnership is made up of representatives from business, labor and government, and each group is funding a share of the cost. Our fellow trade unionists at SPEEA have committed to matching our contribution to the project, and the Washington State Labor Council is interested in helping as well.

Business and local governments are also stepping up with funding, according to the reports I’m getting back from the group.

By teaming with business and government on this project, the labor community — our union and SPEEA in particular — sends a strong message to anyone who is listening that we are united in our determination to work together to ensure that Washington remains home to not just the world’s biggest aerospace cluster, but also the best.

For more than 75 years, District 751 has been committed to Washington state and its aerospace industry. This Accenture study is a key step toward ensuring that Boeing and the rest of the industry will be successful here for the next 75 years.

We want to ensure that future Boeing airplanes are built here in Washington, and we’re open to working with anyone else who understands the value that only the world’s best aerospace workers can bring.

Speaking of Boeing, the company will reach up to 10,000 Machinists Union members in September, when it delivers the first 747-8 and — at last long — the first 787.

To me, there is no greater example of the value that the Machinists Union brings to the table than the fact that our members have done to get these airplane programs to this point.

It’s one thing to talk about a project — big, powerful, graceful and quiet — that will bring high performance and great economic advantage to the customers who will operate it. It is a worthy success.
In August, Senator Patty Murray toured factory areas around the state promoting jobs and workforce training. Murray has introduced legislation to reauthorize the Workforce Investment Act, which originally passed in 1998. The legislation is designed to help communities ensure local workers receive proper training for open jobs that require specific skills.

As part of the tour, the senator visited Spokane's Triumph Composite plant to meet with aerospace managers, higher education leaders and elected officials to get their ideas on how to improve communication of job needs so training programs are better geared toward those skills. A state report showed there are currently more than 2,500 open jobs in the Spokane area, but not enough qualified candidates to fill them.

In touring the Triumph plant, the senator engaged our members to help find ways to promote these jobs and recruit more skilled workers.

Linda Louie was one of the Machinists Union members interviewed by the senator and local media. She hired into the plant when it was still owned by Boeing 21 years ago and has turned her job into a good career—one she hopes to retire from some day. Her story exemplifies the type of role models Senator Murray believes can attract more young people—especially young women—into careers in aerospace.

Linda has taken additional training over the years as the industry changed and materials evolved.

“I take a lot of pride in my work building airplane parts. When a plane flies over, I look up and have a feeling of accomplishment knowing I played a part,” said Linda. “It is rewarding to know I helped with the new 787 airplane and also the 777 when it was introduced.”

Linda’s experience with composites and hand skills make her sought after in her industry. However, there need to be more paths to these types of jobs for others in our communities.

Union vs. Nonunion Benefits

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<tr>
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<tr>
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</table>

This Act would promote skills so we have more qualified people to fill the jobs locally. That is what we need,” said Linda. “Spokane needs that environment to keep manufacturing here. For this community, it is huge. I think aerospace offers endless possibilities for women in this field.”

Murray agreed and told reporters, “We need more role models like Linda who can go out into the community and talk to high schools and show young women what the pathways are to this type of career. If we want America positioned to compete in the coming century, we have to have workers with the required skills to fill these jobs in their own communities.”

At the formal meeting in the Triumph plant, Machinist member Andy Pierson was filled with emotion as he spoke at the podium and recounted his struggle to obtain his current job at Triumph—which included multiple layoffs and tremendous personal difficulty.

“I tell everyone you can achieve your goal if you stick with it and take advantage of services like WorkSource. Even though I lost everything and was basically out on the street, I remained focused on getting a job and went to WorkSource nearly every day,” said Andy, who has been at Triumph a little over a year building air ducts. “I took lots of hard work and effort to achieve what some employers might think of as gravel, but I consider it a jewel. I love this job, look forward to coming to work each day and am proud to be an aerospace machinist.”

Andy hopes others will get a similar opportunity and believes it is critical to keep these kinds of jobs in the area and provide training so employers can fill them. He also praises WorkSource and regularly refers family and friends there for the many resources they offer.

In addition to the Workforce Investment Act, Senator Murray is also working on a bill called the Promoting Innovations to 21st Century Careers Act. This bill calls for $912 million in federal grants to support state and regional parts.”

Continued on page 12

Study Shows Union Advantage is Clear

Continued from page 1

The survey by the Bureau of Labor Statistics looked at benefits provided by all employers across the United States as of March 2011. It excluded the federal government and people employed in private homes.

The data also showed that people working under union contracts are more likely to get paid sick leave and personal leave:

• 84 percent of union members receive paid sick leave from their employers, compared to 64 percent of non-union workers, and

• 59 percent of union members receive paid personal leave days, compared to 38 percent of non-union workers.

The data on retirement, health and paid leave benefits follows a report released earlier this year by the Bureau of Labor Statistics that showed union workers are paid on average 28 percent better than non-union workers.

The BLS data showed that nationwide, union workers are paid $917 a week (or $47,684 a year) while non-union workers make only $717 a week—which is $37,284 a year.

“Ten thousand dollars a year is enough to make a real difference for a working family,” said Wroblewski. “It helps buying a home, buying a new car, or saving for a new house or a child’s education—who those basic parts of the American Dream are more realistic when you have a union contract. That’s the union advantage.”

Beyond just wages and benefits, union workers have a say in their working conditions, hours of work, defined protection system, safety programs and outlined grievance procedures to dispute management actions. These issues, coupled with giving an employee a true voice in their workplace, are priceless.
I AM/BOEING JOINT PROGRAMS

Being Better Prepared for Success

The Boeing Company’s Hourly Workforce Employee Requested Transfer (ERT) Process is undergoing some improvements to better prepare employees for success in new job opportunities. Everyone wants to be successful in their jobs at Boeing, and the best way to achieve that is to be sure that employees have all the necessary skills before entering a new job. Minimum training requirements are established by the Skill Teams using Hourly Subject Matter Experts (SMEs) to validate the essential training requirements that their job calls for.

To better align the training with the process, Hourly Workforce will be eliminating Equivalence for Experience (E4E) as of October 14, 2011. Many employees have received E4E (green lights for experience) if he or she held a job that was installed in the ERT process. Employees working in these installed jobs for 365 consecutive days were automatically given a green light for the courses listed on the job’s Career Guide. Once these green lights for experience are removed from the system, the employee may need to complete training or challenge the final test(s) in order to turn these lights green again.

More information about these changes can be found on the ERT FAQs at http://iamboeing.web.boeing.com/career_ert_faq.cfm. For more information about IAM/Boeing Joint Programs, visit our website at http://iamboeing.web.boeing.com.

IAM/Boeing Joint Apprentice Matchmaking for 2011: Movement For 2011

IAM/Boeing Joint Apprenticeship Accepting Applications for Machine Tool Maintenance Mechanic from Sept. 14 to Oct 13

The IAM/Boeing Joint Apprenticeship Committee will accept applications for Machine Tool Maintenance Mechanic apprenticeships beginning Wednesday, September 14, 2011. The Committee allows for Boeing and Non-Boeing interested parties to apply. Again, interested parties may apply beginning Wednesday, September 14, 2011 using the Boeing Careers website at http://www.boeing.com/careers. An IAM/Boeing Joint Apprenticeship application will be sent to those who successfully complete the steps at the Boeing Careers site.

IAM/Boeing Joint Programs Career Advisors will assist employees with the entire ERT Process. Career Advisors are located at various sites throughout the Puget Sound, Portland and Wichita. They are your resource for guiding employees through the new changes, helping the employee understand the system, and creating new training plans for target jobs. Remember, as of October 14, 2011 all new / initial ERT filings must be performed by an IAM/Boeing Joint Programs Career Advisor.

IAM/Boeing Joint Programs Career Advisors are available to:
• Help you determine a new career path
• Help you register for required training
• Create an appropriate training plan
• Help you brush up on skills such as computing, reading, writing and math
• Help you register for required classes and/or challenge tests

To schedule an appointment with an IAM/Boeing Joint Programs Career Advisor, please call 1-800-235-3453 (Puget Sound). For more information about IAM/Boeing Joint Programs, visit our website at http://iamboeing.web.boeing.com.

The Machine Tool Maintenance Mechanic apprenticeship program has minimum requirements that must be completed prior to applying. All applicants must have completed an Algebra Level 2 course or have passed the Algebra module of the IAM/Boeing Joint Apprenticeship Math Assessment within the last 5 years of application. A complete list of minimum requirements and the Math Assessment schedule is available at the IAM/Boeing Joint Programs website at http://www.iam-boeing.com/apprenticeship.cfm.

Tho Quach was one of the 2010 graduates of the Machine Tool Maintenance Apprentice program.
At the August local lodge meetings, District 751 honored winners of the 2011 coloring and essay contests.

Members attending the July local lodge meetings voted on the coloring entries while a committee reviewed and graded the essays.

The successful contests got additional members and their children involved in Union activities. Congratulations to all who took part in the contest. A new coloring/essay contest is currently underway, see page 11 for details.

**COLORING CONTEST WINNERS**

**PRE-K**
1st - Veanne Gabrio (Sanghee Gabrio)
2nd - Insu Cabiao (Glenn Cabiao)
3rd - Ashley Johnson (Lex Johnson)

**KINDERGARTEN**
1st - Madison Courtney (Bob Merritt)
2nd - Porter Johnson (Lex Johnson)
3rd - Isabella Fouts (Robin Buck)

**1ST GRADE**
1st - Chaz Durham (Charles Durham)
2nd - Kaylee Rave (Daryle Rave)
3rd - Ashley Strom (Shawn Stram)

**2ND GRADE**
1st - Maverick Luuck (Thomas Church)
2nd - Peyton Edwards (Wanda Edwards)
3rd - Kaylynn McClimans (Kay McClimans)

**3RD GRADE**
1st - Michael Sims (Gerry LaFlame)
2nd - Spencer Hoirup (David Hoirup)
3rd - Brigitta Nguyen (Paul Nguyen)

**4TH GRADE**
1st - Zach Allgood (David Allgood)
2nd - Isabella Villegas (Robert Villegas)
3rd - Madere Nadig (Gregory Browning)

**ESSAY CONTEST WINNERS**

**7-8 GRADES**
1st - Jaylin Prescott (Angela Johnson)

**9-10 GRADES**
1st - Harrison Kuo (Dan-Pei Kuo)

**11-12 GRADES**
1st - Victoria Lau (Yu K Lau)

See page 11 for entry form for latest coloring and essay contest.

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L to R: Local A President Jason Redrup, Paul Nguyen, Brigitta Nguyen, John Szalda, Alissa Szalda, Kaylee Rave, Daryle Rave, Harrison Kuo, Chan-Pei Kuo, Zach Allgood, Cara Allgood, and David Allgood.

Local C Officers David Henry and John Lopez congratulate Insu Cabiao and Glenn Cabiao.

Local A Car Show Drives in $$ for Guide Dogs

More than just the sun was shining at the Everett Union Hall on Saturday, August 13, as hot rods and custom motorcycles lined the parking lot for the seventh annual Bill Baker Memorial Steel & Wheels SuperShow. This year’s event attracted more than just nice cars, those attending were also treated to great music at the “Battle of the Bands” featuring IAM and SPEEA members bands. The “battle” was designed to help promote solidarity between the members of the two organizations and provide a fun event to share the musical talents of our members. While the SPEEA band won the competition, the real winner was clear – Guide Dogs of America, who received thousands in proceeds from the event (donations were still coming in as the paper went to print).

The President’s award went to Randy Knight for his 1932 Ford Coupe, as well as winning Favorite Interior. Curt Gleave was voted People’s Choice Bike, as well as Favorite Chrome and Favorite Chopper. Jody Toso’s 1974 Chevy Pickup won People’s Choice, Favorite Wheels, Favorite Custom Car and Favorite Paint. Others took home awards in a variety of categories that those attending voted on.

The event provided a day of fun for everyone while helping out this very worthwhile charity.

Local E President Ira Carterman demonstrates his throwing style.

On Aug. 6, members, family and friends pitched in to ensure the 8th annual Shoes for Dogs Horseshoe Tournament was successful for Guide Dogs of America.

The South Seattle Saddle Club provided a beautiful setting for a family day of fun. Besides a rousing horseshoe tournament, those attending were entertained by the music of Goobazooka and treated to a delicious barbecue and prize raffle.

Special thanks to Local E President Ira Carterman who put in a tremendous amount of work to ensure the event was a success. Also thanks to Tom Burt for running the horseshoe tournament and to all the volunteers and participants for making the event a success.

WINNING HORSESHOE TEAMS
1st place ....................... Guerdon Ellis & Tim Trombley
2nd place ....................... James Barr-Finch & Jess Carterman
3rd place ....................... Tom Wroblewski & Leon Wroblewski
Consolation ....................... Pam Carterman & Shannon Anderson

Right: Roy Wilkinson lines up a throw.

Taking home the trophies were L to R: James Barr-Finch, Shannon Anderson, Pam Carterman, Jess Carterman, Dan Meddaugh, Tim Trombley, Guerdon Ellis, Tom Wroblewski, Leon Wroblewski, and Ira Carterman.
Volunteers Continually Help Build a Better Community

Nearly every weekend and often on weeknights, Machinists volunteers are out in the community helping with various projects with one goal – building a better community for all.

While many think of summer as a time for vacation, Machinists Union volunteers actually step up the pace and take on additional projects during this season.

A handful of volunteers braved rainy weather one afternoon to construct garden beds at a low-income apartment complex. After building the garden beds, volunteers then hauled in tons of soil. Thanks to our volunteer work, these residents will now be able to grow their own vegetables.

Volunteers have become so proficient at building wheelchair ramps, they now wait to schedule the projects on the weekend, but regularly tackle them after work on weeknights.

In August, Northwest Harvest continued to tap into our volunteers to help at their warehouse on Wednesday evenings from 4 to 7 p.m. Retiree George Braun has become a fixture – often volunteering nine hours in a day to help at the warehouse. The Wednesday evening volunteer event will continue into September. If you would like to help, simply stop by the warehouse in Kent (22220 68th Ave S) and lend a hand.

Northwest Harvest also called on Machinists to assist with several food drives at a recent AquaSox game in Everett, at a Seafair hydroplane event, and at area store collections.

Volunteers also partnered with the Puget Sound Labor Agency in August to assemble books and backpacks so Snohomish County students start the year with the essentials they need to succeed.

In addition, members continue to prepare and serve meals at both the Tacoma and Everett missions several weekends a month.

Puppy Putt Motorcycle Ride

Organizers of the Puppy Putt Motorcycle Ride proudly presented a check for $9,651 for Guide Dogs of America. L to R: Brent Sanchez, Rachel Sarzynski, Jim Kakuschke, Sec-Treasurer Susan Palmer, Doyle Sage, Terri Myette, Art Schilling and District President Tom Wrobleski. Organizers are already planning for next year and selling raffle tickets to win a Harley Sportster. Tickets are $5 and available at all Union offices.

President's Column: Consultants Can Help Us Speak Wall Street's Language

Continued from page 2

There’s a fine line between consultants and so-called experts who have been around a long time. Consultants have been the “it” phrase for years. Today’s consultants do what they’ve always done, but do it better. They've learned the ropes of Wall Street’s language.

Consultants are those who help us with problems. They understand the jargon and speak the language of Wall Street. They have been trained in the art of problem-solving and are skilled at helping us understand the complex financial world.

Consultants are also valuable because they bring fresh perspectives and innovative solutions to our problems. They can help us see things from different angles, which can lead to better decision-making.

Consultants are essential to our business, but we must also be aware of their limitations. Consultants are not infallible, and their solutions may not always be the best for our specific situation.

We must learn to distinguish between consultants who are genuinely knowledgeable and those who are simply trying to sell us a product. We must also be careful not to become overly dependent on consultants, as they may become too influential in our decision-making process.

Consultants can be a valuable asset to our business, but they must be used wisely and with caution. Only then can we truly benefit from their expertise and knowledge.
Reeling it in
for MNPL

Weather and water conditions were perfect for the second annual Jimmy Darragh Memorial Fishing Derby. Under sunny skies, three boats took to the ocean as poles were reeling salmon in all day long.

Participants dubbed the event a virtual "king fest" because of the incredible amount of kings caught that day. The overall winner was the Machinists Non-Partisan Political League, which hooked $4,200. Top derby winners were 751-A Retiree Lee Gotti, Mark Blondin and Stosh Tomala. Competition was fierce with nearly everyone "limiting out."

To increase competition, each boat held its own derby with five categories of winners (see chart below).

The float had special meaning for Cook because his father, a Boeing machine-shop foreman in 1937, was on the first float.

Machinists were a part of this float, too – as 11 members walked proudly alongside the float in white Boeing coveralls and black ties to replicate the 1937 float. Thanks to members: Dave Swan, Joe Perry, Donovan McLeod, Paul Velkamp, Hazel Powers, Mike Olebar, Duy Tran, Monica Bretana, Roy Wilkinson, Nia Neal and Helen Lowe for taking part. Each put in a very long day, but remained enthusiastic throughout the parade stopping to high five many of the children and onlookers.

What made the float even more special was the fact that it was built completely by companies and workers in the South Park community. No one had experience building floats; however, South Park has a tremendously diverse skill base. The float was designed and built in just a few short months – demonstrating South Park's innovation and determination to get things done. It is truly a testament to what can be accomplished when an entire community pulls together.

It was a proud display of the innovation and craftsmanship and 751 was proud to play a role in the float, the bridge and the South Park Community.

751 had 11 members walk alongside the float wearing white coveralls replicating the 1937 float. Thanks to members: Dave Swan, Joe Perry, Donovan McLeod, Paul Velkamp, Hazel Powers, Mike Olebar, Duy Tran, Monica Bretana, Roy Wilkinson, Nia Neal and Helen Lowe for volunteering.

Judge Rejects Boeing’s Attempt for Secret Trial

Continued from page 2

see which evidence and under what conditions, Judge Anderson issued his Aug. 12 order setting forth the protocols for the rest of the hearing.

He set up a process that allows Boeing to keep some documents secret, but also allows lawyers for the NLRB and union to challenge any of these Boeing documents they feel are important to the case and therefore should be available to the public alike or other evidence. Anderson also ordered all the parties to "minimize limitations on public access to the proceeding."

Machinists Union representatives praised the order.

"America’s legal system is based on the idea that trials should be open to the public, and the judge’s order helps ensure that," Kellherr said. "Boeing will get to keep secret the things that should be kept secret, but it won’t be able to hide evidence that is simply embarrassing or inconvenient."

The pre-trial hearing matters will continue on September 7.

Stewards Ensure Change is by the ‘Book’

Continued from page 1

Johnson. “As Stewards, we need to help educate managers – especially new ones – on the contract to ensure it is followed and our members’ rights are protected.”

Business Rep Heather Barstow applauded Tracy’s action and noted, "It is the company’s contract, which means they must abide by it. If members think something doesn’t sound right, ask your Union Steward who can investigate and determine if it follows the contract.”
Retired Club Picnic

The annual Retired Club Picnic on Monday, August 8, provided an afternoon of fun and delicious food at Woodland Park. The weather was sunny, but not too warm – making it pleasant for all. Congressman Jim McDermott addressed the crowd and spent time listening to the issues our seniors are facing.

Congressman Jim McDermott addressed those attending the picnic. L to R: District Sec-Treasurer Susan Palmer, (John Guevarra standing behind) Dist. President Tom Wroblewski, McDermott, Retired Club President T.J. Seibert, Retired Legislative Chair Carl Schwartz, Retired Club Vice President Helen Lowe, and Dan Olson (behind).

Left: The picnic provided a chance for retirees to chat.
Right: Retirees visit before going through the food line at the picnic.

Above and below: Retirees enjoyed the lunch and were treated to a wide variety of food at the potluck event, where each retiree brought a side dish or dessert to share.

State Alliance Convention Held

On Wednesday, August 17, the Washington State Alliance for Retired Americans met for its annual convention at the Teamsters’ Hall in Tukwila. About 120 delegates attended including six from the 751 Retiree Club (T.J. Seibert, Carl Schwartz, John Guevarra, Helen Lowe, Jim Hutchins and Mike Keller).

Ed Coyle, national Executive Director of the Alliance, addressed the delegates and gave an update on senior issues. Congressman Jay Inslee also spoke to the group on issues of Social Security and Medicare.

After participating in workshops on Medicare and Communication, delegates adopted resolutions (two submitted from 751 retirees), supporting Social Security and seeking a “make-up,” cost-of-living payment for 2011.

The following were elected as state Alliance Officers: President - Mike Warren, Marie Cook - Treasurer; Steve Kelly - Secretary. After lunch delegates celebrated with a 76th anniversary Social Security birthday cake. The convention ended with an informational question and answer session with Ed Coyle.

Our 751 delegates will take the information from the state convention to the national Alliance convention in Washington DC, Sept. 6-9.

Union Retirees:

Congratulations to the following members who retired from the Union:

Frederick L Allen  
Louis R Anley  
Steven G Benson  
Donald M Blancet  
Tim J Braun  
Philip G Buchmann  
Cecil D Collins  
Willard J Cyphers  
Darrell L Dalton  
Randolph G Eagleson  
Francisco B Entila  
Joseph W Felder  
Terry L Jarvis  
Richard J Jandt  
Paul R Kelly  
Keith D Kumble  
Victor A Latta  
James E Matthews  
Dennis E McDonald  
Gary J Miller  
Wendy J Mitchell  
Jarret D Morris  
Wendy D Peters  
Robert J Peper  
Michael M Poulsen  
Rena M Purdy  
Randall R Samelson  
Frederick W Shabe  
Robert G Smerski  
Gerald D Stine  
Darwin W Thoms  
Arne A Utz  
Evan C Vukisch  
Carolene L Whitt  
John A Wick  
Karen K Wolken  
Rachel M Wood  

751 Retired Club Picnic (Left to Right) T.J. Seibert, Carl Schwartz, John Guevarra, Helen Lowe, Jim Hutchins and Mike Keller

751 Retired Club Picnic - Retirees enjoying the lunch.

751 Retired Club Picnic - Retirees waiting in line with food.
Meet Tina Tug!

Tina the Airplane Tug is the first helper on the scene when it’s time to move Machinists planes.

Machinists Union drivers hop in and Tina steers into the shops that new planes are stored safely within.

And the planes just smile because they know that Tina and the Machinists can drive them safely for miles!

Name: __________________________
Age: ______
School: __________________________
Current Grade (circle one):
PreK   K   1st   2nd   3rd   4th   5th   6th
Member Relative’s Name: __________________________
Member Relative’s Workplace: __________________________
Member Relative’s BEMS or Clock (last 4): __________________________
Phone: __________________________

Summer Kids’ Coloring & Essay Contest

We would like to invite all children in member families to participate in another contest series taking place through the summer. See below for details!

Writing Contest (Grades 7-12)
1) Answer one of the following questions, based on your current grade, in a maximum of two pages, double-spaced. Include your name, current grade, school name, family member’s BEMS or CLOCK (last 4 SSN), family member’s place of work, and contact number on a cover page.
7-8 Grade: What does union membership mean to your family?
9-10 Grade: Why is solidarity important?
11-12 Grade: How will union membership benefit your generation as you prepare to enter the workforce?
2) Mail your entry in to: IAM&AW District 751, Attn: Writing Contest, 206-764-0340 or 1-800-763-1301, ext. 3340
3) ALL entries must be post-marked by October 1, 2011. Entries will be reviewed and awards granted to the top two essay writers in each grade group.

Coloring Contest (Grades PreK-6)
1) Color the picture below indicating your current grade, school name, family member’s name and BEMS or Clock number (last 4 SSN), family member’s place of work and contact information.
2) Mail your entry in to: IAMAW District 751, Attn: Coloring Contest, 9125-15th Pl. S., Seattle, WA 98108
3) All entries must be post-marked by October 1, 2011. Entries will be displayed at November Local Lodge meetings for members to vote on each grade category.
4) Three winners will be chosen from each grade PreK through 6th Grade and awarded at the December Local Lodge meetings.

Writing Contest Prizes:
1st Place - $200 Visa Gift Card
2nd Place - $100 Visa Gift Card

Coloring Contest Prizes: (top 3 in each grade PreK-6 awarded)
1st Place - Class Pizza Party & $50 Toys ‘R Us Gift Card
2nd Place - $50 Toys ‘R Us Gift Card
3rd Place - $25 Toys ‘R Us Gift Card
Steward Training to Better Serve Eastern Washington

Union Stewards in Eastern Washington are better prepared to represent the members thanks to recent training provided by the Machinists Union. Business Rep Steve Warren and Staff Assistant Ken Howard coordinated the training with IAM Western Territory Education Rep Marie Box. Sessions were held in Yakima, Tri-Cities and Spokane to reach more of the Stewards. While the training was voluntary, 85 percent of the Stewards were able to arrange their schedules to attend.

“The high participation rate demonstrates the commitment of our Stewards,” said Business Rep Warren. “All the feedback was very positive. To keep everyone engaged and involved, the training included lots of back and forth conversation and group activities. Stewards appreciated this interaction and found it more useful than if the information had simply been presented in viewfoils.”

The in-depth workshop covered such topics as the roles and responsibilities of a Steward, which is often times the hardest and yet most thankless job in the union. Other subjects included training on conducting investigations, grievance handling, just cause for discipline, past practice and Weingarten rights. One segment was critical for stewards to understand is their legal status under the NLRB, which makes them equal with management when representing employees on the shop floor, in the supervisor’s office or in grievance meetings.

The interactive format got everyone engaged in the training and made it fun. “I have been to several Union Steward training sessions in the past, but this was by far one of the best,” said the new agreement, as the instructor did an excellent job,” said Steward Jerry Mikelson, who works at Rabanco in Goldendale. “We learned a lot in a short period of time. Everyone was involved and it was a very positive session. I’ve been to other training that lasted three to four days, but this was better in one day. I would go to it again, it was that good.”

“I’ve been a Steward for four years, and this training helped me fine tune my Steward skills. I think it is really helpful for new Stewards and will point them in the right direction,” said Sam Jensen, a Steward at Pesco in Yakima. “I especially liked the segment on investigating grievances and the emphasis on listening to all different viewpoints and taking everyone’s input into consideration. As a Steward, we have all experienced moving ahead with only hearing one side of the story.”

“I thought the training was really good and will help Stewards better represent the members. While some of it was a good review, I enjoyed hearing others’ experiences and learning about their issues,” said Steward Troy Ritter, who works at Grand Coulee dam. “We should consider offering this every year so new Stewards get the training sooner. It is always good to be reminded of where your boundaries are and what you can and can’t do as a representative of the Machinists Union. It is a duty 24/7.”

Special thanks to Marie Box and the Western Territory Office for delivering such useful and educational training.

New Agreement for Members at Safeway Spokane

Members working at the Safeway Distribution Center in Spokane ratified a new five-year agreement in August. These seven talented mechanics keep the facility and all its equipment in top running condition. This is not an easy task when you think about the volume of items passing through the warehouse weekly to stock all the Safeway stores in Eastern Washington, Northern Idaho and Montana.

The top issue for this contract was preserving the Automotive Pension Plan, which the new agreement did including all pension surcharges are covered by the employer.

The contract also maintained other benefits for the life of the agreement, including maintaining health and welfare costs at a cap of six percent.

Above: Stewards completing the informative training at Tri-Cities. The session provided in-depth information on a number of topics to help Stewards better represent the membership at their various employers.

Above: In one of the group sessions at the Tri-Cities training, members work together on a project.

Left: Stewards drove from as far away as Grand Coulee to attend the training session at the Spokane Union Hall. Photo right: Stewards pose for a group photo upon completion of the course.

Murray Promotes Workforce Development

Continued from page 3

nionships in developing creative strategies to help high school age youth prepare for a full range of postsecondary options and 21st century careers. If enacted, this would help students gain real world job experience and acquire the skills they need to start a career.

L to R: Doug Way and Tom Rowland meet with Business Rep Steve Warren to discuss issues prior to negotiating the new agreement for members at the Safeway Distribution Center in Spokane.

Safeway recently hired an additional individual into the bargaining unit, acknowledging the importance of their role in maintaining the distribution center. Members overwhelmingly voted to ratify the new agreement in late August.

Senator Murray talks with a member on the shop floor at Triumph.

Business Rep Steve Warren (far left) and Staff Assistant Ken Howard (far right) congratulate Stewards who completed the training session in Yakima.