

# Our Factory Service: an integral part of Boeing operations



Factory service carpet crew and Everett flight line crew take a group photo before starting their day's work.

A group of IAM 751 members perform a tremendous amount of work each day that ensures all other Boeing employees have a more safe and sanitary day at Boeing facilities throughout Puget Sound – these are the approximately 350 factory service attendants.

Many assume that factory service attendants are a Boeing vendor, but these hard-working individuals are fellow IAM members covered by our contract.

These members seldom receive credit or even a thank you for the stellar job they do

each day. While many may not consciously notice the work our factory service attendants do each day, it is certainly something that would be noticed if their job wasn't done.

"These members do a great job keeping hundreds of buildings throughout Puget Sound clean and sanitary for our members and other Boeing employees," said IAM 751 President Jon Holden. "They take tremendous pride in their work and deserve recognition and respect for the work they do. Because of their hard work, every other Boeing employee has a more

pleasant work day."

These members are responsible for cleaning approximately 15 million square feet of Boeing facilities in hundreds of buildings throughout Puget Sound. Daily they must clean about 4.2 million square feet, including full service cafeterias, meeting rooms, and stairwells. Just keeping the 1,370 restrooms in Puget Sound stocked with toilet paper, seat covers, paper towels, and hand soap is a big task – not to mention cleaning

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Jake Cottrill empties the trash in the 9-51 building.

In the Auburn automotive shop, Kemon Backus (center) thanks Business Rep John Lopez Jr (l) and Steward John Bandy for getting an unjust CAM removed.



## Union reverses unjust discipline

When a manager tried to flex his muscle and administer unjust discipline in the Auburn automotive shop, our union was there to stop it.

Union Steward John Bandy and Business Rep John Lopez Jr. worked together to ensure two long-time members had unjust Corrective Action Memos (CAMs) removed when management failed to gather all the facts before taking action.

The automotive group in Auburn supports routine maintenance, as well as emergent repairs to equipment on the road to keep parts moving 24/7. While their start times are staggered, for years the crew has taken their lunch at the same time.

The manager came into the area during their lunch and assumed he had caught two members sleeping on Company time –

even though they were on their lunch break. Rather than ask questions or investigate the situation, about a week later the manager proceeded to call each member in separately and present them with corrective action for sleeping on company time.

"I didn't know why they were calling me in so I didn't ask for a steward at the initial meeting. I explained our crew has always taken our lunch at 11 a.m. no matter what our start time is, but they refused to listen and moved forward with the discipline anyway without finding out if that was true," said IAM 751 member Kemon Backus. "It was definitely a power play on the manager's part. I found it odd the manager didn't say anything when he saw me sleeping. If he really believed I was sleeping on company time, why not

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## Don't believe anti-union hype; Union brings positive change at Cadence

After one year of membership in the Machinists Union, union stewards at Cadence Aerospace-Giddens have this advice for workers at companies in the midst of union votes:

Don't believe what the company's anti-union consultants say.

About anything.

"None of it came true," said Union Steward Gary Naple. "Nobody lost their job. The company's still here. Our wages went up – they didn't go down. We were told that we wouldn't have an open line of communication with management, but it's 100 times better than it was."

Feb. 16 will mark the one-year anniversary of the date Cadence-Giddens workers ratified their first union contract as members of District 751. They approved the agreement with a 72-percent "yes" vote.

The contract covers about 240 workers who produce precision-machined aerospace components, subassemblies

and kits, and do sheet-metal forming for parts that go on Boeing, Airbus and Gulfstream jets.

This month, they'll get their first general wage increase specified under the contract of 2.5 percent.

For Union Steward John Combs, it will be the second-biggest raise he's received in his nine years at the company. The biggest raise was the 85 cents an hour all Cadence-Giddens workers got when they ratified the contract a year ago.

"A lot of people had gone a couple of years with no raises at all," he said. "Now they realize they've got raises coming, and they're starting to get excited."

In addition, the stewards say they've gained from locking in health care cost shares for three years. A new pay schedule raised entry-level wages \$1.50 an hour, plus workers got back a 401(k) match that management had taken away.

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Cadence-Giddens Union Stewards Gary Naple (left) and Mike Powell (right) talk with Business Rep Greg Campos (center) about the union's successes during workers' first year under a union contract.



### New Year brings new BRs

Newly elected business reps hit the ground running to serve the membership

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Machinists take part in historic Women's march

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## REPORT FROM THE PRESIDENT

# New Year brings renewed commitment to core values

By JON HOLDEN  
District President

There's been a lot of news out of the other Washington in recent weeks, with the new Trump Administration coming into office and announcing plans for a lot of change.

But for our union, the focus remains on things that are going on in this Washington.

As 2017 begins, our union is still focused on our core missions: Negotiating and enforcing contracts that raise the quality of life for our existing members, helping other workers join our union so they can enjoy these same benefits, and partnering with other groups to create change that benefits working people.

The work of contract enforcement is ongoing – and critical. As a result of last fall's District elections, we have four new Business Reps in Western Washington who officially move into their new jobs this month. In Eastern Washington, we have a new staff assistant who is stepping into a role vacated by a retirement.

All were dedicated and successful union stewards, and are focused on ensuring managers at Boeing and our other employers live up to our contracts with them. They will bring new eyes, and new approaches to their jobs, but their commitment remains the same – serving you, the members of our union.

We are also committed to helping non-union workers organize so they can enjoy the benefits of collective bargaining.

You probably have heard that Boeing workers in South Carolina are going to vote on union representation on Feb. 15.

I believe they should vote "Union Yes." The workers of South Carolina are doing the same work we do. They



face the same safety concerns, productivity expectations and have the same employer. Our members in Puget Sound have benefitted greatly from union representation.

Workers in South Carolina deserve the same rights that we are so proud of, which have improved our wages, hours and working conditions over generations.

Once they choose to speak with one voice by forming a union to bargain for the issues important to them, the rights afforded under federal law will raise their standard of living and make their communities stronger, as well.

But closer to home, our union is working with workers at a number of companies who are interested in having a union. It feels like we're gaining momentum. A recent report from the federal Bureau of Labor Statistics showed that union membership in Washington State grew by 7 percent last year, and we've grown by almost 10 percent over the past two years.

That momentum gives me confidence.

On the legislative front, our union remains committed to working with our allies in Olympia on legislation important to working families.

First and foremost, we are working with legislators on a new version of our tax incentive accountability bill. As a state, we need to do something to address the failure of the 2013 tax incentives. Even though we are giving Boeing an average of \$300 million a year in tax cuts, the company continues to eliminate jobs here – more than 11,000 since the incentives were signed into law. We can't afford to keep doing that.

Yet while our focus remains on what's happening here in Washington State, as a

union, we can't ignore what's going on in our nation's capital.

President Trump's move to take our nation out of the Trans Pacific Partnership – and his announcement that he wants to renegotiate the North American Free Trade Agreement – were welcome steps. NAFTA has not worked out well for America's working people, and all signs indicated that TPP would have been even worse.

But this fight didn't end with President Trump's signature on a piece of paper. As Americans and as union members, we need to stay engaged and involved to make sure that whatever trade deals replace TPP and NAFTA are actually better than the old versions. It would do us no good to have spent years fighting against unfair trade deals if we end up with deals that don't level the playing field for workers in the U.S.

We also need to be prepared to fight against President Trump's nomination for Labor Secretary, the CEO of a hamburger chain that has a history of wage theft and sex discrimination.

And as the year goes on, we also need to stay engaged and involved as we continue to fight for broader issues of economic justice.

That's one of the reasons our union participated in last month's Martin Luther King Day march in Seattle, as well as the Women's March. We – as individuals and as a union – need to do more to ensure that all working people in this country are treated fairly – whatever their ethnicity, religion or sexual orientation. We also must act to end the blatant economic discrimination against women, who still are paid only 79 cents for every dollar a man earns.

If our communities want to address pay inequity for race, gender, sexual orientation, or any other group, we find

that the best way to receive equal pay for equal work is to have a union contract. Union contracts provide rights to workers under federal law simply because they are union.

What group of workers would say no to rights? It's that simple. It is not always about money as much as it is about the rights you gain simply by being in a union protected by federal law. These rights have made it possible for our members of all race and gender to unify as one, speak with one voice and raise the standard of living for not only themselves but the communities they live in, as well.

### District Lodge 751, International Assn. of Machinists and Aerospace Workers

**Jon Holden**  
President, Directing  
Business Representative

**Lester Mullen**  
Vice President

**Susan Palmer**  
Secretary-Treasurer

**Rob Jones**  
Sergeant-at-Arms

**Steve Warren (Eastern WA)**

**Dan Swank**

**Paul Veltkamp**

**Dena Bartman**

**Greg Campos**

**Garth Luark**

**Richard McCabe**

**Spencer Burris**

**André Trahan**

**Ira J. Carterman**

**Wilson 'Fergie' Ferguson**

**Patrick Bertucci**

**Grace Holland**

**Robley A. Evans**

**John Lopez Jr.**

**Howard Carlson**

**Union Business Representatives**

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  - 233 Burnett N., Renton; 425-235-3777
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  - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from:  
Nationwide 1-800-763-1301  
Hotline: 1-800-763-1310  
Web site: [www.iam751.org](http://www.iam751.org)



## Second contract brings improvements at Hytek

Machinists Union members who work at Hytek Finishes in Kent will see pay increases as the result of their new union contract.

Union members at the plant approved a new three-year collective bargaining agreement on Jan. 27, with a 95-percent "yes" vote that contained no takeaways.

Over three years, the contract provides:

- Raises the minimum wage for workers in each of four job categories – effective immediately -- and removes previous caps on maximum pay.

- Raises minimum pay of some workers by an additional \$1.50 an hour in January 2020.

- Provides for additional raises for all workers in March of 2017, 2018 and 2019; raises would be 2.25 percent each year in all three job categories, assuming workers accumulate the expected amount of "skill points." Workers could get larger raises by accumulating more skill points.

- Improves language regarding sick leave, holiday pay and probationary periods for new employees, and sets new requirements for the company to give advance notice before requiring overtime work on holidays and when making changes to work schedules.

This is the second contract for workers at Hytek since they joined the Machinists Union District Lodge 751



Union Stewards Jay Lang and Dee Fox count the ballots as a member watches, along with Business Rep Joe Crockett who led the negotiations.

in 2011. The contract covers about 180 hourly workers at Hytek, who do metal coating and finishing on aircraft parts for Boeing, BAE Systems, Lockheed Martin, Bell Helicopters, Goodrich Corp. and Gulfstream.

"This is a good contract that makes improvements in wages and other areas," said Jon Holden, IAM District 751 President. "Our members at Hytek work hard, and this contract rewards them for their skills and dedication."



IAM members voted to approve a new contract with Hytek on Jan. 27.

### 751 AERO MECHANIC

**Connie Kelliher, Editor**  
**Bryan Corliss, Editor**

Member of The Newspaper Guild,  
CWA #37082

District 751 AERO MECHANIC (ISSN 0894-7864, USPS 008-660) is published Monthly except Bimonthly in December/January by Aerospace Industrial District Lodge 751, 9125 15th Pl. S., Seattle WA 98108. \$3.50 of the annual dues goes toward a one-year subscription to the Aero Mechanic. \$4 per year for non-members by District Lodge 751, International Association of Machinists and Aerospace Workers, AFL-CIO, 9125 15th Pl. S., Seattle, WA 98108. Periodicals postage paid at Seattle, WA. POSTMASTER: Send address changes to District 751 Aero Mechanic, 9125 15th Pl. S., Seattle, WA 98108

## POLITICAL ACTION

# Coalition pushes for paid family leave bills

Under bills proposed by the Washington Work and Family Coalition, Washington workers would be able to use extended paid leave for events like the birth of a child, a personal health emergency, or to take care of an ill family member, like an aging parent.

A recent poll showed at least 72 percent of Washington voters supported passing paid family and medical leave, and the Work and Family Coalition – which includes Washington State labor unions -- is looking to the Legislature to act.

“All of us have experienced a family or health crisis for which a couple sick days just weren’t enough, whether it was a premature baby, an unexpected illness, or the failing health of a parent,” said Sen. Karen Keiser (D-Des Moines), the sponsor of Senate Bill 5032. “Paid family and medical leave would mean better health outcomes for Washington babies, moms, and families in every stage of life.”

“No family should struggle to take time off in the face of a serious illness or to care for a new baby,” said Rep. June Robinson (D-Everett), the sponsor of House Bill 1116. “Our plan was created with the advice of health experts, worker groups, community organizations and Washington business owners. This is a solution that works for everyone.”

Beginning in 2019, employees could take up to 26 weeks of paid family leave, which includes caring for a newborn or newly adopted child or an ill family member, including injured service members. Beginning in 2020, an employee could take up to 12 weeks of paid medical leave, which can be used for the employee’s own serious health condition.

The program would be funded by payroll premiums paid by both employees and employers, costing each about \$2 a week for a typical Washington worker — which makes it incredibly affordable for business owners.

“This is an affordable, predictable solution to a problem too many workers -- and business owners -- face,” said Molly Moon Neitzel, owner of Molly Moon’s Homemade Ice Cream. “We’ve done the math, and under this plan the annual cost to cover our entire company for a year would be less than I’m paying for maternity leave for one employee alone this year.”

Only 13 percent of workers have access to paid family and medical leave, usually high-wage earners, according to the Bureau of Labor Statistics. Among lower-wage workers the rate is 4 percent.

The Boeing Co. offers paid family leave to some categories of workers, but so far has not been willing to include District 751 Machinists in the program, despite requests from union leadership.

“We’re going to continue to push Boeing to include our members in the company’s paid family leave program,” said IAM 751 President Jon Holden. “But at the same time, we’re going to support this effort in Olympia, which would extend family leave to all Washington workers.”

Despite the high costs of infant childcare and pediatricians’ recommendations to

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# Hey marchers, run for something

**Best way to elect worker-friendly politicians is for workers to run for office themselves**

By LARRY BROWN  
IAM 751 Legislative Director

More than 3 million Americans -- of all genders, races and religions -- took part in the Women’s Marches on Jan. 21. District 751 was represented by close to 100 union officers, activists, family and friends, all marching together through the streets of Seattle to protest sexism and bigotry, and an economic system that pays non-union women in our state only 79 cents for every dollar a man makes.

It was an amazing moment in American history, but it left many people asking, “What’s next?”

The best way to ensure we have elected officials who support working families is for workers to run for office themselves. That’s more true than ever today, because if a billionaire who has never run for office can be elected President, then there’s no reason to think a District 751 Machinist can’t be elected to his or her local school board or city council.

To help with that, the AFL-CIO and Washington State Labor Council are conducting training for union members interested in running for local elected office. The goal is to recruit a generation of leaders who can promote worker-friendly laws and policies at the local level, and prepare them to run for higher offices in the future.

If you’re interested in taking on this challenge, please call (206) 764-0305 or email [larryb@iam751.org](mailto:larryb@iam751.org)



*An estimated 150,000 progressive activists turned out for the Women’s March in Seattle on Jan. 21. They could make a real difference if they stay involved in the political process and maybe even run for office themselves, labor leaders said.*

Unions have always had the power to make our voices heard. But to make lasting change that benefits working families, it’s not enough to march. We have to run for something.

# IAM 751 backs Sullivan for mayor of Everett

Machinists Union members who live in Everett face a clear choice in this year’s race for city mayor:

A long-time public official who has been a strong advocate for working families in general and District 751 in particular -- OR one of the politicians who spoke out in favor of you losing your pension during the 777X contract extension fight.

“It’s a pretty obvious choice, isn’t it?” said IAM 751 Legislative Director Larry Brown. “Our union is wholeheartedly endorsing Brian Sullivan for mayor of Everett.”

Sullivan, a Democrat who now serves on the Snohomish County Council, has a long track record of working to secure aerospace industry jobs.

He’s served on the Mukilteo City Council and has been Mukilteo’s mayor. He served three terms in the Washington State House of Representatives and has won election to the Snohomish County Council three times.

“Brian Sullivan has been with us ever since our union worked with him to help land the 7E7 program for Everett,” Brown said.

“Brian has been an advocate for



*Brian Sullivan*

workforce training, education and transportation,” Brown said. “He had a 98-percent pro-labor voting record during his six years in Olympia, and he won awards from both conservation groups and the real estate industry for his work on behalf of his constituents.

“When labor, environmentalists and pro-business groups all unite to support a politician, that really says something about the caliber of his leadership,” Brown said.

Most recently, Sullivan was among the elected officials who joined District 751 and SPEEA in advocating for changes in Washington State’s aerospace industry tax breaks. Sullivan testified in 2015 that the current program -- which has no wage or employment standards for Boeing or other aerospace companies, “simply doesn’t protect the taxpayers the way it should.”

Incumbent Mayor Ray Stephanson, on the other hand, has been a reliable ally for Boeing Co. management since he first took office in 2003, and he brags on his official website of having “more than 30 years of corporate business experience.”

Many Machinists know Stephanson best as one of the leaders among local politicians who took Boeing’s side during the 777X contract extension fights of 2013-14, Brown said.

“Ray Stephanson did all he could to help Boeing management convince our members that the only way the 777X would be built here was if you gave up your defined benefit pensions,” Brown said.

“He worked as hard to help Boeing take your pensions as he did in any of his election campaigns,” Brown said. “He issued press releases, made public appearances and spoke at press conferences. He did all he could to scare you, our members, and when it worked, he cheered.”

Since then, Stephanson has joined a group called Aerospace Works for Washington, which Boeing formed to lobby the Washington Legislature to ensure it can keep sending our tax dollars to Chicago and our jobs to other states -- and nations.

“By joining this group, Ray Stephanson has committed himself to working against legislation that would ensure that the citizens of Washington, who are paying for the largest corporate tax breaks in U.S. history, get what they’re paying for -- a growing aerospace industry that provides family-wage jobs,” Brown said.

Adding insult to injury, after Sullivan spoke out in favor of our union’s tax incentive accountability legislation in

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# IAM&AW welcomes U.S. withdrawal from TPP

President Trump formally withdrew the United States from the Trans-Pacific Partnership on Jan. 23, and announced plans to renegotiate NAFTA, two trade deals with dire consequences for working people.

What his administration does next is the real question.

The IAM, and a strong coalition of labor and other groups that successfully blocked the TPP last year, have laid out a trade agenda that will help Trump fulfill campaign promises to bring U.S. jobs home.

“The IAM is heartened by the announcement that the U.S. is withdrawing from the TPP and is seeking to reopen NAFTA,” said IAM International President Bob Martinez. “The move signals the beginning of changing a culture that has for years encouraged companies to ship American jobs overseas.

“While this is an important first step in stopping corporations from offshoring good manufacturing jobs to countries like China and Mexico, the real work is still ahead,” said Martinez. “Establishing a new trade policy that actually works for working people must include a number of essential changes that are fair and just.”

The AFL-CIO has issued a blueprint for how to rewrite NAFTA to benefit working families. The plan addresses currency manipulation and rules of origin, eliminates a private justice system for foreign investors, and removes a rule that undermines “Buy American” laws.

“This is a moment to come together and advance a new trade agenda that benefits working people at home and strengthens our position in the world,” said AFL-CIO President Rich Trumka.

# IAM-BOEING JOINT PROGRAMS

## Career Advisors go that extra mile

IAM-Boeing Joint Programs Career Advisors are known for helping our members with their educational and career goals, but it is so much more than just a job for these compassionate individuals – helping others is a way of life.

Recently, IAM-Boeing Career Advisor Mai Truong went the extra mile to ensure a 751 union member was able to keep his job at Boeing.

This member hired into Boeing under the assumption he would be working in Auburn. Unfortunately, after he accepted the job, he learned he would be working in Everett – nearly 70 miles from his home in Gig Harbor.

The member was thrilled to have landed a job at Boeing

after completing a toolmaker training program in Renton and wanted desperately to make the commute work. But when he couldn't find a vanpool, he began to have attendance issues due to car problems. The cost of gas and car maintenance left him struggling financially on a new hire's salary. He was considering giving his two-weeks' notice since he could see no other solutions.

He came into Joint Programs to talk to Mai who listened to his situation and saw how proud he was



*IAM-Boeing Joint Programs Career Advisor Mai Truong is one of the advisors who regularly goes above and beyond to help our members.*

to have a toolmaker job at Boeing. She made it her mission to help him succeed. She recognized the best solution was to help him find affordable housing in Everett; however, he was slightly above the income cap so he didn't qualify.

Having worked as an advisor for years, Mai has an extensive network of resources and decided to explore another option. She made some calls and found him a room rental he could afford in Everett until he is eligible to transfer south.

The extra effort paid off. The member's attendance is good now that he has a 10 minute commute. He is happy, motivated and excited to come to work each day. Mai also ensured he understood the ERT system to give him the best chance to transfer south as soon as his one-year anniversary is reached.

This is a noteworthy example of the value of our IAM-Boeing Joint Programs Career Advisors. Contact a Career Advisor by calling 800-235-3453.

## March 1 deadline to file 2016 safety shoe reimbursement

At Boeing, don't forget to apply for your safety shoe reimbursement for your shoes purchased in 2016.

Each year the IAM-Boeing Joint Programs allows a grace period for employees to take care of their previous year's safety shoe purchases. March 1 marks the deadline for turning in applications for safety shoe reimbursements for purchases made in 2016.

Applications for 2016 purchase reimbursement received after March 1 will not be accepted. Applications must be accompanied by the ORIGINAL itemized sales receipt. Mail your applications to "HSI – Shoes" at M/C 6Y-91(implant) or to 6840 Fort Dent Way, Suite 250, Tukwila, WA 98188.

Now is also a good time to review the reimbursement guidelines online, and browse the frequently asked questions for any possible changes. IAM-Boeing Joint Programs would like to encourage you to check back now and then to make sure you don't miss any information that may be important to you. The better you understand the reimbursement process, the smoother the experience will be.

Questions can be directed to your local IAM/Boeing Joint Programs office by calling (425) 965-4300 or 1-800-235-3453, or get an application online by visiting the web page at [http://iamboeing.web.boeing.com/shoe\\_general.cfm](http://iamboeing.web.boeing.com/shoe_general.cfm).

Check out all the benefits and services that IAM-Boeing Joint Programs has to offer by visiting <http://iamboeing.web.boeing.com> on the Boeing Intranet or [www.iamboeing.com](http://www.iamboeing.com) from your home computer.



## Everett IAM-Boeing Joint Programs moves from Evergreen Way in March

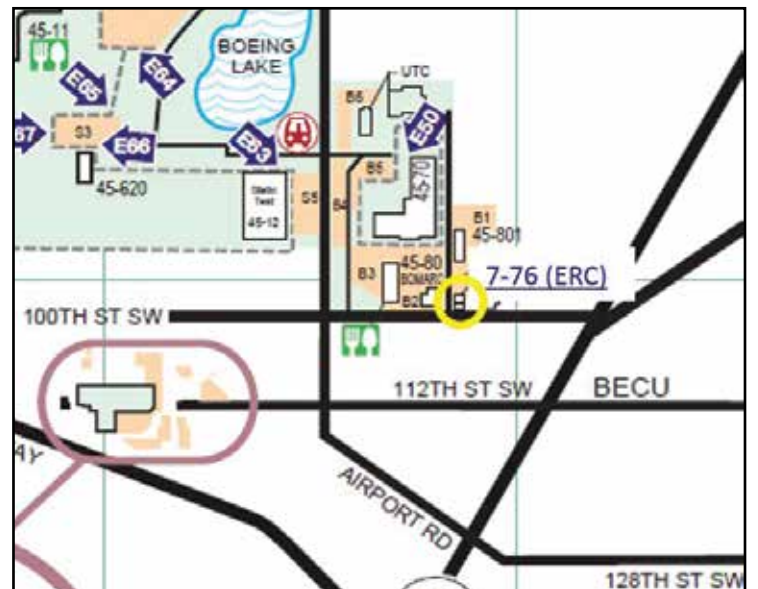
IAM-Boeing Joint Programs will be relocating all services from the Everett 7-61 Building on Evergreen Way. Joint Program will move to two locations:

- the 7-76 Building (ERC near BOMARC off of 100th St. SW) which will ensure continued off-site access and in the factory, and
- the 40-53.2 Building, which will provide greater accessibility to members on the Everett Site.

Beginning in March, computer lab and computer classes will be located in the 7-76

building as will access to Career Advisors. As it is today, Career Advisors will continue to be located throughout the Everett Site and are available by appointment. When calling to schedule an appointment, the phone number will remain the same (425-266-3993). The 7-76 Building is on Boeing Shuttle route 31 for your convenience.

The map (see right) will help you in locating the new office at the 7-76 location (near Bomarc) 9901 24th Pl. W., Everett, WA 98204 (off of 100th St SW).



## Don't believe anti-union hype; Union brings positive change in first year for members at Cadence

*Continued from Page 1*

That combination means each Cadence-Giddens worker will take home thousands of dollars they wouldn't have had without a union contract, the stewards said.

Besides the better pay, all of the workers are enjoying a bit more job security, because they are "just-cause" employees instead of "at-will" workers who can be fired at any time.

"Arbitrary firings and write-ups have stopped," Naple said.

Union Steward Mike Powell said communication with all levels of management has improved. "They actually come and get me and let me know when changes are coming."

Instead of knocking heads, union stewards have been working with Human Resources and managers to reduce workplace conflicts, Naple said.

Perhaps the greatest testament to the improved relationship is the fact that our union did not file a single grievance in the first year.

"We do have a form for it," said Business Rep Greg Campos, who represents the Cadence-Giddens workers.

That doesn't mean our union isn't making things better for members. Naple said he went to a manager about a safety issue that had been ignored for years – it got fixed within a week. Combs said he recently worked with a manager to get an overtime issue resolved on the spot.

It wasn't always this way. Before unionizing, Combs

said certain managers would pick on workers. Nobody complained, Naple said, because "if you spoke out, you were treated as someone who needed to be walked out of the building."

When workers decided to unionize, management didn't play nice.

Anti-union consultants tried to scare Cadence-Giddens workers out of voting for the union, saying the plant would lose work and might just close.

"They started clearing out a space in the shipping department," Naple said. "They said 'When you guys unionize, all this work is going away.'"

But the stewards said hourly employment at Cadence-Giddens is virtually unchanged since February 2016, and the company has been able to win new work.

All in all, the situation is "completely opposite" of what the anti-union consultants said would happen if Cadence-Giddens workers unionized, said Campos.

"It's been very good," he said. "Together, we're fostering better communication. We want to work together with management so that the company is profitable, while we make sure it does the right thing for the employees."

Naple agreed. "I can't think of one thing that went sour because we unionized, and I can't think of one thing that came true that the union-busters said would happen."

## Union reverses unjust discipline

*Continued from Page 1*

ask right then?"

"It was nice to know our union had my back when I needed them. This would have been the first CAM I have ever received in my 31 years here," said Kemon. "I learned why it is important to have a steward attend these meetings and should it happen again, I will always ask for a steward – that's my right!"

The union requested the documentation that the CAM was based on and discovered that the ETS was wrong for everyone on the crew, and there was no consistency or correlation between start time and lunch time. Our Union presented the proper facts and ensured the improper CAMs were removed.

"John Lopez was instrumental in ensuring this unjust discipline was overturned," said Bandy. "I learned a lot in challenging management since I have rarely had members called in for discipline."

This incident gave these members a firsthand look at the value of union representation. Even the most seasoned member should ALWAYS ask to have a union steward present in any meeting that could result in discipline or any investigation being conducted by the company. A second set of ears and eyes to take notes, ask questions, and flush out the facts can be very important, AND it is your federally protected right as a union member.

# Machinists join 10,000 at Seattle MLK Day march

The new national political climate should be a call to action to everyone who believes in equality and human rights, speakers at this year's Martin Luther King Day rally in Seattle said.

"It is not one day that we are trying to honor," said Congresswoman Pramila Jayapal. "It is the values that Dr. King was fighting for – that we are all one people. We will do everything to stand up for every man, woman and child in this community."

The event on Jan. 16 attracted an overflow crowd to the Garfield High School gym, and a record 10,000 people joined a march from the school to the Federal Building downtown.

The November election represented a backlash against much that progressives hold dear, but "we have been here before, we know what to do," said Seattle Mayor Ed Murray. That means organizing, he said, and forming "coalitions with people who are different from ourselves."

Keynote speaker Ron Sims, the former King County executive, vowed action. "We're gonna march and we're gonna march and we're gonna march and we're gonna shout and we're gonna vote," he said.

Things will only get better if individual Americans take responsibility for making them better, spoken word artist Durell Green rhymed: "Are you waiting on Trump or Clinton or your pastor? I guarantee that the face you see in the mirror will get the job done faster."

A delegation of union officers and activists took part in the march and rally. IAM District 751 President Jon Holden presented 751's \$1,000 donation to the MLK Seattle organizing committee. Unions like ours are "right here beside you," Holden told the crowd, "with every-  
t h i n g  
y o u  
s t a n d  
f o r."



751 members gather at the MLK Jr rally and march.



Dist. 751 President Jon Holden presents a \$1,000 check to MLK organizers.



Princie Stewart took part in the event.



Sav Sal and Paul Richards carried the banner to lead the 751 delegation on the MLK March.



Rodney Lam and Christina Dahl attended.



Marvin Smith brought his son on the march.

## Our Factory Service: an integral part of Boeing operations

Continued from Page 1

them daily. These members operate backpack vacuums and large power-driven sweeping and polishing machines. Factory service also has a dedicated floor care crew tasked with cleaning, stripping and waxing all hard floors, as well as shampooing and cleaning the carpet.

The square footage is so large it is hard to visualize just how much space they are responsible to clean. To put it in better perspective, the twin towers on the Everett site alone has more office space than the 76-story Columbia Center in downtown Seattle.

Each day these members complete their tasks with a smile and ensure the general cleaning and sanitation of all Boeing buildings in Puget Sound only to return the next day to do it again. They do it with pride – knowing their work is a reflection of how The Boeing Company will be viewed here.

To complete their daily work package, the tasks are divided into job cards with timing estimated for every job – whether it is vacuuming office space, emptying trash, cleaning restrooms or mopping a stairwell. Job cards are rotated so no one is saddled with the same work package too long.

While Boeing employees are expected to clean up their own trash in the cafeterias, it

is our factory service employees who daily empty trash cans and mop the floors so others have a clean area to eat their lunch.

Like other jobs at Boeing, our factory service attendants are asked to do the same amount of work with less people. As headcounts are reduced, these members are still expected to get all the cleaning and sanitation tasks completed before heading home.

"Regardless of our headcount on a given night, we are responsible for the Everett Delivery Center. How it looks will affect the customer's impression of Boeing so we strive to keep it spotless," said Sean Leaf, who serves as team lead for the Everett flightline janitorial crew which covers the delivery center, office buildings, paint hangars and crew shelters. "We are emotionally vested and passionate about our work."

For some Machinists Union members, the factory service job is how they got their foot in the door at Boeing, and it provides a pathway to other jobs using the rich educational benefits in our contract. However, those who move to other jobs always remember the hard work and vital service our factory service members deliver.

A number of members make factory service a career and beam with pride for ensuring the Boeing buildings remain clean and professional day in and day out.

"This is a lot of work, but I am proud to work for Boeing," said Yanett Hansen, who spent 30 years self-employed as a cleaner before she came to Boeing for the benefits. Recently, she began using our education benefits to go back to school. "I'm going back to school to set a good example for my kids and show them, you can do anything you put your mind to."

Our factory service crews take care of each other. At the start of shift the Everett



The DC factory service crew is responsible for cleaning all 9-buildings, the Military Flight Center, Recreation Center, 13-01 and 13-03 buildings each night. Despite having two less people than in December, they get the job done.

flight line crew states how they are feeling. If someone is battling a cold or flu, others take note and pitch in to help.

The Seattle factory service attendants showed their solidarity last year by coming to a union meeting as a crew to discuss Seattle's minimum wage and how it might impact our factory service workers. They learned Boeing complies with the letter of the law (since the law allows a company to add in health care benefits and shift differential to get to the city's minimum wage). The solidarity these factory service attendants showed was impressive.

Often these members face a hostile work environment. When employees are angry about an announcement from corporate Boeing, some take their anger out in the restrooms doing inexplicable things like writing a message with feces on a wall – never stopping to think this action only makes the job for our IAM brothers and sisters in factory service more



Above: Marla Tucker empties a trash receptable. Left: Khuong Chau mops a stairwell in the Everett Delivery Center.



challenging that day and does nothing to send a message to corporate Boeing. Others complain when our factory service attendants close the restroom to complete their daily cleaning.

These members deserve the respect of not just other union members for the fine job they do, but respect from all Boeing employees. Tomorrow when you come to work pause a moment to think of the effort the previous day from fellow IAM members to ensure your work environment was cleaner. And while at work, remember, the mess you leave behind, is a mess your brothers or sisters in factory service must clean up.



Above: John Cox cleans a sink.



Left: Tara Bensch vacuums a hallway.

# New leaders committed to represent members

The New Year brought new union representatives for many members of IAM District 751. The October 2016 elections delivered four new Business Representatives: Ira Carterman, Robley Evans, André Trahan and Paul Veltkamp. In addition, Howard Carlson, who was also elected in the October elections, was appointed Business Rep early last November and has been covering the 787 line in Everett.

As the new Business Reps took over assigned areas, other reps were transferred to new assignments with the goal to put every Business Rep where they can be the most effective in representing our members.

In addition, District 751 President Jon Holden appointed Lester Mullen to serve as Health and Benefits Rep to fill the position previously held by Paul Veltkamp, who is now serving as a Business Rep in Everett.

Each was excited to take on the challenges of their new position in a different capacity to serve the membership. While they have new positions, each has years of union leadership experience.



L to R: Member JFJ Jenkins, Steward Mike Bartoli and Business Rep Paul Veltkamp discuss Boeing's shift start times for the 767 line.

## Paul Veltkamp

Paul has been a member for more than 20 years working as a structures mechanic and QA on the 747 line. For the past two years, Paul has served the membership as a Health and Benefits Rep answering questions on medical claims, leaves of absence, medical and voluntary layoff, L&I claims, retirement and a multitude of other topics.

Prior to accepting a full-time union position, Paul worked his way up in leadership through Local F serving as Recording Secretary, District Council Delegate, Local F Conductor-Sentinel, and also having been in the leadership of Local A as Auditor and Trustee. He also served many years as a Union Steward. Paul was active on the Legislative Committee, and assisted with various rallies, contract votes, strikes, events and organizing drives.

In addition, Paul served as a labor representative for the Shoreline Community College Manufacturing Advisory Board. Paul has always seen the value of our educational benefits in the IAM-Boeing contract and used them to complete a bachelor's degree from Western Washington University in political science and a master of science degree in adult and post-secondary education from Capella University.

Paul's new assignment covers the 767 line, 777 wings, crane operators, SPC, BAE and Training Connections north site.

"I'm very grateful to the members for putting their trust in me. It's humbling and uplifting at the same time, and I hope to always meet that trust with the right amount of heart and doggedness needed to represent them as they deserve," said Paul. "It's astonishing how big the job is, but I am honored to be allowed to do it, and I'll depend on the members and my stewards to let me know when I'm not getting it right."

## Ira Carterman

Ira has been a member for 35 years and worked as an Electronic Technician at Boeing. He has been a strong advocate for our members for decades – serving in various leadership roles. He has served as



Steward Kyle Lynch (l) talks with Business Rep Ira Carterman on issues in the P-8 in the 14.01 building.

Local E President for the past decade, as a King County Labor Council Delegate for 20+ years, and as a Union Steward for 25 years. In addition, he previously served as Local E Vice President, Conductor-Sentinel, Local and District Audit.

While working in the shop, Ira also took advantage of

our rich educational benefits to obtain a bachelor's degree in business administration with a focus on human resources at Pacific Lutheran University.

He has a strong commitment to our membership and is excited to meet the Stewards and members in his new area of assignment that covers Plant II, D.C., Thompson Site, South Park, Kent Space Center, Longacres, and Star Forge.

"I am honored members have entrusted me with the position of Business Representative," said Ira. "I will do my best to rebuild solidarity and ensure our Union is strong going forward – with strict enforcement of the contract every day."



Photo above: Business Rep Robley Evans (l) talks with Renton Stewards from 737 final assembly on recent issues.

## Robley Evans

Robley brings passion and commitment to every task he takes on. In his 30 years as an IAM member working in reclamation, he has held numerous leadership positions in Local F. For the past three years, Robley served as Local F President and as a District Council Delegate. He served as Steward for 22 years and held various other leadership positions including Local F Vice President, Local F Audit and District Audit. He has continually worked to involve more members in our union and worked to mentor new members into leadership roles.

Robley's goal is always to serve the membership and build better communities.

To help achieve that, he served as chair of the Machinists Volunteer Program for four years – coordinating various community service projects throughout Puget Sound. In addition, Robley also served as President of the Employee Community Fund to help determine the projects employee donations would fund.

He is excited to meet the Stewards and members in 737 final assembly, the market place in Renton and at the Bellevue site.

"Actions speak louder than words. My actions will show the members my commitment to representing them. My focus is to increase union visibility and have a stronger union presence on the shop floor so management will think twice before violating the contract," said Robley. "I am honored members have trusted me with this new position."



Business Rep Andre Trahan (center) talks with Stewards Todd Christensen and Rob Jones about changes on the 747 line.

## Andre Trahan

Andre has a presence when he enters a room. His size and booming voice project authority, and he can often be heard before he is seen even in a noisy shop environment.

Andre has been a 751 member for the past 27 years, working as a Toolmaker in Everett. He has been a Union Steward for the past seven years and really stepped up his involvement after the Jan. 3, 2014 contract extension vote. Since then, he has served as Local C Secretary-Treasurer, was a delegate to the 2016 Grand Lodge Convention that helped deliver the Membership Bill of Rights to protect all IAM members from having a contract forced upon them, and took on other leadership roles for Local C. He has been an advocate for safety serving on the Everett Site Safety Committee and the District Safety Committee. In addition, he has been active with the Washington State Labor Council, attended statewide COPE Conventions, volunteered for legislative activities and has been an organizing volunteer in efforts to bring the benefits of union membership to those working at other employers.

When he was laid-off following 9-11, he found work as an instructor through Renton Technical College as a vendor for IAM-Boeing Joint Programs and LTD for approximately three years – meaning he was still able to help members during his layoff.

"I am honored that the members elected me as one of their

## IAM 751 Union Business Representatives Assignments

### AUBURN

**PATRICK BERTUCCI:** 17-29, 17-70, Frederickson Site: 24-40, 24-50, 24-60, AIM, Hytek, Joint Base Lewis-McChord

**WILSON FERGUSON:** 17-04, 17-06, 17-07, 17-10, 17-12, 17-64, 17-66, 17-67, Training Connections (South Site)

**JOHN LOPEZ JR:** 17-08, 17-13, 17-45, 17-62, 17-68, 17-239, 47-02 (Pioneer)

### EVERETT

**GARTH LUARK:** 40-01, 40-05, 40-06, 40-07, 40-10, 40-11, 40-12, 40-30, 40-51, 40-54, 40-55, 40-58, Factory Services: 40-81, 40-84, 40-87, 40-88, 45-70, All Forklifts

**GRACE HOLLAND:** 7-036, 40-02, 40-03, 40-04, 40-15, 40-40, 40-41, 40-56, CSCHA, Hazmat

**ANDRE TRAHAN:** 40-21, 40-22, 40-23, 40-53, AOG/SST, Harbour Pointe

**SPENCER BURRIS:** EDC/Flightline: 45-01, 45-02, 45-03, 45-04, 45-06, 45-11, 45-12, 45-235, 45-313, EMC: 45-334, 45-335, 45-621, LCF Dream Lifter Center, 787-CI, 747-CI

**PAUL VELTKAMP:** 40-31, 40-32, 40-33, 40-34, 777 Wings, Crane Operators, SPC/Balcony, BAE, Training Connections (North Site)

**HOWARD CARLSON:** 40-24, 40-26, 40-27, 40-36, 40-37, 45.801, 787 Training

**GREG CAMPOS:** 40-25, 40-35, 777, Cadence-Giddens

### RENTON

**RICHARD MCCABE:** 4-04, 4-17, 4-20, 4-21, 4-42, 4-45, 4-86, 7-207

**ROBLEY EVANS:** 4-51, 4-68, 4-70, 4-71, 4-75, 4-78, 4-79, Final Assembly: 4-81, 4-82, 4-83, 4-90, 10-16, 10-18, Bellevue: 33-01, 33-03, CSCHA

### SEATTLE

**DENA BARTMAN:** North Property: 2-09, 2-15, 3-825, Plant II: 2-10, 2-121, 2-122, 2-123, North Boeing Field Test Sites: 3-302, 3-306, 3-310, 3-313, 3-315, 3-317, 3-322, 3-323, 3-324, 3-326, 3-333, 3-334, 3-335, 3-346, 3-353, 3-354, 3-368, 3-626, Wire Shop/Tire Shop: 3-818, Transportation: 3-347, Special Tools: 3-360, Paint Hangar: 3-369, 3-370, 3-380, 4-41, 5-50, Flight Test/Avionics: 3-390, Delivery Center: 3-800, Renton Flight Line: 5-02, 5-08, 5-09, 5-51, Renton CI: 5-428 thru 5-438, Military Flight Center: 13-01, 13-02, 13-03, 13-09, Spares Distribution Center: 22-01, Training Connections (Central Site), Solid Ground

**IRA CARTERMAN:** Plant II: 2-22, 2-25, 2-31, 2-40, 2-41, 2-44, 2-45, Wind Tunnel: 2-80, 2-81, 2-83, 2-84, 2-85, 2-87, 2-88, Kent Benaroya: 7-48.02, Waste Water Treatment Plant: 7-107, Developmental Center: 9-08, 9-48, 9-49, 9-50, 9-51, 9-52, 9-53, 9-54, 9-60, 9-77, 9-90, 9-96, 9-98, 9-99, 9-101, 9-120, 9-140, Duwamish Customer Service Center: 11-14, Thompson Site: 14-01, South Park: 15-01, 15-30, Kent Space Center: 18-01, 18-06, 18-11, 18-16, 18-20, 18-24, 18-26, 18-28, 18-35, 18-41, 18-42, 18-43, 18-47, 18-50, 18-54, 18-59, 18-61, 18-62, 18-67, Longacres: 25-01, 25-02, 25-03, 25-20, 25-70, Star Forge (formerly JFC)

### NAS WHIDBEY ISLAND

**RICHARD JACKSON:** Doss Aviation, DRG, URS

Continued on Page 7

## New leaders committed to represent members

*Continued from Page 6*

Business Representatives. As I begin this journey of trust, I will go forth with the integrity, honesty, and compassion that our members deserve," said Andre. "I have always stated that I will proudly stand before any storm that threatens our members. Despite the changing face of our nation, I look forward to a time when we all stand together and reap the benefits of our solidarity."



Business Rep Howard Carlson (l) and Union Stewards Peter Ellison and Brett Zumwalt discuss an overtime issue.

### Howard Carlson

Howard has been actively involved in our union for more than two decades. He initially hired in as a wingline mechanic serving as a Union Steward there before moving to QA production test, where he continued to serve as a Steward. He served as a Local F auditor for 4 years, has been a legislative volunteer, chaired several Local F and District elections, and was active during the strikes.

Howard always had a passion for safety – serving on the HSI Site Committee and District Safety Committee for many years, as well as being a peer trainer for safety training including "Move Smart" and "Incident Investigation."

In 2011, he accepted a position with IAM-Boeing Joint Programs to take a more active role in safety. There he helped develop and deliver "Don't Fear the SHEAR" classes to managers and Stewards to encourage more to use the "preferred method" to address safety concerns. His attention to detail and follow through made him a natural to track SHEARs filed by our members throughout Puget Sound and encourage swift resolution to our members' satisfaction.

"I look forward to the challenge of helping support our members every day and ensuring their contractual rights are not violated," said Howard. "It is truly an honor to be elected to this role as Business Representative, and I will do my very best to serve our membership with the utmost integrity and trust!"

### Lester Mullen

Lester has been an active IAM member for more than 40 years since joining our union as a member of District 160 in 1975. As a member of Local 289, Les served 12 years as a Union Steward and advocate for his co-workers.



Lester Mullen is now working as a Health and Benefits Rep to help members with medical claims, LOA, retirement and other benefit issues.

When he hired into Boeing in 1989 as a wingline mechanic, he again took on a leadership role as Union Steward in his shop. Les worked his way up through many leadership positions in the union including, Local A Auditor, Conductor-Sentinel, District Council Delegate, Snohomish County Labor Council Delegate, Local A Vice President and Local A President. In July 2015, Les was also elected to serve as District Vice President and runs the District Council meeting in the absence of the IAM District 751 president.

For the past two years, Les has served our members as an IAM-Boeing Joint Programs Coordinator teaching Safety Leadership Training, Incident Investigation, Body Mechanics and Core Safety Training.

Les' compassion and caring attitude make him a natural to serve as one of our Union's Health and Benefits Reps. His guiding principle has always been representing the members. He is excited to serve in his new role in Health and Benefits to more directly help members each and every day on the job.

"I have proudly represented our members in many ways and different capacities around the country. I am honored to take on this new responsibility as yet another way to serve our members," said Les. "This office ensures members have access to all of their benefits, both as active employees and as retirees. I look forward to the challenge."

## Union volunteers make a difference in our communities



IAM 751 volunteers packaged 10,900 bags of beans that equal 8,385 meals on Dec. 28 at Northwest Harvest warehouse in Kent.

Winter weather may be cold, but IAM 751 volunteers continued to warm hearts with their efforts. Photo left: Machinists seal bags of beans for packaging to send to foodbanks throughout the state.



Carolyn Romeo and Marieka Pernell box bags of beans to ship to various food banks.



Above and right: Volunteers build a wheelchair ramp for a family in Everett.



Left: Chris Black seals the bags of packaged beans.



IAM 751 volunteers dig out the path for the wheelchair ramp frame for a family in Everett.



Above: Brenda Curran, George Braun and Rob Curran prepare pancakes at The Rescue Mission on Christmas morning. Right: Rob Curran, Gary Perry and George Braun cook and serve eggs at The Rescue Mission.



## Coalition pushes for paid family leave bills

*Continued from Page 3*

breastfeed for at least six months, one in four women goes back to work within two weeks of childbirth because they can't afford to stay home longer. Women in states with paid leave programs take longer leaves and are more likely to be working a year following childbirth.

"Paid family and medical leave helps women and low-income workers keep their job through an emergency," said Makini Howell, owner of Plum Bistro in Seattle. "I've been a service employee, and I know what it's like to work long hours for low pay and

poor benefits. This policy makes it affordable for me to provide extended paid leave."

Workers and parents from coalition organizations shared their experiences about not having paid leave for family or health emergencies.

"I can tell you that the last thing you need when facing cancer is worrying about losing your job and health insurance," said Terri Calvillo a Tacoma member of UFCW Local 367. "It was the worst experience of my life, and the financial security of paid medical leave would have helped."

# 751 Machinists part of historic Women's March

The Women's March on Saturday, January 21 drew the largest crowd ever to march and demonstrate in the streets of Seattle. Women and men of all ages rallied for rights, and 751 members were proud to be a part of this historic event.

Labor groups, who have said for decades an injury to one is an injury to all, were joined by citizens from all walks of life in a truly inspiring and powerful effort.

The Seattle crowd stretched more than 3.6 miles from Judkins Park in the International District, down Jackson Street, up Fourth Avenue to the Seattle Center across all lanes of traffic. Many said they were marching to ensure that rights we currently enjoy are not taken away while others were there to continue the fight for equality for all.

However, record-setting crowds weren't just taking to the streets of Seattle. Across the country and around the world, record numbers turned out to stress that "women's rights are human rights."

751 member Bruce McFarland brought 22 others to take part in the rally. Many brought their children to inspire a new generation of activists so they could see the power of the people.

"My daughter Lexi and I marched not only for women's rights, but for human rights for all mankind. It was an amazing experience," said Steward Denise Strike. "Nothing but peace and love in the air. We are so honored to have been a part of it."

"I am so proud to have stood with so many people from all around the world who came together in solidarity to show support and to stand strong, which sends the message we won't back down!" Denise added. "An injustice to one is an injustice to all. Thank you to all who took a stand for what we believe is the right thing to do for all of mankind. Human rights are everyone's rights!"

"I marched in support of my wife and daughter to ensure equality for all and to teach my sons the importance of unity," said Steward Shane Van Pelt, whose kids helped carry one of our 751 banners. "I felt honored to be able to participate in this march and to stand in this united front. I was amazed at how friendly everyone was and remained so through this event even though everyone was crowded and could only inch along for miles. It was truly an amazing march for equality and a common goal. As we Machinists say, 'An injury to one is an injury to all.'"

"I felt excited, I was going to be part of this amazing march that will be in history books!," said Christina Van Pelt, who is 15 years old. "It won't only affect me but my children, grandchildren, and everyone's children."

"I march to show that everyone is equal – no matter what gender and for my future wife and children," said Shane Van Pelt Jr., the 13 year old son of Steward Shane Van Pelt.

"It was amazing to see so many people called to action. I hope we can capitalize on this solidarity and turn it into positive change across the country," said District



Shane Van Pelt and his son and daughter carried one 751 banner while Jason Chan and Paul Richards marched with a second IAM 751 banner.



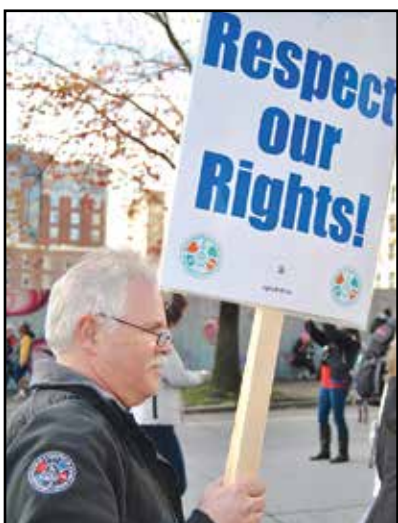
In front of the IAM 751 banners, Denise Strike, District 751 President Jon Holden, Amanda Hines and Richard Jackson proudly marched.



Kathy Jude (r) and her sister, Sheila Spencer, were proud to march.



Left: Lexi Strike, joined her mom, 751-Steward Denise Strike, on the march and wrote her own message.



Bruce McFarland brought 22 others to send a strong message.

751 President Jon Holden. "The energy in the crowd was truly inspiring."



More members, family and friends of 751 taking part in the historic march.



Stephanie Parton, Grace Holland and Dena Bartman marched.



Members, like Cris Dofredo, brought their children and grandchildren to be a part of the historic march.

## District 751 backs Brian Sullivan for mayor of Everett

Continued from Page 3

Olympia, Stephanson worked with Boeing to recruit a pro-business, anti-labor candidate to challenge Sullivan for re-election to his Snohomish County Council seat in 2015.

With the support of unions like District 751, Sullivan beat Stephanson and Boeing's hand-picked candidate.

Our union will support Sullivan

again, said Brown, with both campaign contributions and motivated volunteers.

"Ray Stephanson and his friends at Boeing like to say that our state thrives when the aerospace industry is profitable," Brown said.

"But the truth is, communities like Everett only prosper when the aerospace workers who live there are prospering too,"

he continued. "Big Boeing profits don't support the businesses on Colby Avenue or Evergreen Way. Those businesses are supported by the paychecks of workers from Boeing and aerospace suppliers like Cadence-Giddens."

Brian Sullivan understands that, and he will support the aerospace workers who live, work and spend money to support

local businesses in Everett, Brown said.

"We've had 14 years of a mayor who has represented the interests of Boeing management all too well," Brown said. "It's time Everett had a mayor who will put the people who live and work in Everett first. Brian Sullivan will be that mayor."



# RETIREMENT NEWS

## January retirement meeting minutes

The meeting was called to order by President Jackie Boschok on January 9. John Guevarra led the prayer, and President Boschok then led the club in the flag salute and singing of God Bless America.

**Roll Call of Officers:** All officers were present.

**Minutes:** The November meeting minutes were approved.

**Executive Board Report:** Secretary Lucia Raum read the following motions:

Motion to spend \$300 for 10 months of \$10 Fred Meyer gift cards and two months of \$100 gift cards for the attendance door prizes for 2017. **M/S/P**

Motion to spend \$400 for our 2017 affiliation fees for the Washington State Alliance for Retired Americans. Carl Schwartz spoke about the alliance and why it is important to be a member. **M/S/P**

**Financial Report:** Treasurer Tom Lux gave the report. He stated the District account was decreasing, and he would monitor it. John Guevarra asked how many retirees there are. Tom said he would check and report back. The report was approved.

**Communications:** President Boschok said there were several thank you cards from Local 8 for the holiday bonus.

**Health and Welfare:** No report this month.

**Legislative Report:** Carl Schwartz said we expect a busy year. As you know Republican members of our Congress are planning to repeal the Affordable Care Act, change Medicare into a "voucher" plan and raise the qualifying age for Social Security. The majority Republicans in Congress and in the several states with Republicans in power also plan to pass so-called right-to-work (free rider) laws. This will weaken the ability of working people to organize.

And for those building trades workers, a repeal of the Davis-Bacon (prevailing wages) Act could be introduced, which would cut construction worker wages nearly in half.



T.J. and Mary Seibert celebrated their 54th anniversary in January while Joe Pincezes celebrated his birthday.

Carl made the following motion: To sponsor a conference with the theme "Save Social Security and Senior Health Care." The conference would be held in April or May. We will be contacting all the members of our Congressional delegation on this, on Medicare and on other issues. We hope to mobilize all of our members to stand together to save the programs which have done so much to raise the level of dignity and economic security of ALL Americans. **M/S/P**

Senior Lobby Day in Olympia will be Thursday, February 23. A motion was read to spend up to \$450 for registration of our members and associate members to register for the event. President Boschok stated that PASARA will pay the registration fee for their members. **M/S/P**

**Audit Report:** Mike Keller gave the report. The Audit Committee reviewed the books, which were in order. **M/S/P**

**Good & Welfare:** Tom Lux reported on several events taking place in January and early February and encouraged involvement.

**Presidents Report:** Jackie thanked everyone who helped with the Christmas luncheon. She said it was very well attended and one of the biggest events the club has ever hosted. *Continued on Page 10*

RETIRED CLUB OFFICERS		
President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	Lucia Raum	206-772-5110
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Vennie Murphy	253-985-0951
Trustees:	Michael Keller	206-723-4973
	John Guevarra	206-762-3848
	Jim Hutchins	206-369-2309
Union Office: (1-800-763-1301) or 206-763-1300		

## Remembering Ray Baumgardner

District 751 was sad to learn of the passing of former Business Representative Ray Baumgardner on Jan. 12, 2017 from complications of ALS.

Ray joined the IAM in 1986 when he hired into the Boeing Everett plant and became active in our Union. He held numerous officer positions in Local A, including Local A President and District Council Delegate, as well as serving as Union Steward for many years. He served as Local A Vice President, Local A Sentinel and District Audit, as well as chairing the Local A Legislative Committee and Contract Study Committee. He was an active picket captain in both the 1989 and 1995 strikes – helping out



Ray Baumgardner

where needed with strike checks, union events or simply counseling other members.

In 1997, Ray was appointed a full-time Business Representative. He proudly served as Business Rep for 18 years— representing a variety of programs and buildings – until he took a medical retirement from IAM 751 in November 2015.

Ray faced his medical challenges as he faced battles with Boeing – with pride and dignity. Ray was never one to back down from a fight. He assisted with numerous organizing drives trying to bring the benefits of union membership to additional workers.

He will be missed!

## Retired Members Check-In Form

Attach Mailing Label Here

Cut the mailing label bearing your name and address attached to this issue's front page. Attach the label in the space above. Place coupon in an envelope and mail to Susan Palmer, Secretary-Treasurer, IAM District 751, 9125 15th Place S., Seattle, WA 98108 or call the information into the Dues Office at 206-763-1300 or 1-800-763-1301 or email the information to [retirees@iam751.org](mailto:retirees@iam751.org). The Union requests this information each year to ensure we have your current address.

NAME: \_\_\_\_\_ BEMS or last 4 of SS# \_\_\_\_\_

NEW ADDRESS: \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

PHONE \_\_\_\_\_ EMAIL \_\_\_\_\_

## Senior Lobby Day Feb 23

Join other retirees in visiting legislators in Olympia on Thursday, Feb. 23 for Senior Lobby Day. District 751 will provide transportation in two vans. Reserve your spot on a union van and please note which location you will be leaving from:

- 6:30 a.m. from the 751 Seattle Union Hall (9135 15th Pl S). Van leaves at 7 a.m. OR
- 7:30 a.m. from Lakewood Grocery Outlet (11011 Pac Hwy SW, Lakewood, exit 127 off I-5)

Registration is paid for 751 Retirement Club members and associate members. **Please RSVP to Jackie Boschok at 206-890-1009 or email [jackieboschok@hotmail.com](mailto:jackieboschok@hotmail.com).** Continental breakfast provided in Olympia and box lunch at noon. Vans leave Olympia no later than 3 p.m.

## RETIREES

Congratulations to the following who retired with the Union:

Dani Acaylar	Terry Gennow	Jimmy Ng
George Affonso	Kent Gibbs	Tina-Nho Ngo
Gregory Allison	Willard Greenfield	Sherry Nishimoto
Steve Aldridge	Jana Griffith	John Null
Charles Anderson	Katherine Grill	Thomas O'Malley
Derek Andrews	Kevin Guertin	George Oord
Craig Armstrong	Carolyn Hanna	Mark Nienau
Toni Armstrong	Paul Harrett	Douglas Oban
Cynthia Austin	Huey Harrison	Donald Olson
Richard Austin	Derek Hart	Danny Oswald
Larry Bachko	David Hartt	Dennis Ousley
Daniel Baker	Clark Healea	Sun Paek
Douglas Baldwin	Linda Heppell	Leland Parker
Willie Baldwin	Christine Heuvel	David Patterson
Yvonne Ballard	Robert Holz	Gregory Patton
Michael Barth	Kevin Horton	Thomas Pellerin
Brian Basara	Nhon Huynh	Larry Phillips
Douglas Beck	Denise Johnson	Jody Pitman
Mark Belcher	Gary Johnson	Maureen Porter
Richard Benak	Ronald Johnson	Daniel Preuett
Marc Berge	Johnny Jones	Steven Reid
Wesley Birge	Warren Kansanback	Jean Richardson
Valerie Bloomer	Timothy Kelley	David Rieken
Robert Boudreau	Charles Kennedy	David Rogers
Thomas Braun	Steven Kim	Helena Rogers
Carol Brown	Edmond Kirchner	Michael Root
Richard Brunner	Jerry Kirkland	Garrett Royce
Robert Brunke	Robert Knox	Scott Sanders
Johnnie Buckner	Terry Knox	Ronald Santeford
Kathleen Burnett	Matthew Kroeger	Kenneth Sawyer
David Burnham	Karl Kubota	Craig Schiefelbein
Larry Butler	Connie Laborde	John Schmoller
James Calkins	George Lambert	John Schwebke
James Campbell	David Lauenborg	Randy Shannon
Susan Campbell	Michael Lauffer	Thomas Shapley Jr
John Cameron	Basilio Leano	Clinton Shelton Jr
Robert Carnes	Lori Leathers	Jacklyn Shepard
Lee Carson	Mark Leighton	Steven Stapelman
Lee Chan	Scott Leroux	Richard Staples
Hout Cheng	Mark Lindell	Gregg Stevenson
Ronald Cimmer	John Lins-Morstadt	Marvin Strong
Debbie Clark	Robert Lockwood	William Swartz
Larry Clark	Norman Loney	Gary Tamura
Frank Cline	Yvonne Maass	Rosemarie Taylor
Gregory Cluckey	Daniel MacNeill	Kevin Teichgrab
Donald Cobb	Ronald Macoubrie	Geoffrey Thomas
Daniel Coleman	James Marshall	Steven Thomas
Rhonda Coleman	Ernest Martin	Lien Tran
William Cook	Glenn May	Quan Tran
Mark Copeland	Tony McBride	Desiree Troili
Jeffrey Core	Brian McDaniel	Sharon Tyson
Walter Cousland	Rudy McDaniel	James Vaughn
Dwayne Cowderoy	Tami McDaniel	Floyd Wagner
Stephen Crist	Richard McDowell	Steven Wahlstrom
Susan Cufley	Melvin McElroy	Michael Wallace
Bradley Denton	James McFall	Mary Watson
Donna Dietz	Mark McGillis	Daniel Wege
Alice Dimmitt	Donald McKechnie	Diane Weisenfeld
John Discher	Stuart McNeal	Randall Wells
Byron Dodge	John Melenwick	Steven Wheeler
Dale Donndelinger	Kelly Meyer	James Williams
Daniel Donofrio	Richard Meyer	Larry Williams
David Dotson	Rodney Mickelson	Frederick Wolf
Rhoda Eddy	David Miller	Chak Woo
Ronald Flatt	Jo Miller	Paul C. Wood
Philip Foley	Beverly Mitchell	Michael Woodard
Charles Fowler Jr	Donald Munn	Brian Worthen
Daniel Gallagher	Keith Nelson	Michael Wren
Antonio Garcia	Robert Nelson	Marvin Zabel Jr

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FOR MEMBERS ONLY

## AUTO PARTS & ACCESSORIES

MID 70'S MOPAR 318 cubic engine with 4 BBL Edelbrock manifold. It runs. \$250.00. rebuilt 3 speed A100 trans. with fly wheel and pressure plate. 1967. \$100.00 contact via email: MRBT1558@gmail.com

MARATHON SEAT COVERS. Digital camo. NIB cost \$600, asking \$350. Fits 06 - 09 Dodge Ram. White canopy. 2000 - 2016 Dodge P/U LWB. \$250. New air cleaner 07 diesel RAXL \$10. Call 360-893-0237

(4) 225/75R-16 studded 104S WinterCat SST Traction BW tires. Excellent condition. Great for vans, SUVs, small trucks. \$175/off. 253-275-8111

## COTTAGE INDUSTRIES

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WANT A FUSSY HOUSE KEEPER? Call Barbara at Beefussy House Keeping in the late afternoon. Works mornings and early afternoon. 425-413-5354

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## FURNITURE & APPLIANCES

ELECTRIC COOK RANGE, dishwasher, refrigerator (white) in excellent condition. \$200 OBO. 425-239-1606 or 360-691-6624

EUREKA UPRIGHT VACUUM CLEANER purchased in 2013, seldom used. \$85. Call 253-894-2210

## HOUSING

\$100 OFF ALL HOME INSPECTIONS for IAM. 200% satisfaction guaranteed, fully insured. Quick scheduling, trained and certified inspectors. Free home energy report. 425-998-3159 www.HRSinspects.com

## AD RULES

Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

**Deadline For Next Issue Feb. 16th**

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaallicove.com. Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 30 days. 10% discount to Boeing employees. \$2850-\$3500/month. Amenities include designated parking. DSL for Wi-Fi, pool, Jacuzzi and much more. 206-459-3444

## MISCELLANEOUS

RETIREEES WHO WORKED AT KSC N/C MACHINE SHOP 18-62 Bldg. Join us for breakfast once a month at Emerald Downs Café. For more info: contact clintbonnie@hotmail.com

RECORD ALBUMS LAYING AROUND? I will buy them! Rock and roll, blues, funk, metal, jazz, obscure. Those genres wanted. Fair price for good stuff. 206-861-6557

BEAUTIFUL BOEING FRAMED 707 (25" x 21") Paid \$100 make offer 206-523-9526

CHILDCARE AVAILABLE IN MARYSVILLE Building Blocks Daycare and Preschool. Educating the next generation. I have 15 plus years' experience and love watching children learn and grow. 425-244-0230

LARGE COLLECTION OF OLDER DECORATIVE PLATES of American Rose Society, Rockwell, many others. Also have porcelain figurines and Ashton Drake dolls with boxes. 425-353-0153

## PROPERTY

ONE ACRE, flat with gated community in the Eatonville/McKenna area. Power, phone and paved road fronts lot. \$50,000. This is lowest I can go. Wife's phone 253-576-6350 or terry.l.harrington@boeing.com.

## RECREATIONAL VEHICLES

1999 HOLIDAY RAMBLER. Endeavor batteries. 3 years old. Diesel Cummins 275 HP 92K miles. Great condition. \$37,950. Call 425-563-8893

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DAVID CLARK H10-40 HEADSET w/new pads, telex P200 push-to-talk, pilot flight case, A/C flight manuals and extras \$150. Call 218-343-6366

"CURT" DELUX BIKE RACK for 2 bikes (fits 2004 to 2009) Toyota Prius (like new) Paid \$324 make offer. 206-523-9526

## VEHICLES

2008 CHRYSLER TOWN & COUNTRY TOURING. 157K. fully equipped. \$8000.00 contact via email: MRBT1558@gmail.com

1952 FORD F6 Y Block Motor 4 speed w/2spd. rear end. Second owner, it was used on a wheat farm in Eastern WA. 6 new 8.25-20 tires with spare tire. All steel diamond plate 8 ft. x 12 ft. bed. All glass is good, custom cab for the year. Stainless trim. Only used once a year from wheat field to elevator (30 mile round trip) original paint, always barn kept. Body is almost perfect. I have pictures if interested and can answer any questions you may have. 206-276-7537

1997 F350 SUPER CAB DIESEL TRUCK - Teal blue/green with Raven canopy. New tires, bed liner, complete camper kit with airbags. 267,000 miles - excellent condition. 360-652-3650

2013 HD Fat Boy Lo, color black denim. Never ridden, 5 factory miles. Always stored at HD dealer in Silverdale. Asking \$12,800 OBO call 925-628-2546

1977 WARRIOR 25" runs good asking \$6,000. 253-486-7974

1977 CORVETTE (Shoreline, WA) 3-speed auto-trans. 350 cubic inch engine T-top. Cash only \$12,950. 206-365-1063

- |                    |                                     |  |                                |
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Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is Feb. 16th!

## 2017 IAM Scholarship Open

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the United States and Canada.

Awards to members are \$2,000 per academic year. They are granted for a specific period from one to four years leading to a bachelor's degree or a two-year vocational/technical certification.

### Awards to Children of Members are:

College: \$1,000 per academic year. All awards are renewable each year, until a bachelor's degree is obtained or for a maximum of four years, whichever occurs first.

Vocational/Technical School: \$2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

### Eligibility for Competition

Any applicant must be either:

- an IAM member, or
- the son, daughter, stepchild or legally adopted child of an IAM member.

Child of a Member Applicant--

- Must have one living parent with two years of continuous good-standing membership up to and including the closing date of Feb. 24, 2017.

- Must be planning to graduate during the winter or by the end of the spring 2017 school year (i.e., normally a high school senior);

- Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;

- Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of "continuous good-standing membership" at the time of death.

For information on all rules of eligibility or to obtain an application form, visit [www.goiam.org/iamscholarship](http://www.goiam.org/iamscholarship). NOTE: Completed Application Packets must be postmarked no later than Feb. 24, 2017.

## Retirement Club January business meeting minutes

*Continued from Page 9*

This year is the 60th anniversary of the Retirement Club and we want to find ways to make it special. Jackie has spoken to President Jon Holden and Secretary-Treasurer Sue Palmer about financial assistance and they approved.

The summer picnic will be Monday, August 14. It will be in a park this year so more people can attend. The park has not been selected yet. Jackie asked for a show of hands if people would like to get a cup or a mug at the picnic. More said they would prefer a mug.

Jackie mentioned several upcoming events including the following: The National Health Care Coalition will be holding rallies in several cities to show we are determined to save health care. It will be January 15 in the Seattle area. On January 21, local lodge members will meet at the Seattle Union Hall to discuss nominations for our International officers. On the same day the Women's March will take place in Seattle. The Mission to Seafarers' Center will hold their luncheon at the Seattle Hall on

January 26. Jackie encouraged everyone to consider attending one or more of these important events.

**Unfinished Business:** None

**New Business:** John Guevarra recognized Lucia Raum stating she is always ready to help when needed and is a great contribution to our club.

Jackie Boschok mentioned that Gary Allen, Western Territory General Vice President plans to be at our business meeting February, 13 to acknowledge this year's 50 year members. President Holden and Secretary-Treasurer Palmer will also be at the meeting for the special presentation, so plan to attend.

**January Birthdays:** Joe Pinczes celebrated his birthday and TJ and Mary Seibert celebrated their anniversary. The club sang Happy Birthday to them.

The Fred Meyer gift card was won by Lucia Raum.

Meeting was adjourned at 11:45 p.m.

Obtain an IAM Scholarship application and guidelines online by visiting [www.goiam.org](http://www.goiam.org) & search 2017 IAM Scholarship

# FINANCIAL \$ENSE: Comparing IRA choices: Roth vs Traditional. Which is right for you?

With the decline of corporate pensions and the aging U.S. population putting stress on the Social Security system, the burden of saving and planning for retirement falls increasingly on individuals. This is especially true for younger Americans. Yet, navigating the retirement savings account options as well as investment choices can be a daunting task. But taking the time to understand these choices can go a long way toward paving the way for a more secure retirement down the road.

Most financial planning experts agree one of the most important retirement savings steps to take is to fully fund your 401(k) or other employer-sponsored retirement plan. If you're not able to contribute the maximum amount, consider contributing at least as much as the employer's matching amount, if available. Otherwise, you're leaving free money on the table.

If your employer doesn't offer a retirement savings plan or you're able to save more, consider contributing to an Individual Retirement Account (IRA). Many people don't realize you can contribute to an IRA even if you already partially or fully fund your 401(k) – you just may not be able to deduct your contribution.

There are two main types of IRAs – Traditional and Roth. One is not better than the other – each offers distinct features.

## Traditional IRA

With a Traditional IRA, you must be under age 70 1/2 to contribute and you or your spouse, if married filing jointly, has earned income.

Contributions may be tax deductible and earnings grow tax-deferred, meaning you pay taxes at the time the money is withdrawn or distributed, presumably in retirement. If you make non-deductible

contributions, a portion of each distribution will not be taxable based on the percentage of before-tax and after-tax amounts in your Traditional IRA. Please note that distributions taken prior to age 59 1/2 may be subject to a 10 penalty IRA tax penalty.

There are no limits on income in order to be eligible to contribute, but account owners must begin taking required minimum distributions (RMDs) at age 70 1/2.

## Roth IRA

With a Roth IRA, there are no age restrictions for contributions. But you or your spouse, if married filing jointly, must have earned income. Contributions are not deductible.

However, earnings may be withdrawn tax and penalty-free provided: (1) the Roth account has been open for at least five years and you are age 59 1/2 or older; or (2) the distribution is a result of your death, disability, or using the first-time homebuyer exception. Unlike Traditional IRAs, Roth IRAs have no RMDs. Please note that distributions taken prior to age 59 1/2 may be subject to a 10 penalty IRA tax penalty and ordinary income tax.

There are, however, limits on income in order to be eligible to contribute. If your income is too high to contribute to a Roth IRA, you can always contribute to a Traditional IRA, assuming you are eligible. Even if you can't deduct your Traditional IRA contribution, you can take advantage of tax-deferred growth potential.

## How taxes affect your decision

Now that you have an understanding of Traditional and Roth IRAs, you can decide which one works best for you. And, remember, you can contribute to both types of IRAs in any given year, as long as your total contributions don't exceed the annual maximum.

The primary driver of your decision is taxes. Assuming you're eligible to

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contribute to both a Traditional and a Roth IRA, you need to decide if you'd prefer to get a tax break now for contributing to a Traditional IRA or put after-tax dollars into a Roth IRA and take tax-free withdrawals later, assuming you have met conditions to do so.

If you believe you will be in a lower tax bracket in retirement or live in a state with no income tax, you may prefer to fund a Traditional IRA. If you expect your tax rate on withdrawals will be higher than or the same as your current tax rate, a Roth IRA may be the better choice.

Another potential advantage of a Roth IRA is that contributions (not earnings) can be withdrawn at any time for any purpose without tax or penalty. However, taking out contributions can carry a steep opportunity cost because you'll rob your retirement savings and give up the potential for that money to grow on a tax-advantaged basis over time.

## Converting your Traditional IRA

One final note: You can convert your Traditional IRA to a Roth IRA at any time. After-tax dollars converted are not subject to tax or penalty. However, any pre-tax dollars converted will be included in your gross income for the year the conversion takes place, but there is no 10 penalty IRS tax penalty.

It's important to know you cannot convert only your after-tax dollars – instead, a portion of each conversion will contain both before-tax and after-tax amounts. The benefits of tax-free income in retirement may justify the cost

to convert.

Key factors to weigh in your decision to convert include your current income tax rate and expectations for future tax rates as well as availability of funds to pay the taxes associated with the conversion. Roth conversions can be complex. We recommend you consult with your tax professional and Financial Advisor before converting your Traditional IRA.

## Evaluate your options

There are a number of factors to take into account when evaluating your IRA options. Some financial service providers offer online calculators that can help you choose. Or, you may want to enlist the help of your tax advisor and Financial Advisor to help you decide. Regardless of which IRA – or IRAs – you choose, starting early and saving consistently can help build your retirement savings and help ensure you can lead the retirement you envision.

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*0516-00015 (93842-v1) 05/16*

## Local 751-C Officers accept the oath of office



Local C Officers take the oath of office L to R: Local C Communicator Shari Boggs, District Audit Neal Key and Local C Secretary-Treasurer David Wyatt accept the oath of office from Business Rep John Lopez, Jr.



Local C Trustee Jim McKenzie (l) takes the oath of office from Business Rep John Lopez Jr.

## Seeing red to raise awareness of heart disease

IAM 751 officers and staff wore red clothing on Feb. 3 as part of a nationwide effort to raise awareness of heart disease, particularly in women.

Heart disease affects both men and women, but women who have gone through menopause are more prone to develop it, in part because their body's production of estrogen stops. As a result, about one woman in four will die from heart disease, studies show. And two-thirds of women who have heart attacks never fully recover.

To combat this, the National Heart, Lung and Blood Institute – which organizes the Wear Red Day campaign – recommends women speak to their doctors about heart health. For more information visit: [www.hearttruth.gov](http://www.hearttruth.gov).

"Heart disease is the No. 1 killer of women," said Dena Bartman, co-chair of our union's Women's Committee. "We need to do more to be sure we're taking care of ourselves."

Protecting your heart can be as simple as taking brisk walks, eating healthy foods like vegetables and getting the support you need to maintain a healthy weight, said Women's Committee Co-chair Grace Holland. "Wear Red Day is a way for all of us to get started."



## EASTERN WASHINGTON

# Machinists at ASC win raises, better retirement benefits

Local 86 members who work at ASC Machine Tools in Spokane Valley are getting raises and improved retirement benefits, thanks to their new union contract.

The workers approved the agreement with a 65 percent yes vote on Dec. 27.

Under the terms of the three-year agreement, Machinists at ASC will get:

Raises of 2.5 percent in the first year, 2 percent in the second year and 2.5 percent in the third;

Yearly increases to the company's contribution to workers' 401(k) retirement accounts; and

The ability to take cash advances of up to \$500 at a time to buy tools, work clothes or boots.

In addition, the company has gone ahead and

implemented the paid sick leave standard mandated by Initiative 1433, which will increase the rate at which ASC workers accrue sick leave this year. The law, which was approved by Washington voters in November, doesn't take effect until 2018.

"We've got a good deal here," said Allen Eveland, a Local 86 union steward who served on the bargaining team. "We got good wage increases for three years and good medical. We got an extra allowance for tools, boots and clothing. We improved the 401(k) match. It's just over all a good contract for three years."

Local 86 represents 99 hourly workers at ASC, who build specialized tools and machines used in the metal building, can manufacturing and metal stamping industries worldwide.



Local 86 Machinists who work for ASC Machine Tools sign in to vote on a three-year contract, which they ratified on Dec. 27.

# Two-year agreement provides raises, severance at Cummins

Ted Hogeweide reviews the Cummins offer before voting on Jan. 27.



Machinists Union members who work for Cummins Sales and Service at locations in Spokane and Pendleton, Ore., have approved a two-year collective bargaining agreement.

The contract was approved on Jan. 27 with a unanimous "yes" vote.

The contract covers a total of 13 Cummins employees between the two sites, who are diesel truck mechanics and diesel generator technicians.

The agreement provided for raises for all Cummins workers in the bargaining unit, and a severance pay package for the two workers at the Pendleton site,

which the company intends to close.

Workers there will get up to 12 weeks' pay as part of the negotiated benefit.

"You never like to have to negotiate those kinds of contract provisions," said Steve Warren, who is District 751's Business Rep for Eastern Washington.

"But even so, that is one of the benefits of having union representation," he continued. "At times like this, when a business is downsizing or closing, you have an advocate looking out for your interests and bargaining on your behalf."

# Deal will keep generators running at region's schools, hospitals

Local 86 members who work for Pacific Power Group's Spokane division will see wage increases and improved paid leave benefits with their new union contract.

The two members in the unit approved their new three-year contract on Jan. 23.

The two union members -- the father-son team of Todd and Spencer Hutzler -- do maintenance on diesel generators across Central and Eastern Washington, providing back-up power generation in emergencies for schools, hospitals, cities and data centers.

"They are one of our smallest bargaining units, but the work the two of them do is really important," said IAM 751 Business Rep Steve Warren. "They cover a big area, and because of their efforts, the company is really successful."

The contract grants:

- 2.5-percent wage increases in each year of the contract;
- Employer coverage of all pension surcharges; and
- Increases in paid time off.



Business Rep Steve Warren (right) reviews the Pacific Power Group proposal with Todd and Spencer Hutzler.

# Local 1951 steward and officer moves into union staff position

A Machinist who has been a union steward for 10 years at the Hanford Site will be District 751's new staff assistant for Central Washington.

Chris Powers was named to the post in January. He replaces Ken Howard, who retired last month after seven years in the role.

As staff assistant, Powers will help Eastern Washington Business Rep Steve Warren with duties like contract enforcement, handling grievances and negotiating contracts. He will cover a wide area including Hanford and the Tri-Cities, the Yakima Valley, Goldendale, Roosevelt and Quincy.

"Chris is going to make an excellent staff assistant," Howard said.

Powers has a background in a number of trades, he noted, and has a great deal of experience with worker health and safety issues as a result of his union involvement since coming to work at Hanford, Howard said.

"Chris has been involved in hazardous waste response training and been part of the beryllium safety council," Howard said. "He's got a strong background, he's very committed and he's always done the right thing as a shop steward."

Powers worked as a heavy equipment mechanic before taking a job at Hanford in 1999.

He served seven years as a shop steward before becoming District 751's



Chris Powers

chief steward for the Hanford Site in 2013.

Powers has also been Local 1951 president for the past two years.

Health and safety issues are huge concerns for District 751 members, Powers said.

"A lot of the challenges at Hanford are health and safety, but that's everywhere," he said. "It's not just Hanford."

IAM 751 President Jon Holden thanked Howard for his service, and welcomed Powers into his new role.

"During his years as a union steward, Chris gained experience in contract enforcement and expertise in health and safety," Holden said. "Those are two critical areas for our union, and I'm confident he will do very well serving our members in his new staff position."

# Howard retires after seven years



IAM 751 President Jon Holden (left) was among those attending union Staff Assistant Ken Howard's retirement party on Jan. 18.

IAM 751 Staff Assistant Ken Howard retired in January after seven years of service to our union's members in Central and Eastern Washington. In that role, Ken provided support to Union members with contract enforcement, handling grievances and negotiating contracts. His assignment covered a lot of miles and included Hanford, Yakima, Goldendale, Roosevelt, Wenatchee, Quincy and Pendleton, Oregon.

His Jan. 18 retirement party attracted a contingent of high-ranking Machinists Union officers, including International President Robert Martinez Jr. and Western Territories General Vice President Gary Allen.

"Ken has done a great job representing the interests of our members in the Tri-Cities, Yakima, Goldendale and Quincy," said IAM 751 President Jon Holden. "I congratulate him on his retirement, and thank him for being a great friend and union brother."

Howard joined District 751 in 1983, when he hired on as a light-duty mechanic at Hanford. He later became a HAMMER Center trainer, and a site coordinator for both the IAM and International Chemical Workers Union.

He became a union steward in 2003, and was elected President of Local 1951 a year later. He was a delegate to both the Washington Machinists Council and Washington State Labor Council before being appointed to the union staff job in 2010.