**A Teachable Moment for Management**

“Knowledge is Power” is certainly true in dealing with management in the workplace. Union Steward Laura Kiley recently used her knowledge to counter a bullying effort from a manager at the Renton Boeing plant who tried to intimidate our stewards into silence in meetings while they are representing their members.

The manager was upset because Laura was asking questions and doing a good job representing our members. The manager implied stewards are supposed to simply observe and take notes. He even went so far as to say he would be contacting HR about disciplinary issues – meaning he was going to retaliate against Laura for speaking up on behalf of our members.

That is false, and the threat of retaliation is illegal.

“Laura does a great job representing our members. In this situation, rather than getting angry, Laura turned it into a ‘teachable moment’ for that manager – keeping it professional and factual,” said Business Rep Robley Evans.

“My hope was that he (the manager) would use the information to conduct himself properly in future dealings with our union members and stewards,” said Laura.

Laura used federal laws and facts to educate the manager and ensured she copied in her Business Rep for backup. She noted that in a leadership role for Boeing, the manager should be fully cognizant of the federally protected rights of our members, as well as the roles, rights and responsibilities of Union Stewards.

She then proceeded to quote the laws and regulations, which are good for our stewards to know, as well as our members. Union members have a federally-protected right to a union steward during investigatory interviews which are called Weingarten Rights (a reference to the 1975 U.S. Supreme Court Decision in NLRB vs. J. Weingarten, Inc.). Weingarten rights apply during investigatory interviews. An investigatory interview occurs when:

- management questions an employee to obtain information;
- the employee has a reasonable belief that discipline is contemplated; and
- it is important to have an attorney dedicated specifically to the membership of District 751. Our outside attorneys are top notch and continue to do a great job representing us, but pairing them with our staff attorney makes us that much stronger,” said Holden. “Spencer brings a wealth of knowledge and experience dealing with workers’ issues.”

**Staff Attorney Makes Us Stronger for Future**

Gearing up for the future we do recognize that attacks on workers from Corporate America are increasing. District 751 recently reallocated resources to better take on these challenges by hiring an in-house attorney – Spencer Thal.

“We have talked about having a staff attorney for a while. This will expand our capabilities in representing our membership more aggressively,” said District 751 President Jon Holden who introduced Spencer at April Local Lodge meetings. “Spencer has a long history in the local labor movement and will be a good fit for our district. We are excited to have him join us in our mission to raise the standard of living and strengthen our membership going forward.”

“Staff attorney” Spencer Thal discusses issues with District 751 President Jon Holden, Grievance Coordinator Dan Swank and Chief of Staff Richard Jackson.

**STOP: If Workplace Is Unsafe! It’s Your Right Under Section 16.1**

Swift action and contract knowledge ensured that our members working at Boeing in the 40-56 building remained safe from a workplace danger. Credit goes to Union Steward Joe Ruth for invoking Section 16.1(c) and 16.1(d) – the imminent danger clause of our contract (page 73). This unique clause gives any member the power to stop work if he/she believes there is “imminent danger” to their health or physical safety.

When an 8-inch bolt weighing one pound came loose and fell 60 feet below, Joe recognized the potential danger it posed. The bolt landed in front of a machine console that 751-member Lauren Lacy was running. Thankfully she had just stepped away from her machine when it fell or she would most likely have been hit. Naturally, that made her feel unsafe working on the machine, and other machine operators in the area uneasy.

“My biggest concern with a one-pound bolt falling from above was we didn’t know where it came from, but just as important, no one knew what it had been attached to,” said Joe.

“When the investigation was complete, we learned the bolt had been holding a one-pound roller that attached to a 6.8-pound bracket as part of the overhead steam line. Once the bolt had worked loose and fell, only friction was holding the other two items in place, which presented a greater danger.”

“The greater the height of the fall, the further back you need to restrict access,” Joe added. “A one-pound bolt falling from that height could have potentially killed someone if it hit them on the head.”

Management still wanted to get the hot parts completed even though no investigation had been performed yet and asked Lauren if she would be willing to run the machine wearing a hard hat. Despite the danger, one member offered to do the work. Joe objected to putting any member in danger and pointed to Section 16.1 imminent danger to shut down production.

**Accomplishments**

Retired member Clara Atkins honored for her leadership, inspiration and involvement

**Caring Counselors**

IAM-Boeing Joint Programs Career Advisors can help navigate your career and educational goals

**Rollin’ in the Money**

Local 7 Bowling Tournament raises thousands for MNPL

**Rollin’ in the Money**

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Preparing for Workplace Challenges Going Forward

BY JON HOLDEN, District 751 President

Firstly, I want to thank all our members who were voluntarily laid-off from Boeing on April 21 for their years of service and dedication. You have been an integral part of our Union and helped ensure Boeing builds the best airplanes in the world.

A little more than 1,000 of our members left Boeing that day – which is an incredible drain of skills and experience. Included in the members leaving that day were Union Stewards and other shop floor leaders who have led our members on the floor for decades. Their experience, confidence and ability to overcome will be greatly missed and will not easily be replaced.

There will be plenty of opportunity for others to step up into those leadership roles.

As a result of the VLOs, there will be added pressure to deliver planes on time while adjusting to the resulting transfers Boeing will experience due to proper staffing levels. We will be watching to ensure members transferred to other areas receive the proper training to make sure they are successful in their new area. If you are moved to a new area or job, seek out the area Steward, as they will be a valuable resource.

During this time of transition, while management makes cuts to ‘increase profits and shareholder value’ our union must focus on supporting our membership even more.

Spencer will help deliver training for Business Reps and Stewards – arm them with different tactics depending on the situation.

Spence has specialized in worker rights his entire career and studied law at both Oxford University in England and Columbia University. After passing the bar, he initially worked for three years in the office of one of our current labor attorney firms.

In 1996, he became General Counsel for Teamsters 117 and spent 20 years in that role. He spent the last six months as General Counsel for the Airline Pilots Association representing our members well and the opportunity to join Machinists 751.

“I’m excited to work for Machinists District 751. Business Reps and Stewards will have instant accessibility so I’m looking forward to the challenge and working for the membership to raise the standard of living,” said Spencer. “I hope my expertise and experience translates into stronger and more effective representation for 751 members.”

Our union is prepared to meet the challenges ahead that include all of these issues and others going forward.

We continue to train Stewards in all of our bargaining units whether within Boeing or at other employers, as we see efforts by all employers working to silence our Stewards in disciplinary meetings in order to diminish their role in representing our members. The key to success is members and stewards knowing their rights and the laws that impact them.

For the first time in four years, we have members at Boeing holding layoff notices. Our Union is working to help provide an adequate safety net. Currently, if members get laid-off from Boeing, you are eligible for Trade Adjustment Assistance benefits – thanks to action from our union, SPEEA and the State Labor Council took several years back. The current TAA petition expires in August 2017. We are working with the State Labor Council and others to prepare a new petition with the goal of ensuring TAA benefits remain available to our members and others working in the aerospace industry who might get laid-off after August.

With all these challenges coming from employers, politicians and others who want to diminish workers’ rights, our union is looking for ways to more actively engage our members and get them involved in our union. We are looking to establish membership forums on a regular basis at union halls near your work to discuss issues on unity and solidarity and activities members can do on their own to show strength and leverage when it is needed.

Auburn members suggested these forums and have been developing the format and tackling issues from their area. Look for more information in future Aero Mechanics.

An educated, and involved membership makes us stronger and is the path we must take for a successful future for our members and our communities.

751 “Memes” Educational Images that Stick

Our union is continually looking for new ways to reach members and educate them on their contractual and workplace rights. Recently in a union class, Steward Jon Voss suggested using “memes.”

For those who haven’t heard of memes, they are photos or cartoons with a short caption that is shared and spread quickly across the internet. They are popular with the younger generation in making a point.

Jon emphasized the goal is to keep them short and to the point.

“If you want to click on it, that’s too long. It won’t be effective and people will lose interest,” said John.

“The idea is to make them short, precise and fun so people will remember them,” said Steward Coordinator Ed Latten.

“The first two we posted got thousands of hits in just a few days.”

Our union is posting “memes” on our Facebook page to educate members on contractual language and workplace rights.

Watch and share them, as we plan to post one to two memes a week. If you have an idea for one, please send it to webmaster@iam751.org.
Olympia Legislative Session Goes Into Overtime

As the regular session comes to a close April 23rd, the Washington State Legislature limps into the first special session with a great amount of work yet to complete.

With the House controlled by the Democrats and the Senate under Republican control, many policy bills - both good and bad - have failed to advance to the Governor’s desk for signing. Beyond Governor Jay Inslee’s 2017-19 biennial operating budget that the House and Senate legislators have yet to begin negotiating, there are many pieces of legislation that will still be part of that discussion in an ongoing special session, including some priorities for IAM 751 and our broader labor coalition that protect working families.

As in recent budget cycles, the biggest hurdle in crafting a state budget has been meeting the Supreme Court’s ruling in order to fulfill the state’s constitutional requirement to fully fund basic education, which the court has said the Legislature has failed to achieve.

At the local level, another critical piece of local policy work has been in place in the past years, but the biggest remaining sticking points are teacher salaries, teacher support, and raising the local property tax rates to backfill those school district budgets.

As you can imagine, the House and Senate have very different ideas as to how to balance the budget and meet the Supreme Court’s ruling. The Senate plan relies mostly upon restructuring local school levies, phasing them out and replacing it with a state tax over the span of several years. The Senate plan also includes new limits on how much state money school districts can spend on collective bargaining agreements.

As the regular session closes, on April 4 Senator Patty Murray (D-WA), ranking member of the Senate Health, Education, Labor and Pensions Committee, and Congresswoman Rosa DeLauro (D-CT) reintroduced the Paycheck Fairness Act.

The Paycheck Fairness Act updates the Equal Pay Act and again reaffirms that every worker in America should be paid based on the quality of their work, not based on gender,” she added. The Paycheck Fairness Act Act and again reaffirms that every worker in America should be paid based on the quality of their work, not based on gender,“ she added. The Paycheck Fairness Act Act and again reaffirms that every worker in America should be paid based on the quality of their work, not based on gender,” she added. The Paycheck Fairness Act.

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On Equal Pay Day, the date that marks how far into the year women must work to earn what their male counterparts were paid the prior year. While the Equal Pay Act of 1963 was meant to guarantee women could challenge pay discrimination and hold employers accountable, the wage gap continues.

In an effort to address and acknowledge this wage gap, on April 4 Senator Patty Murray (D-WA), ranking member of the Senate Health, Education, Labor and Pensions Committee, and Congresswoman Rosa DeLauro (D-CT) reintroduced the Paycheck Fairness Act.

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The Paycheck Fairness Act also includes new limits on how much state money school districts can spend on collective bargaining agreements.
District 751 and IAM-Boeing Joint Programs have taken the lead again on the rapid response team charged with gathering all the resources to best assist members facing layoff. This group plays a vital role within our Workforce Development Community.

“We all want to ensure that our laid-off members have the smoothest possible transition during this time period,” said IAM-Boeing Joint Programs Administrator Heather Baxtow, who is helping to coordinate the rapid response team.

The group includes IAM-Boeing Joint Programs Administrators and Career Advisors, Boeing Career Transition Services, Boeing Workforce, Employment Security Department, IAM, SPEEA, Workforce Development Groups from King, Pierce and Snohomish Counties and other groups that help provide essential safety nets for our laid-off workers. Bill Messenger and Caitlyn Jekel provided expertise in Trade Adjustment Assistance and are working to file a new petition with the hope that benefits will be seamless for our members. The current TAA petition expires in August.

IAM District 751 has updated our Member Checklist and Resource Guide for members facing Involuntary Layoff. Copies are available online (www.iam751.org) or at the Union Halls. This comprehensive brochure covers layoff briefings, income continuation, advice for printing out work and training history before layoff, filing your recall rights, training options and funding sources, Job Seeker websites, COBRA and health care options. Every member holding a WARN notice should make an appointment with our IAM-Boeing Joint Programs Career Advisors by calling 1-800-235-3453 to explore training options, resume writing and interviewing techniques, as well as having a wealth of other information.

The IAM is part of the Rapid Response Team charged with identifying the resources to best assist our members and Boeing employees facing layoff.

Joint Programs Advisors Help IAM Members Navigate Their Careers at Boeing

751-member Rocky Ortega appreciates the tremendous value IAM-Boeing Joint Programs Career Advisors provide for our members. Since he hired into Boeing in 2011, he has used their services multiple times to further his career and educational goals.

Rocky came to Boeing with a background in electronics systems. He accepted a grade 4 electrician job on the 787 to get on the payroll, but wanted a more challenging job. He went to Joint Programs Career Advisors for guidance on the Employee Requested Transfer (ERT) process with the goal of finding a more suitable job that matched his experience.

He set his sights on a functional test job and worked through the process to systematically turn his lights green.

“Joint Programs offers a vast wealth of resources. Advisor Gina Fountain explained the ERT process, how to get into a functional test grade 7 job. With her advice, seven months after hiring in 1 was a grade 7 working in functional test,” Rocky recalled.

Obtaining the functional test was just the beginning of utilizing Joint Programs resources to meet his career goals. Joint Programs offers more than career and education advice. He has also taken classes at Joint Programs like safety focal training, PowerPoint and other computer program courses.

“Joint Programs is invaluable. I can’t emphasize enough how much they have helped me in my career at Boeing,” said Rocky.

During another meeting with advisor Gina, she noted a SPEEA-represented job in test and evaluation would be perfect for his skills. Gina assisted Rocky in applying for and securing the SPEEA test and evaluation job, which he held for four years.

“Testing and evaluation lab was an incredibly interesting job. In that role, I got to be a part of things people don’t even know exist. It was fascinating,” said Rocky.

Unfortunately, in late 2016, Boeing moved the test lab Rocky was working in out of Puget Sound, which left him scrambling for a new position. But he knew where to turn. He immediately contacted Gina at Joint Programs to put in an ERT back to hourly. It took about two weeks, but Rocky came full circle and is now back working in his Grade 4 electrician job in Everett.

“I am so grateful to get to stay on the payroll,” said Rocky. “The benefits IAM members have with Joint Programs is incredible and more members should utilize Joint Programs to meet his career goals.”

To contact a Joint Programs Career Advisor, call 1-800-235-3453.

In April, District 751 President Jon Holden appointed Mark Clark to serve as IAM-Boeing Joint Programs Administrator at the Everett site to fill the position when Dave Brueher retired. While Mark may be new to the position of administrator, he has been actively involved in Joint Programs and our union for many years.

He hired into Boeing in 1996 on 777 wings and was immediately a vocal advocate for the members. He became a steward in 1999 and stepped up his union involvement.

For the past six years, Mark has served as a Joint Programs Coordinator with his primary focus on safety. In that role, he has helped lead the interactive safety crew meeting project. This project aimed to make monthly safety crew meetings more relevant and fun. These interactive safety videos increased membership participation and communicated useful safety information in a manner so members would more likely remember – thereby making the workplace safer.

The videos featured our members talking about issues in their shop affecting their daily jobs. Each video was unique to the crew involved.

Mark has also been active in helping to deliver “Don’t Fear the SHEAR” (Safety Health and Environmental Action Request) training since last November. The class is designed to create a better understanding of the SHEAR process and tools to eliminate barriers that might prevent our members from using the SHEAR to address safety concerns. The message is simple: Don’t Fear the SHEAR – it is simply a tool to identify and address safety concerns so embrace the SHEAR to make your workplace safer.

He has also been active in SHEAR administration – tracking progress of safety concerns and resolution of the issues to the satisfaction of our members.

As a coordinator, he worked closely with the Everett Site Safety Committee to promote safety on the shop floor. Mark was a member of the Everett Site Committee during his years as a steward in the wing line.

Mark has also been active in many other roles in our union – as District Council Delegate, Grand Lodge Convention Delegate, picket captain, chair for multiple local and district elections, as well as chairing the District 751 golf tournament for Game Dogs the last seven years. He has also assisted with numerous rallies, events and fundraisers.

In 2008, Mark helped organize and present a proposal to upgrade the wing structures B – which eventually helped get the job upgraded.

As an administrator at Joint Programs, Mark’s focus will remain on safety. He will be working with the Everett Site Safety Committee on safety issues in the main factory and overseeing SHEAR administration.

“I’m excited because being program coordinator for six years, I have gained really good insight into what Joint Programs is about and how we can help the membership on different levels. I can help them even more as an administrator,” said Mark. “I look forward to serving our members and representing their safety concerns in this new role.”
Investigating the Instructor Pays Off for Members at SPC Training

Just outside the Skills Processing Center (SPC) in Everett, Union Steward Dan Page keeps a watchful eye and pays attention to what happens to our members assigned there for training. When members are transferred to a new area, a Union steward is often where they are sent to train for the new position.

- Knowing that failing an SPC test can result in discipline – possibly even termination if a member fails at rate multiple times – Dan is vigilant to ensure our members receive proper training and have every opportunity to succeed. As a veteran steward, Dan has saved many members from receiving unjust CAMs by digging deeper and looking for extenuating circumstances that caused a member to fail.

When 75 percent of a recent class was failing, Dan assumed it was more than a coincidence. He decided to launch an investigation so our members would not be discriminated against for something beyond their control.

He approached the manager and questioned if the instructor had an acceptable passing rate or if the instructor might possibly be the reason that three out of four students in the class were failing. Initially, the instructor insisted the parts could be made safely. At that point, Joe called Business Rep Grace Holland. She phoned the Director of Operations, who called the nearby shop to shut down the area and perform an investigation. This was the right call to keep our members safe.

“I appreciate having the Union and Joe ensure we are safe. There are managers who are more interested in production than worker safety. And that’s too bad. I am thankful for the Union and learned a lot from this experience, including I have a right to say to the manager that the work environment isn’t safe,” said Lauren.

“Joe did a great job of protecting our members by invoking 16.1 and stopping work in the area. The shop did the right thing and ensured the process was followed,” said Business Rep Grace Holland.

“Educating our members on their right to have a voice about safety is important. It doesn’t require an expert. A Union steward can do it by interrupting to shut down the area, objecting to a question or inviting a Union steward to invoke 16.1 – just a member raising a concern. This is wrong if done in a threatening way or with insulting language, but the equality rule means that equality applies when a steward acts in his or her representational capacity when investigating questionable outcomes. Dan regularly investigates questionable outcomes. Dan regularly ensures our members are not given unjust Corrective Action Memos (CAMs).”

STOP: If Workplace Is Unsafe! It’s Your Right Continued

For Members at SPC Training Continued from Page 1

or other adverse consequences may result from what he or she says.

In addition, stewards are afforded specific rights under the National Labor Relations Act, including The Equality Rule. Under the NLRA, stewards and union officers have a protected legal status. When stewards and union officers are engaged in representational activities, they are considered to be equals with management. Behavior, which could otherwise result in discipline, must be tolerated. The NLRA describes the equality rule this way:

“The relationship at a grievance meeting is not a ‘master–servant’ relationship but a relationship between company advocates on one side and union advocates on the other side, engaged as equal opposing parties in litigation. The equality rule is consistent with declarations of the U.S. Supreme Court, which has said that the National Labor Relations Act (NLRA) protects ‘robust debate’ and ‘gives a union license to use interjective, abusive or insulting language without fear of restraint or penalty if it believes such rhetoric to be an effective means to make its point.’

We cannot effectively steward without using abusive or insulting language, but the equality rule means that a steward can raise his or her voice, gesture, challenge management’s claims, threaten legal action, or raise the possibility of group protests without fear. An employer cannot label a steward’s vigorous advocacy as insubordination and impose discipline.

The equality rule applies when a steward acts in his or her representational capacity, but it does not apply when a steward acts in an individual capacity. Stewards are acting in representational capacity when investigating a grievance, requesting information, presenting a grievance, or representing members. A steward acting in an individual capacity is when they are discussing their/his/her own work assignments, work performance or compliance with work rules.

Supervisors, such as the one in this instance, sometimes assert that the only function of a steward at an investigatory interview is to observe the discussion; in other words to be a silent witness. This is wrong.

Our stewards have the right to counsel members during the interview and to assist our members to present the facts. Legal cases have established the following rights and obligations:

• When the steward arrives, the supervisor must inform our member and our steward of the subject matter of the interview – for example, the type of misconduct which is being investigated. (The supervisor does not, however, have to reveal management’s entire case).

• A steward can take our member aside for a private pre-interview conference before questioning begins.

• The steward can speak during the interview. But the steward has no right to bargain over the purpose of the interview or to obstruct the interview.

• The steward can interrupt to object to a question or request that the supervisor clarify a question so our member can understand what is being asked.

• A steward can advise our member not to answer questions that are abusive, misleading, badgering, confusing or harassing.

• At the close of questioning, the steward can provide information to justify our member’s conduct.

“Laura is a very effective steward. She knows her rights as a steward and doesn’t hesitate to educate manage on those rights,” said Robley. “We need more vocal stewards and members educated on their rights, challenging when management oversteps their bounds. That is what makes us strong as a union.”
When a Seattle resident reached out for help with her mom, Machinist volunteers jumped into action. Her mom had returned home following a hospital stay, but even with assistance, she was unable to navigate the steep stairs of her home, which meant she had been homebound since her return on Dec. 22. Because of the steep pitch of the stairs and limited space at the bottom it was one of the more difficult ramps. MVPs had to move and replant several of the resident’s favorite bushes so she could still enjoy the beauty of the flowering plants. To expedite the installation, MVP volunteers prefabricated sections of the ramp. The resident was overcome with tears of joy as she rolled down the ramp for the first time.

“It is so rewarding to know your efforts made a difference in someone’s life,” said MVP Chair Princie Stewart.

Letter Carriers’ Food Drive, May 13; an Easy Way to Help Fight Hunger

Remember to leave out a food donation at your mailbox on Saturday, May 13 for the 25th Annual Letter Carriers’ Stamp Out Hunger Food Drive. This is an easy way to help others utilizing area food banks. Simply set out your canned or non-perishable foods at your mailbox on Saturday, May 13. The Letter Carriers will do the rest.

District 751 members and families can volunteer to help in Pierce and Snohomish with the food drive on May 13.

Pierce County: We are partnering with Emergency Food Network to provide driving teams to pick up food donations in the Tacoma area from 9 a.m. to 1 p.m. Each team will need a personal vehicle and 2-4 volunteers. One is the driver while the other 1-3 volunteers will get out to pick up the food and deliver it to a specific post office that serves the collection area.

If you would like to help, please provide your name, phone number and email address to Kay Michlik at kaym@iam751.org or 206-764-0335 to sign up and/or receive more information.

Snohomish County: We are partnering with Snohomish County United Way to unload and sort food at the Everett Main Post Office, 3102 Hoyt Ave, Everett, WA 98201. There are two shifts: 11:30 a.m. to 2:30 p.m. or 2:30 to 5:30 p.m. Contact Betty Welsh, Labor Engagement Manager, United Way of Snohomish County, at 425.374.5504 or betty.welsh@uwsc.org to volunteer.

Volunteer credit will be given for this project.

Be sure to contact Kay Michlik at kaym@iam751.org or 206-764-0335 to let her know you volunteered. Feel free to take photos and send them to the District Facebook page and/or to Ed Lutgen at edl@iam751.org.

Peanut Butter Drive and Toiletry Drive Continue

The annual Peanut Butter Drive continues through May 9. All peanut butter collected will be given to either the Snohomish County Labor Council or the Pierce County Central Labor Council to be distributed to area food banks to help fight childhood hunger. Donations can be brought to any IAM 751 union hall in Puget Sound, or to monthly local lodge meetings at the Seattle Union Hall through May 9.

The Toiletry Drive sponsored by the Human Rights and Women’s Committees also continues throughout May. Drop off “travel size” toiletry items to benefit the homeless of Seattle at any IAM 751 union hall in Puget Sound or bring them to local lodge meetings at the Seattle Union Hall during the month of May.
In April, the Seattle Chapter of the A. Philip Randolph Institute celebrated his birthday by honoring one of the founding members of the Seattle Chapter — Clara Atkins. This amazing woman is a retired IAM 751 C leader and a trailblazing labor activist.

The award was as much recognizing her contribution to help organize the Seattle Chapter of APRI, as it was her contribution to the Machinists Union as a leader of the labor movement. A. Philip Randolph founded the Sleeping Car Porters Union and believed the fight for workers’ rights and civil rights was inseparable. The A. Philip Randolph Institute was founded in 1965 to continue the struggle for social, political and economic justice for all working Americans.

A group of 751 members, which included the Human Rights and Labor History Committees, attended the APRI celebration to congratulate Clara. IAM 751 Staff Assistant Richard Jackson presented Clara with her 50-year service pin. After he discovered she had never received the milestone service award while he was researching her history. “At District 751, our International and APRI, you have been an incredibly strong woman and member, and we want to thank you for the groundbreaking work you did for so many others. You broke down barriers for women, and when you believe in something, you can make a difference and change things for the better,” said Jackson. “You inspired many to join our movement. We want all our members to be strong like you. If we all had your spirit and determination, the labor movement would be an unstoppable force and workers would be much better off.”

Clara hired into Boeing in 1952 working in Renton on the B-52 command wing. She had to quit in 1953 when she got pregnant with her daughter since FMLA wasn’t passed into law for more than four decades. She rehired in 1959 and got involved in the union because she was willing to speak up. As fellow female co-workers had problems in the workplace Clara became more assertive in helping them.

Her vocal leadership led her to be appointed as organizer for 751 in 1969. She also served as a 751 Health and Benefits Rep. She was later appointed a Machinists Non-Partisan Political League (MNPL) representative for our International. She traveled the country as part of her legislative action working for MNPL, registering voters and organizing ‘get out the vote’ campaigns. Even though she spent considerable time working for the union, she devoted weekends and evenings working to establish Seattle’s A. Philip Randolph Institute with the AFL-CIO. Her dedication to workers and families of Washington State is incredible and her experience living through some of America’s greatest social and political changes give interesting insight into what it meant to be a strong, successful woman in a generation that didn’t make it easy.

At 92 years old, Clara still encourages our youth to get involved in their union and their community, since that is how we make change for the future.

### Hold ‘Em Tournament Deals a Good Time for Guide Dogs

Local C’s fifth charity poker tournament promises to be a fun deal.

The lodge’s next Guide Dogs of America Hold ‘Em Tournament will be held on Saturday, Muckleshoot Casino in Auburn. Registration will start at 5 p.m., and the tournament will run from 6 to 11 p.m. Registration is $100 per player. There will be a $3,300 payout to the top 10 players at the final table. A slot tournament is also offered at $5 a game. All proceeds from the tournament will go to Guide Dogs of America.

Poker with details about the tournament are available at all Puget Sound union halls and on the website at www.iam751.org. Additional information is available from Neal Key at (206) 890-5485; Entry forms are available in Auburn from Shari Boggs (253) 886-1802; in Everett from Mark Mason (360) 631-4412; in Frederickson from Neal Key (206) 890-5485; in Renton from Scott Daniels (206) 372-7078; and in Seattle from Dave Ibridgen (206) 632-3658.

### Summer Guide Dogs Fundraisers: Fun for a Great Cause

Our union will once again host a series of fundraising events to support Guide Dogs of America. District 751 is one of the top fundraisers for the California-based charity, which provides service dogs — and training in their use — free of charge to people who are blind or have impaired vision from across the United States and Canada.

The charity was founded by a Machinists Union member.

**Flight for Sight**

The 16th annual Flight for Sight fun run will be Saturday, June 3, at the Everett Union Hall, 8729 Airport Road. This year’s race will have a new starting location and a course circling Paine Field with limited traffic lights and street crossings. Flight for Sight includes two timed races — 5K and 10K runs — on a USA Track & Field certified course. There will also be a non-competitive one-mile walk. Race check-in will be from 7:30 to 9 a.m. at the Everett Union Hall. Racing will begin at 9:30 a.m. Registration costs $30 in advance, or $35 on race day. Runners will get a “all breed” event, open to owners of all motorcycle makes and models.

Advance registration is $15 for a rider and $5 for passengers. Registration will cost $20 for a rider after July 7. Registration forms are available at all District 751 union halls in Puget Sound, or online at www.PuppyPutt.com. Each rider will receive an event t-shirt, a commemorative patch and a Guide Dogs of America pin.

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

Advance registration is $15 for a rider and $5 for passengers. Registration will cost $20 for a rider after July 7. Registration forms are available at all District 751 union halls in Puget Sound, or online at www.PuppyPutt.com. Each rider will receive an event t-shirt, a commemorative patch and a Guide Dogs of America pin.

### Guide Dogs Golf Tournament

The annual Guide Dogs of America Charity Golf Tournament will be Sunday, July 23, at the Willows Run Golf Course in Redmond.

The tournament will be a scramble format with a shotgun start at 8 a.m. Cash prizes will be awarded to the first and second place teams, long drive, and closest to pin. All other prizes will be raffled off at the end.

The cost is $110, which covers greens fees, cart rental, tournament t-shirts, prizes and a buffet at the end of play. Entry forms are available at all District 751 union halls in Puget Sound. Information also is available by calling the Everett Union Hall at (425) 355-8821.
The Machinists Non-Partisan Political League (MNPL) was rolling in the money on April 23 as Local F hosted the 23rd Annual Unity Bowl. To double the fundraising efforts, the event took place at both Glacier Lanes in Everett and Secoma Lanes in Federal Way.

Participants struck up a good time as every bowler took home a prize. Trophies were given to the top two teams at each location (see below for winners), as well as trophies to top male and female game and series at each location.

The lowest scoring teams at both locations received “We Tried” trophies. The We Tried team at Glacier was Shane VanPelt, Shane VanPelt Jr, Dave Bryant, Wendy Bryant and Erika Simpson. The We Tried at Secoma Lanes was “Auntie T’s” team sponsored by Local F President Terri Myette comprised of her nieces, great nephews and cousins ages 2-10: Hayley Land, Hali Mobley, Sammy Roemer, Abby Clowse, Nina Dennis, Amruria Payne, and Da’Carianna Dennis.

Contributions were still coming in as the paper went to print, but the event raised thousands for the political arm of the union. Allen NepH won the 50/50 raffle in Everett and donated the money to MNPL.

Thanks to all who helped organize the event, to the sponsors for their contributions, and to the volunteers who ensured it was a day of fun for everyone.

Thanks to our lane sponsors:
- Jon Holden
- Susan Palmer
- Dana Hirtman
- Larry Brown
- Spencer Burris
- Greg Campos
- Howard Carlson
- Iris Carleman
- Jason Chien
- Mark Clark
- Brett Coy
- Jeremy Coy
- Kathleen Cox
- Robby Evans
- Wilson Ferguson
- Christine Fullerton
- Richard Jackson
- Connie Keltner
- Travis Kendrick
- John Lopa
- Mark Mason
- Donovan McLeod
- Lesley Mulan
- Terri Myette
- Eric Reyes
- Chris Schorr
- Rod Sigvartson
- Dan Swank
- Shosh Tomola
- Paul Velkamp
- Roy Wilkinson
- Tommy Wilson
- Jon Holden
- Susan Palmer
- Dena Bartman
- Larry Brown
- Spencer Burris
- Greg Campos
- Howard Carlson
- Iris Carleman
- Jason Chien
- Mark Clark
- Brett Coy
- Jeremy Coy
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- Christine Fullerton
- Richard Jackson
- Connie Keltner
- Travis Kendrick
- John Lopa
- Mark Mason
- Donovan McLeod
- Lesley Mulan
- Terri Myette
- Eric Reyes
- Chris Schorr
- Rod Sigvartson
- Dan Swank
- Shosh Tomola
- Paul Velkamp
- Roy Wilkinson
- Tommy Wilson

District 751 Sec-Treasurer Susan Palmer (far left) and Local F President Terri Myette (far right) congratulates the first place team at Secoma Lanes “Livin’ on a Spare” Kyle Maas, Joel Elwell III, Jason Elwell, Jeff Wright and Shawn Mailloux.

Second place team in Everett L to R: Kevin Anderson, Quan Nguyen, Mark Thomas, Adam Dunbar and Keith Ryder.

District 751 Sec-Treasurer Susan Palmer (far left) and Local F President Terri Myette (far right) congratulates the second place team at Secoma Lanes Curt Horton, Cody Horton, Mark Mason, Garry Janssen, and Chris Schorr.

Peggy Baskett won women’s high game and high series at Secoma Lanes.

District 751 Sec-Treasurer Susan Palmer (far left) and Local F President Terri Myette (far right) congratulates the first place team at Secoma Lanes Curt Horton, Cody Horton, Mark Mason, Garry Janssen, and Chris Schorr.

Business Rep Garth Luark congratulates Desiree Barnett who won women’s high game and high series at Glacier Lanes.

Business Rep Garth Luark congratulates Desiree Barnett who won women’s high game and high series at Glacier Lanes.
Retirement News

April Business Meeting

The meeting was called to order by President Jackie Boschok. She led the flag salute and singing of God Bless America. John Guevarra led the Pledge.

A Retirement Club banner was then displayed. It was found recently when the club storage area was cleaned out. The banner was boxed with a US flag with only 48 stars which gives a clue as to how old the banner is. There are plans to find a place in the Seattle Hall to display the banner.

Roll Call of Officers: Secretary Lucia Raum has resigned so President Boschok did the roll call and all were present.

Minutes: The March meeting minutes were approved.


Health and Welfare: Vice President Helen Lowe read the following list of deceased members: Floridiza Alara, Charles Carey, Daniel Cook, Bonnie Everhart, Gary Geisler, Nicholas Gloden Jr, Shirley Hart, Charlie Hemphill, Frederick Howard, Howard Hubbard Jr, Eiichi Mizumoto, Lawrence St John, Esther Wilker, Robert Bottorun, Marvin Drinkwine, Michael Gillett, Michael Lavelle, Everett Ostdahl, Bert St. Jean, Gene Vaughn, Lois Cady-Morris, Aaron Dicello, Harry Johnson Jr, Jacob Newman, Takashi Oka, Sandra Pauley, Jack Mark. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Legislative Report: Carl Schwartz gave the report and spoke about the failed efforts to repeal the Affordable Care Act. One reason is because people all over the country voiced their disapproval with the repeal.

On the state level our legislature is still working to fund public schools. The Democratic led House of Representatives is proposing a tax increase on stock capital gains to meet some of the need and the Republican controlled Senate proposes to raise property taxes on homes, regardless of the homeowner’s ability to pay. This shows the real difference in the perspectives of the parties.

Also, the state Republicans have proposed a state “free rider bill,” called right-to-work. We need to be aware that just a two vote difference in our state House of Representatives could enable passage of this bill.

Our State Alliance for Retired Americans will hold their state convention on May 16th in Federal Way. Jackie Boschok is also chair of the state alliance. A motion was made to send up to 10 delegates to the convention at $30 each for a total of $300. MSN President Boschok, said to let her know if you would like to be a delegate.

Good & Welfare: John Guevarra noted the new Monday Alert has two parts: Washington State news and national news. He suggested reviewing it and giving input about the contributions of the Washington State news.

Helen Lowe said she was happy to be home after visiting Australia and New Zealand for almost a month. She had interesting discussions while there about politics and the stringent requirements that must be met to become a citizen of those countries. Vennie Murphy thanked everyone who filled in while he was on vacation.

Carl Schwartz mentioned that Monday, May 1st, the Annual May Day March for Workers and Immigrant Rights will start at 11 a.m. at Judkins Park. WSARA members will gather with the labor contingent at the office of the Washington State Labor Council at 321 16th Ave., S, in Seattle at 1 p.m. and join the march as it passes by their offices.

Tom Lux said there will be a mural unveiling and refreshments on Saturday, April 30 at 1 p.m. at the Washington State Labor Council. District 751 contributed to the mural.

President’s Report: Jackie spoke about the special program on May 15th that will be held at the Seattle Union Hall. Three speakers will discuss issues relevant to retirees. A complimentary lunch will also be served. John Guevarra also noted that if the speakers could be filmed. Jackie agreed to check in to it. She will also talk to the retirees about the new program.

Committee Reports:

Legislative: Jackie Boschok and Retirement Club Trustee Jim Hutchins display the original 751 Retirement Club banner from 60 years ago when the Club was formed. It will now be displayed in the 751 Hall as part of our rich history. Stored in the box with the banner was a U.S. Flag with only 48 stars - confronting the age of the banner.

Older Americans Month Celebration - May 15

On Monday, May 15 at the Seattle Union Hall the 751 Retirement Club will have a special program in honor of Older Americans Month to discuss issues relevant to retirees. Those attending will receive lunch, as well as informational presentations from: Robby Stern, President PSARA, will talk “Making Retirement Security Real for Everyone.” Irene Stewart, Project Manager for the Seattle Age Friendly Initiatives, will discuss ‘Age Friendly Cities.” Robert Roach, President of the Alliance for Retired Americans will discuss “To Be Heard - You Must Speak Out!”

Older Americans Month was established in 1963 by President John F. Kennedy to celebrate the contributions our older citizens have made to this country.

All Retirees are invited to attend:
- Monday, May 15, 11 a.m.
- Seattle Union Hall

(9153 15th Pl. S.)

Lunch provided

Celebrating April Birthdays L to R: Jackie Boschok, Jim Hutchins, George Braun, Helen Milak, Aurelia Turner, and Jan Egger. Jan and Connie (not pictured) Egger also celebrated an April anniversary.

Retirees from Joint Programs

In April, District 751 lost a passionate safety advocate as Dave Brueher retired from his role as IAM-Boeing Joint Programs Administrator. He served as Administrator since March 2004 and was an integral part of resolving safety issues at the Everett site and played a role in delivering various safety classes to both our members and managers.

From the moment he hired into Boeing in 1985, workplace safety was a top priority. His goal has always been to ensure members leave work in the same condition as when they arrive. When he began his original Everett Safety Committee was established prior to IAM-Boeing Joint Programs (which came about in the 1989 contract), he was one of the vocal members appointed to the committee. Dave also served as a Unit Steward and as Local C Coordinator advocating for members with contract enforcement and protecting workers’ rights.

His role in safety moved to full time in 1998 when he was appointed to serve as an IAM-Boeing Joint Programs Coordinator. In that role, he primarily served as a full-time safety instructor and helped with numerous courses, including incident investigation and hazard identification.

Dave’s activities with the union were visible on other fronts. He was one of the original organizers of the annual Puppy Putt Motorcycle Ride that benefits Guide Dogs of America. He volunteered with various union events over the years, attended solidarity rallies with other unions, served as a picket captain during various strikes and organized motorcycle rallies during negotiations and strikes.

We wish him well in his retirement.
AD RULES
Each single ad must be 25 words or less. Use a separate piece of paper or an ad blank for each ad as all are pre-classified physically. Ads are free only to members. the classifieds in this issue. For best response, include phone number. Members’ “coving industries” will be OK in ads, but no commercial ads. When using our paper for ads, include information required on regular ad blank.

Deadline For Next Issue May 16th

2000 MONACO LaPALMA 36’ Gas, 2 slides, 40K miles, excellent condition, all services done. $27,000. 2007 Honda CRV 39K miles, low ready 9590 package $40,000 call 509-962-3383, cell 509-499-4163

VIEW HOME, 2 bedroom, 3 bath, full basement, attached 4 car garage, 3600 square feet total with four acres. Culvert- son, Montana + 30 x 40 shop. $450.00. 1999 Ranger Headlight Boss, Yamaha 175hp, 2021. $10,000,000.10 additional adjoining acres. 406-787-5242 or 406-799-0838

FOR RENT: 2 bedroom Condo. Peter- merton, Lake Chelan. Share, week 24, unit 21 June 16-22, 2017. $395/night. All or part. 509-682-4002


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AL SUPPLEMENTATION you can get. No competitor has a more trusted name in the in- dustry than Shaklee. Call Joe at 206-819-7924

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From blazing wildfires and floods to hurricanes and tornadoes, natural disasters make front-page news whenever they happen. Less headline-worthy are the financial preparations that follow, which tens of thousands of people are dealing with right now. These types of tragedies are unavoidable — the most you can do is prepare to minimize the time it takes to put the pieces of your life back together.

Creating a plan that addresses your finances and insurance beforehand can be the difference between recovering from a devastating event.

1. Stockpile savings. An emergency fund with three to six months worth of savings is a key part of any household financial plan. But it's also important in the wake of a natural disaster. As an insurance policy, your savings can help cover your living expenses as well, to provide as much warning as possible to you if you lose your income. Make sure you have enough in your emergency fund to cover temporary food and housing costs if you've had to evacuate but your home is undamaged. If you miss work for a week because you've had to evacuate, will your disaster policy cover your lost wages? Talk to your agent about covering any gaps in your insurance coverage, and make sure you know to contact and document what you'll need to file a claim.

2. Use a checklist. Include your insurance policies as part of your disaster recovery plan. Review your emergency preparedness plan to make sure you have a strategic plan for recovery. Make a list of your important assets and financial documents and have the copies easily accessible, as you would flashlights and spare batteries. That way you're less likely to lose them behind — even if you have to abandon your house quickly.

3. Protect your credit. Part of protecting your finances involves protecting your credit. Include the contact information for your creditors — such as your mortgage lender, credit card companies and utilities — in your financial preparedness kit. If you have to evacuate, reach out to your creditors as soon as possible to request a temporary reprieve from payments. Make sure you reach out to your employer as well, to provide as much warning as possible if you won't be able to work in the aftermath of a disaster.

4. Review your insurance. Your insurance policies can help you recover from a disaster provided you have the right coverage. Review your property, flood, life and disability insurance policies once a year when you receive the new documents from your insurer. And don't focus only on your deductible and coverage amounts — pay attention to the riders as well.

For instance, does your property insurance cover temporary living expenses? Most policies provide a temporary residence of your own choosing, but if you purchase a temporary place to live, you might have to pay to have your home restored to its pre-disaster condition. Or you might need the temporary place restored yourself. If you purchase a temporary place to live, will your disaster policy cover your lost wages? Talk to your agent about covering any gaps in your insurance coverage, and make sure you know to contact and document what you'll need to file a claim.

5. Use a checklist. Include your insurance policies as part of your disaster recovery plan. Review your emergency preparedness plan to make sure you have a strategic plan for recovery. Make a list of your important assets and financial documents and have the copies easily accessible, as you would flashlights and spare batteries. That way you're less likely to lose them behind — even if you have to abandon your house quickly.

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Officers of 1123 Energized and Trained for the Future

It has been a little over a year since Local Lodge 1123 moved its location more than 100 miles to Grand Coulee after the Alcoa Wenatchee Works plant shutdown. A group of officers there stepped up to serve as officers and continue operations of the local at the new location. The new officers of Local 1123 embraced their leadership roles with enthusiasm and have worked hard to establish regular meetings and increase involvement.

Business Rep Steve Warren has been there throughout the transition process to provide guidance, but wanted to ensure officers received formal training. In April, Steve arranged for Melissa Campbell, Educator for the IAM Western Territory, to provide formal officer training.

Melissa delivered comprehensive training covering a variety of topics. She went through officers’ duties and responsibilities, which are set out in the IAM Constitution and Local Lodge bylaws. She outlined the processes to follow to ensure they are meeting Constitutional requirements.

She emphasized the importance of teamwork between officers and noted Executive Board meetings pave the way to success in a local. Holding regular meetings gets members working together, keeps officers informed on activities, and provides time to discuss problems facing the local or in the workplace, as well as offering a forum to work on solutions.

Discussion took place on planning meetings, committee assignments, handling finances, steward roles and working with other labor groups. Training also covered lodge fiduciary officers and constitutional requirements for every expenditure and check. A broad overview of the Local Lodge Election process was also reviewed.

“It has been fun for us, and we have worked hard to do things the right way. Steve Warren was instrumental in getting this established and provided a lot of guidance over the last year,” said 1123 President Wallace “PeeWee” Pleasants. “Our goal as officers has been to be as transparent as possible and share information, which we hope will lead to getting more people involved in our union. The training provided us good insight and some fresh ideas.”

“We, the officers, do this for the membership, not individual gain, because what we reap from this effort will benefit everyone,” said PeeWee. Because workers at Grand Coulee are federal employees, it is an open shop so workers are not required to join the union. The new officers have made a stepped up effort to highlight the benefits of having a union and raise visibility, which has paid off as membership numbers have steadily increased at the site.

“I appreciated Melissa’s training and her reassurance to all the officers of 1123 on the efforts they have made in preserving the tradition of the Local Lodge and following the constitutional requirements as officers,” said Business Rep Steve Warren. “We plan to deliver Union Steward training this summer to ensure members there have the best representation possible and Stewards know their rights and responsibilities.”

Strong Solidarity for Strikers

Local 86 Machinists Union members have been standing in support of striking United Steelworker members at the HECLA Lucky Friday Mine in Northern Idaho. Our members have made several visits to bolster their picket line, as well as attending a fundraiser to show support.

In an impressive show of solidarity, the 250 miners unanimously rejected HECLA’s final offer and voted to strike March 13. The proposal was mainly concessions that are more about control and power than economics. One of the main issues is staffing changes – union members believe it would jeopardize safety and lives. Other concessions include reducing recall rights from 3 years to 3 months, meaning the miners could effectively be terminated after a short layoff. Other issues make the jobs less secure and would greatly reduce benefits.

Machinists have repeatedly joined the picket line to show support. A group of Machinists also attended a fundraiser at the Sunshine Cafe in Kellogg, Idaho in early April.

“We deserve a fair contract now – not a list of unfair, unnecessary and unsafe demands that make our jobs less secure and jeopardize our safety,” said a USW flyer. The members are holding strong in their conviction and greatly appreciate all the support from the community and other unions.

The Lucky Friday mine is the largest remaining silver mine in Northern Idaho and one of the areas largest employers.

Quarterly Meetings in Goldendale Provide Open Discussion

For Machinists Union members, in Goldendale, working at Republic Services quarterly meetings provide a forum for open discussion. In April, members came with several issues to discuss, including grievances and shift schedules at Republic.

“It is positive for us to be able to meet with Business Rep Steve Warren and Staff Assistant Chris Powers to discuss issues and plan for resolutions on any concerns we may have,” said Union Steward Rick Porter. I was happy to see the amount of people turn out and look forward to our next meeting.”

The next quarterly meeting will be held in July.