

Fighting Daily to Keep Work In-House

A unique group of IAM 751 members are charged with fighting to keep work in the hands of our members at Boeing. These are the IAM Work Transfer Reps called out in Article 21.7 in our IAM-Boeing contract.

Their job involves talking to members who are potentially impacted by an offload to gather ideas, suggestions and improvements to put together viable alternatives aimed at keeping the work in-house. Just as important as proposing alternatives, these reps continually ask pointed questions of their Company counterparts, dig into financial data surrounding work packages, and push to get answers on proposed offloads to hold others accountable for these decisions.

Recently, our IAM 751 Work Transfer Reps had success in Everett and Auburn using several different methods.

Everett: Our Everett Reps were able to stop a potential offload and keep work

in our members' hands by proposing a viable alternative that just made sense.

Often a proposed offload is simply a portion of a job; however, when Boeing starts reducing headcount, the more hours of work preserved for our members the less likely a member will be laid-off. That was the case in Everett's recent success.

This particular work package involved installing 12 clevis fittings on the 777 aft wheelwell bulkhead in FAJ positions. Boeing claimed the current work created ergonomic issues from the awkward installation area due to the tooling layout.

Boeing proposed to have the installations done at Kawasaki Heavy Industries (KHI) in Japan, but our IAM Work Transfer Reps had a better idea. Our reps, after talking with IAM members from the work area, proposed moving the installation of the 12 fittings to FAUB mid-body build position 1.

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L to R: IAM Work Transfer Reps in Everett Steve Morrison, Mike Hill and Mark Mason talk with Jordan Northrup about moving installation of 12 clevis fittings earlier in the build process – making it more ergonomic and efficient. This change cancelled a proposed Boeing offload of the work.

Union Ensures Members at Cadence Get Full Breaks

When management at Cadence violated our contract and state law, Union Steward Gary Naple jumped into action to protect the rights of our members.

Armed with documentation from Washington State Labor and Industries, as well as our contract language, Gary was effective in getting management to remove a "warning" bell at the 8-minute mark of members' 10-minute break.

"I had never paid much attention to the 'warning' bell in my 7 years at Cadence. However, when management started pushing our members to get back to work at that first bell, I took issue with it," said Gary. "I was also offended when management implied I wasn't setting a good example when I didn't jump up at the 8-minute bell to go back to work."

Gary decided to investigate workers'

rights for their 10-minute break. Our Cadence contract language states the company will comply with all applicable regulations concerning lunch and rest breaks. This meant state law would prevail so Gary turned to Washington State Labor & Industries for details on our state law.

When Gary initially brought up the issue, management insisted their interpretation was correct.

Gary presented statements from State L&I officials who agreed employees were entitled to a full ten minutes of rest. The law says workers must be allowed a paid rest break of **at least 10 minutes for each 4 hours worked.**

"I do my homework before I bring an issue forward. I had statements from witnesses and from Labor and Industries officials. When they kept insisting they were correct, I pushed the envelope," said Gary. "I told them, if you continue with this, I will insist on back pay for all our members at two minutes for each break, which equates to approximately 24 hours a year that

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Business Rep Greg Campos (r) thanks Steward Gary Naple for his efforts that ensure members at Cadence get their full ten minute break without interruption.



751-member Nick Hamman thanks Business Rep Dena Bartman and the union for overturning his unjust termination and ensuring he receives full back pay and benefits as though he were never off the payroll.

Vindication for Member; Unjust Termination Overturned

The value of union membership is clear to anyone who has ever been unjustly disciplined. For unions, fair and consistent discipline is the foundation of every contract to ensure members have a voice and an advocate should they find themselves in this type of situation. Recently, our Union successfully overturned an unjust termination through binding arbitration.

Perhaps even more important than winning this case for our member is the fact that it set precedent going forward – basically stating that Boeing cannot escalate discipline simply based on the cost of the mistake or damage to the product. The case further noted Boeing is required to follow progressive discipline.

The ruling implied if Boeing doesn't adequately train our members to properly perform their job, then the Company can't blame our members for the outcome.

For 751-member Nick Hamman, this decision brought not just vindication that he had been unjustly terminated, but returned him to his job with full back pay and benefits.

The arbitration focused on progressive discipline, which is a cornerstone of our contract and allows members to change their behavior to be successful at work. Many issues were brought to light in this particular circumstance that should have been considered such as improper staffing levels, inadequate training, management

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Pocketbook Protection

Union corrects pay issue; member receives more than \$3,000 in back pay

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What a Difference a Year Makes

Members at Cadence celebrate one year of having rights and improvements with a union contract

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REPORT FROM THE PRESIDENT

The Value of Our Union Is Not Always Obvious

BY JON HOLDEN,
District 751 President

Every day our union reps and staff are actively working behind the scenes on things that have a tremendous impact for our members, but don't get a lot of attention.

Few union members consider that when management takes action in a non-union environment, there is no recourse, no one to advocate on your behalf or even a process to challenge the action. You must simply accept what management does because you are an "at will" employee.

While our union activities make working life better, few ever give them much thought. Sometimes as individuals it is hard to see the forest for the trees until we step back and look at the bigger picture. Only then can we see the impact and the path forward to success.

Our union is very much like that. From each of our places at work, we may not see directly how we benefit from union representation in our day-to-day lives. However, if we step back and look to see the union stewards working hard on the shop floor, along with Business Reps supporting their needs and other groups like the Jobs, AMPP and Work Transfer Reps, the benefits come into focus.

The value of union membership is not always visible to our members or the general public. Our work legislatively supports our causes along with the broader labor movement. Our organizing activities work to raise the standard of living in the aerospace industry along with all manufacturing in our communities. Our Machinists Volunteer Program (MVP) identifies hundreds of needs each year and selflessly offers assistance for those who desperately need it. We spend much of our time working issues that have a huge impact, but are not obvious unless you are directly involved.

In fact, much of our activity and daily work does not involve wages and benefits, which are the issues most closely watched by our union membership. There are so many other benefits that are invaluable in raising the standard of living and improving work life for our members that go unnoticed.

We all recognize Union Stewards in our shop who fight for members every



day. When a violation or dispute can't be resolved at the shop level, our Business Reps step in to move the fight forward. But the value the union brings is much greater than that.

Business Reps regularly challenge management decisions, contract violations, unfair discipline and so much more. If you don't face one of those issues, chances are you may not meet with your Business Rep. But like the member whose unjust termination was overturned with full back pay and benefits (see story page 1) – it is good to know our union is there as your advocate should you ever find yourself in that situation.

This month our union will argue another important issue before an arbiter concerning Boeing's installation of a new Mechatronics job classification. Our concerns with this job go far beyond just challenging the labor grade. Because the installation of this job contains work functions that are not new or substantially changed; and the job functions are already performed in other active classifications within other job families, we believe that the company does not have the right to install the job in the first place.

There is a lot at stake for our members going forward if the installation of the 87706 is allowed to stand. We believe this proposed job would be used to erode important rights within our contract in Articles 13, 22 and Letter of Understanding #17. Maintaining seniority protections in Article 22 that have been in place for decades is very important to our members now and in the future and will be argued in this mechatronics arbitration case April 5-7. Keep in mind, we won't have the decision until several months later, but the case is another important issue we are fighting.

Our network of Union Stewards and Business Reps are continually working together to fight unjust discipline and other contract violations. All of which can lead to job loss or contract erosion if they go unchecked.

Our IAM Work Transfer Reps fight daily to keep work in-house. Often times the work package might be only a couple hours worth of work. Some members question why bother with such a small job or sometimes we even hear 'let them move that since it's the work no one wants to perform.' But we know all too well that every hour of work is important to

preserve. If we don't challenge an hour here or three hours there and it is offloaded, then suddenly a fulltime job has now been outsourced and someone's job goes out the door. For that reason, it is important to preserve all hourly work that we can, to ask questions and challenge company decisions. In addition, the alternative proposals our members come up with usually make Boeing more efficient, the work flow easier and should translate into a higher AMPP payout for the year.

Most of our members never experience a catastrophic health care issue, but if it happens, our health and benefits representatives are there. These dedicated individuals resolve questions of coverage to ensure benefits are properly paid. They help members with leave of absence paperwork and help navigate the many retirement options so members make the best choice for their golden years. Additionally our health and benefits reps assist with workers' compensation claims, including hearing loss claims.

Our union organizing department, along with a host of union volunteers, continually works to raise the standard of living for others. While some might ask why we care about others having union representation, I will tell you the more workers benefitting from a union contract, the less downward pressure there will be on us for concessions and the easier it will be for us to maintain and grow the standards that we have set in our industry.

The aerospace industry in our communities would not be such desired careers in our state were it not for the presence of unions. Government studies, year after year, show that unionized workers make on average 25 percent more than nonunionized workers in the same industry. The same is true for benefits. Across the board, unionized workers have better health care and retirement, vacation and sick leave, and overtime pay and work rules.

Because of the success and improvements that our Cadence members in Everett had with their first contract by gaining rights on the job, Cadence workers in California had the courage to vote overwhelmingly for union representation. Members from 751 played a role in that win. Some of our 751 activists traveled to California to speak with workers there who predominantly speak Vietnamese so they could have meaningful communication with our union and get their

questions answered.

Members from Cadence Everett took part in a video conference to answer questions and hold discussions to instill confidence that these brave workers were making the right decision. The fact is the workforce at Everett Cadence is more stable and there is less turnover since the pay and benefits are more attractive. Everett Cadence has also won additional work since voting to unionize, and issues are resolved quicker and to the satisfaction of all parties.

The legislative and political arena is another area that can have a huge impact on work life. Our union has been leading

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

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Business Representative*

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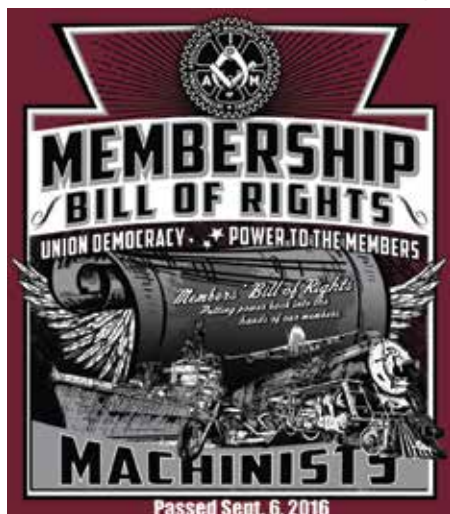
Union Business Representatives

Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
 - 201 A St. SW, Auburn; 253-833-5590
 - 233 Burnett N., Renton; 425-235-3777
 - 8729 Airport Rd, Everett; 425-355-8821
 - 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



"Membership Bill of Rights" T-shirts \$10 at halls and meetings



"Membership Bill of Rights" t-shirts are available to purchase for \$10 at all Union offices and at Local Lodge meetings in April while supplies last.

Financial Planning Workshops

District 751 members who work at Boeing can learn how to maximize their retirement benefits at a series of free retirement-planning workshops in March.

The workshops will cover a range of topics to help you calculate your real post-Boeing income, including:

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

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

Auburn Union Hall (201 A St SW)

9:30-11:30 am & 2:30-4:30 pm

Wed, April 19

Wed, May 24

Wed, June 14

Renton Hall (233 Burnett Ave N)

Noon - 2 pm & 3 - 5 pm

Tues, April 18

Everett Hall (8729 Airport Road)

11:30 am - 1:30 pm & 2:30-4:30 pm

Thur, April 20

Thur, May 25

Thur, June 15

Seattle Union Hall (9135 15th Pl. S.)

Noon - 2 pm & 3 - 5 pm

Tues, May 23



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Connie Kelliher, Editor

Member of The Newspaper Guild,
CWA #37082

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POLITICAL ACTION

Will the State Hold Boeing Accountable for Tax Breaks?

By DAVID GROVES
Washington State Labor Council

With support from the District 751, SPEEA and the rest of organized labor, Washington's Legislature has approved major tax incentives in recent years with the clearly expressed intent to maintain and grow the state's aerospace workforce. Most recently in 2013, that's what the Legislature and The Boeing Co. agreed to when the state extended an estimated \$8.7 billion in incentives to the aerospace industry.

However, instead of increasing employment in the state as our Legislature intended and the public expected, since that time Boeing has cut 12,259 jobs in Washington — almost 7,400 in the past year alone — with more WARN's issued just this last month. And yet the company continues to receive its full tax incentive.

Many of these jobs are being deliberately moved to other states and overseas, including to South Carolina, Missouri and Alabama — states that require new jobs in order for Boeing to receive their tax breaks. Industry analysts are now predicting that Boeing could shift assembly for all 787 Dreamliners to South Carolina by the end of the decade. In 2003, Boeing agreed to assemble the 787 in Washington in order to receive the original multi-billion dollar aerospace tax incentives that were extended in 2013.

Two new bills introduced March 10th in the Legislature are a clear indication of concern — from both sides of the political aisle — the Washington's aerospace tax preferences are failing to achieve their

intended purpose and need to be amended.

HB 2146, sponsored by Rep. Richard DeBolt (R-Chehalis), and HB 2145, sponsored by Rep. Noel Frame (D-Seattle), have support from dozens of members of their respective caucuses, plus the two major unions representing Boeing and other aerospace workers in Washington: Machinists Union District Lodge 751 and the Society of Professional Engineering Employees in Aerospace/IFPTE 2001. Both titled the Aerospace Tax Incentive Accountability Act, the bills would amend the aerospace tax incentives — which have already been amended several times since they were enacted in 2013 — to add job conditions resembling those required in other states in order for Boeing to receive tax incentives.

"Our unions agree with Representatives DeBolt and Frame that job accountability must be added to our state's aerospace tax preferences," reads a joint statement issued by IAM 751 and SPEEA on Friday. "We applaud their work keeping this issue in the forefront and believe both bills provide an opportunity for the Legislature to protect Washington jobs and grow our state's aerospace industry."

HB 2145 would reduce Boeing's tax credit by half if the company's employment in Washington drops below



Boeing's average employment in Washington is less than 75,000 during the period of 2017-2024, the aerospace tax incentives would expire for all companies. The IAM and SPEEA believe this bill should be amended to not punish other aerospace companies because Boeing has chosen to move jobs out of state. Department of Revenue reports indicate the tax incentives have worked where jobs in the aerospace vendor and subcontractor community have grown.

IAM 751 and SPEEA are strongly urging the House Finance Committee to hold a public hearing and consider these proposals to advance a solution that brings much needed accountability to Washington's aerospace tax preferences.

70,000 jobs. The company gets no tax credit and pays the standard tax rate all other manufacturers pay if its employment drops below 67,500 jobs. Boeing currently employs 71,036 Washington workers, down from 83,295 in November 2013. Aerospace tax credits would remain in place if the job loss is due to a nationwide industry downturn.

HB 2146 would assess Boeing employment levels in 2024, the year the original aerospace tax incentive begins its extension. If

Right-to-Work Laws Destroy Jobs and Wages

(Reprinted in part from Transportation Trades Department, AFL-CIO)

Far too many politicians talk a good game about supporting working people and good jobs, but then simultaneously support policies that hollow out an already shrinking middle class. One of those policies is so-called "Right-to-Work" legislation, part of a deliberate campaign by extremists and parts of the corporate lobby that know exactly what they are doing: crushing the wages, benefits and safety of working Americans.

The legislation (HR 785) that has been recently introduced in the U.S. House of Representatives would create a nationwide prohibition against representation fees in private sector collective bargaining agreements. Specifically, unions would be unable to collect representation fees for the workers they are compelled by law to represent. Right-to-work would upend almost 100 years of labor policy, is inherently inconsistent with the mandate that unions represent all workers in a unit, and is specifically designed by its framers to make it more difficult for unions to negotiate contracts on behalf of their members.

To promote commerce and industrial peace, Congress has established laws regulating unionization and collective bargaining between employers and employees. The National Labor Relations Act (NLRA) applies to most private sector workers. This law reflects Congress' deliberate interest in securing industrial peace through the promotion of union membership and collective bargaining.

Right-to-work laws allow states — or in the case of the proposed legislation, the federal government — to exempt workers represented by unions from having to pay the fees associated with representation. This approach is inherently inconsistent with legal duties imposed by federal labor law upon unions. Specifically, when a majority of workers choose union representation at a worksite, federal

RIGHT TO WORK



law requires the union to represent all employees at the workplace and to do so equally. In return, workers must pay their fair share for activities that a union, by law, must provide to everyone at the workplace.

This interaction of state right-to-work laws and the federal requirements for exclusive representation creates a tension under which unions are forced by law to represent members who, in turn, do not have to share in the costs of the benefits they receive. This creates a classic "free rider" problem — an arrangement that, by design, places a cost burden on unions and on the remaining members by forcing them to subsidize the expenses necessary to represent everyone else at that job site. The aim of right-to-work proponents is obvious: to weaken the ability of unions to counter belligerent managements, secure good wages and benefits, demand safe workplaces and fair trade, and combat anti-union state and federal policies.

The legal regime in right-to-work states is similar to a political world in which someone refuses to pay taxes because they disagree with the government but wants to take advantage of the same public roads, public schools, and military security provided by the government without paying the taxes necessary to support those public goods. This is, obviously, an untenable

political arrangement that is unfair, un-American and does not represent how our government works.

For lawmakers and other policy makers who work with labor unions or support any tenant of collective bargaining, support for national right-to-work legislation is inherently inconsistent with those positions by undoing a basic component of fair representation. We condemn those who hold office and claim they support collective bargaining and rebuilding the middle class but endorse "right-to-work" legislation. We call on Members of Congress in both parties to reject national "right-to-work" proposals and instead work with us to strengthen collective bargaining and push policies that put more Americans to work in good jobs.

For all union members right-to-work presents an existential death blow to their legal right to organize and collectively bargain and weakens a union's position at the bargaining table. More importantly, at a time when wages are stagnant, this sinister policy reform would make it even harder for working people to secure decent wages that can support a family. It is incumbent upon all Members of Congress who believe in — or work with labor unions — to reject this scheme to undermine basic labor rights.

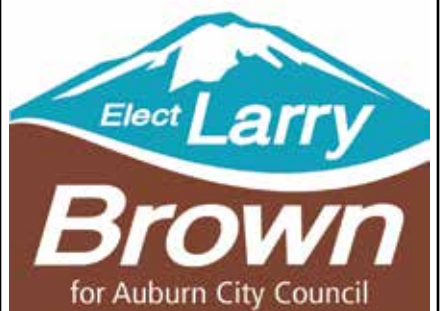
Brown to Run for Auburn City Council

Longtime Machinists District Lodge 751 Political Director and former Business Representative Larry Brown has announced his candidacy for the Auburn City Council.

"Larry's vast experience working at all levels of government, federal, state and local makes him uniquely qualified to serve on Auburn's City Council. He will be a great voice for working people in Auburn," said District 751 President Jon Holden. "We look forward to seeing him serve in a city where literally thousands of our members live."

The City of Auburn faces many of the same challenges as other communities. Brown wants to focus on economic opportunities for the citizens of Auburn.

"I want to see ALL of our neighbors do well. That means working with our local schools, Green River College and others to ensure our people are ready to meet the needs of employers already here and those we intend to attract," said Larry. "When our citizens have good jobs, our city can afford the public services, parks and police our people have a right to expect. However, too many people are being left behind in today's economy. This condition contributes to homelessness and other social ills. While Auburn is a great place, for our city to live up to its full potential we must create opportunities for everyone."



Joint Programs Career Advisors - A Great Resource

IAM-Boeing Joint Programs Career Advisors regularly go above and beyond the call of duty to help our members at Boeing in their career and education goals.

Recently, Career Advisor Stephanie Brockhaus went the extra mile to help a member. She tapped into additional Joint Programs resources to make it a true team effort with assistance from Vocational Rehabilitation Counselor Carolyn Williams and IAM-Boeing Joint Programs Instructor Siri Cummins.

The issue arose when a member was transferred to Everett as a 30304 Assembler Installer General B after having worked several years as a 90204 Composites Fabricator C in Seattle without any issues with his work. The member was put into new hire training in the SPC, but was failing the required tests.

Our member wrote “does not read and write well” on one of his tests as an explanation for the low results. To their credit, the SPC manager contacted our Joint Programs Career Advisor and explained this member had failed twice in SPC and was in danger of being terminated if he continued to fail. No one wanted that to happen.

Stephanie met with the member and contacted Joint Programs Learning Disabilities vendor. The member went through learning disabilities testing and was found to have learning disabilities, as well as needing additional training in computer skills. The findings were discussed with the member, who then shared them with the appropriate parties at Boeing.

Stephanie worked closely with VRC Carolyn Williams and the SPC manager, who in turn worked with Disabilities Services, HR and Boeing Medical to provide accommodations to this member.



IAM-Boeing Joint Programs Career Advisor Stephanie Brockhaus researches job options for a member. She teamed up with VRC Carolyn Williams and Instructor Siri Cummins to ensure a member gained the proper skills to move to a job that was a better fit.



1-800-235-3453

Siri provided the member one-on-one tutoring to bring him up-to-speed on his computer skills and ensured he passed the required computer classes.

Ultimately, the member was moved to a mutually agreeable job.

Thanks to the intervention and quick thinking of our career advisor, working with the VRC and Joint Programs Instructor, the learning disability was identified and the member was placed in a job that was a better fit. Just another success story of the vital role IAM-Boeing Joint Programs plays for our members working at Boeing.

Call 1-800-235-3453 if you would like to meet with a Career Advisor to explore career opportunities, educational programs, and a multitude of other services.

April Union Classes Are Open to All Members

District 751's membership education classes continue in April. Knowledge is power and that power grows as more members take advantage of the free classes, so sign up today.

In April, one class will be taught at all locations – Advanced #2 Understanding the Anti-Union Movement and Building a 21st Century Worker's Movement will be offered as follows.

Tuesday, April 11 - Renton Union Hall at 10 a.m. to 1 p.m. and 3 to 6 p.m.

Thursday, April 13 - Everett Union Hall at 10 a.m. to 1 p.m. and 3 to 6 p.m.

Thursday, April 27 - Auburn Union Hall at 10 a.m. to 1 p.m. and 3:30 to 6:30 p.m.

This class will examine the ways in which unions have been weakened in the U.S. in the last 40 years, including specific struggles

for IAM 751. The class will also offer participants the opportunity to think critically about ways unions haven't responded to changing economics and how we may need to re-imagine the labor movement for the 21st century.

Classes are provided at no charge. They are offered twice at each location so they can be taken during non-work time. You can register on the District web site by clicking on the Resources Tab and selecting Class Registration. Three hours of education credit and three hours of volunteer credit will be offered for each class.

One member who attended a class stated it was excellent and wanted to enroll in the next available class.

Another member noted he gets something new out of each class he attends and enjoys meeting other members and sharing ideas and solutions.



Members and Stewards at a recent class at the Everett Union Hall. Classes are free to all members. Sign up at our website: www.iam751.org, under the Resources tab, click Class Registration.

UNION YES

Union Ensures Members at Cadence Get Full Breaks

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you are robbing from our members.”

Gary added he would go back 7 years since that is the time he has worked at Cadence. Management and HR quickly changed their tune and agreed to remove the two-minute warning bell.

“Gary does an awesome job representing our members. He doesn't hesitate to speak up, can't be intimidated and ensures management abides by the contract. If he sees something wrong or management overstepping their bounds, he takes action,” said Business Rep Greg Campos.

Members at Cadence celebrated their one-year anniversary under an IAM contract on March 7 at the Everett Union Hall. These members appreciate having a voice on the job and were excited to get a 2.5 percent General Wage Increase in February.

“Most of these members would not have seen a raise in February if we didn't have a union contract,” said Gary. “Just one more example that it pays to be union!”

Vindication for Member; Unjust Termination Overturned in Arbitration

Continued from Page 1

ignoring requests for additional training and finally management's responsibility to ensure the proper tooling is provided – all of which contributed to this situation.

“Union dues are the best investment you can make with your money. The union is there to advocate when and if you need them,” said Nick. “No one expects to be in this position, but it was great to have the union there. The union reps were the only ones behind me in all of this. Dena Bartman, my Business Rep, never gave up on me.”

Nick had been a mechanic at Boeing for more than seven years and working in wing majors – without any discipline or workmanship issues. In fact, he was often asked to serve as a rework mechanic in the spar shop to fix “issues” from other jobs.

In February 2015, he was moved from the “fixed trailing edge” assignment to “upper trailing edge.” He began training with one member, who went out on leave, had a second shift member temporarily moved to first shift to train (still leaving the crew shorthanded for the work to be performed). When his trainer moved back to second shift, he made it clear to management Nick was not ready to work on his own because there were many processes for the upper trailing edge he had not performed or been trained in.

Nick was then assigned the “trunnion” drill job, which is highly critical with small tolerances since it is where the landing gear attaches. Nick told the

manager repeatedly he needed more training and had never worked with a tool like the one used on the trunnion job. The co-worker who had provided some training echoed Nick's concerns.

“I emphasized I wasn't properly trained or comfortable performing the job. While I had drilled thousands of holes properly, I had never worked with a tool like the one for this job. Management told me to just learn on the job,” Nick recalled.

Not wanting to be disciplined for insubordination, Nick proceeded as directed to do the work alone for the first time. When he encountered an issue with the tooling provided for the job (a bushing was missing), another trainer in the area helped him find a replacement bushing to use.

Immediately after the holes were drilled, he realized it was incorrect. After reporting the mistake, the director asked Nick how to prevent this from happening in the future. He responded he would permanently affix the bushings into the holes on the tooling.

“Only after I made the mistake, did the Company change the tooling and adopt what I had suggested with permanent bushings,” said Nick. “The fact they made the change acknowledged the tooling was a problem.”

Imagine, his dismay when two months after the occurrence, Nick found himself terminated and walked out the company gate for a mistake he was ordered to perform even though he and others had

noted he did not have the proper training – not to mention the issues with the tooling that Boeing later resolved. On the way out, his supervisor told him he was sorry they didn't have the resources to train him properly – another admission of failure on management's part.

Nick immediately headed to the union hall knowing this wasn't right.

“I was glad our union could ensure justice for Nick,” said Business Rep Dena Bartman. “This was about Boeing aggravating discipline for the cost of the damage. If you misdrilled a hole and others get a verbal warning, but because of the value, you are fired, that isn't right. You shouldn't fire someone who is asking for help and training – not to mention working with problematic tooling.”

Beyond just losing his job, there were other ramifications for Nick. He had been using our contractual education benefits so when Boeing terminated him, he was required to repay the \$3,000 tuition fees for a marketing class at the University of Washington he was taking. Despite all this turmoil, Nick completed the UW class with a 3.8 GPA, which is a testament to his character and focus on learning.

As part of the arbitration settlement, Boeing must reimburse Nick for the UW tuition. Now that he is back at work, he again looks forward to using his contractual education benefits, which is just another benefit of his union membership.

IAM Stronger Together – What a Difference a Year Makes

IAM 751 members who work at Cadence-Giddens Aerospace in Everett had pizza at the Everett Hall to celebrate the one-year anniversary of their vote to ratify their first union contract. “What a difference a year makes – IAM Stronger Together” was the theme for the celebration.

District 751 President Jon Holden thanked the members for coming.

“I want to acknowledge the hard work in voting for union representation and getting a first contract. Those actions raised the standard of living not just for yourselves, but every Cadence employee hired after you,” said Jon. “Be proud you have made many lives better not just for yourselves, but everyone who comes after you. Without your courage and action to join a union, negotiate with one voice and work together to improve wages, hours and working conditions, the status quo would have remained.”

“We are seeing the cycle of unionism first hand with many of you here today who have been hired since the contract was approved,” Jon added. “It is good to get involved and continue working to make things better. Each contract you will get to look back and be proud of



Members from Cadence gathered at the Everett Hall to celebrate one year of a union contract and were thanked by union leaders and their negotiating team.

what you have accomplished together.”

Many of the members talked about how their lives have improved since saying yes to union representation and a voice on the job and working the first year under a union contract.

“Voting union is standing up and taking what is rightfully yours. It is a point of respect, and I have seen the change. We are now treated like humans, not just a number that can be replaced,” said Naphtali Moore. “I teach my kids that you have rights in the workplace and want them to know

their dad values this so I am passing on our tradition of the American dream.”

“I have been union my whole life. I worked at Kimberly Clark for years and before that at union grocery stores,” said Robert Gonzales, who recently stepped up to serve as Union Steward. “With union representation, when issues come up we get them resolved quickly. Union is the way to a better future.”

“One year ago we took a stand and made our voice heard. This membership played a huge role in making this success happen,” said Union Steward Gary Naple, who also served on the bargaining committee. “Turnover is less and the workforce is more stable because we elevated our wage base so it is more attractive for new folks to stay. Even with the slump in the aerospace industry, we are still getting new work. That speaks volumes.”



Business Rep Greg Campos and District 751 President Jon Holden talk with members and Stewards on how things have improved at Cadence with the union and discuss goals for the future to continue improving the standard of living for members.

Family members also enjoyed the pizza and pop at the celebration.



Members from Cadence were treated to pizza and pop to celebrate one year under a union contract.



Business Rep Dan Swank, who served on the negotiating team, talks with one of the members.



Members registered for the IAM website while at the celebration and received their free union t-shirt.

Cadence California Workers Vote IAM Yes

IAM District Lodge 725 in California was successful in bringing the benefits of union membership to the workforce at two Cadence Aerospace facilities. The 113 workers voted overwhelmingly on March 23 for Machinists Union representation. Word about the benefits of being union is spreading – particularly if you work for Cadence.

District 751 helped with the successful drive. The improvements our Cadence members in Everett had with their first contract and gaining rights on the jobs played a role in convincing those workers to vote yes for representation.

District 751 President Jon Holden sent two members - Thong Trang and Hieu Nguyen – to assist with the California campaign and communicate with workers there who predominantly speak Vietnamese.

In addition, Union Steward Gary Naple, who works at the Everett Cadence facility, along with a Machinists Union member from Cadence’s Tacoma facility, took part in a video conference so California workers could ask questions from someone who



has been faced with the same decision and learn if any of the company’s threats came true.

“I was happy to hear they had the courage to vote yes. Workers there had a lot of the same concerns we did when we were contemplating this decision,” said Gary. “They wanted to know our outcome, how did management react, did we lose work, did they cut overtime. I was glad to report we didn’t lose anything since voting to go union, we only made gains.”

“I was glad to make a positive impact on the workers there. Voting union is so empowering,” Gary added. “It makes us stronger each time another Cadence facility votes for union representation – IAM stronger together.”



Two members from Kay & Associates, Inc. count the ballots as a member and Business Rep Pat Bertucci look on. The new contract was overwhelmingly approved on March 6. These members at JBLM maintain Blackhawk and Chinook helicopters assigned to the Army’s 160th Special Operations Aviation Regiment.

New Contract at Kay & Associates

Machinists Union members who maintain helicopters used by U.S. Army Special Forces based at Joint Base Lewis-McChord will see raises and pension increases in their new collective bargaining agreement.

IAM members with Kay and Associates Inc. — or KAI — overwhelmingly approved the three-year agreement with a “yes” vote.

Under the new agreement, members will see:

- Raises of 2.75 percent in the first year, 2.5 percent in the second year and 2.5 percent in the third year;
- Increases in employer contributions to their IAM National Pension funds in the first and third years;
- An increase in the health care opt out provision;
- Improved language regarding sick leave and paid time off.

The contract covers more than 30 specialists who maintain UH-60 Blackhawks and CH-47 Chinook helicopters assigned to the Army’s 160th Special Operations Aviation Regiment at JBLM.



A member casts his vote.

This is the second collective bargaining agreement for the workers at KAI, who joined Machinists Union District Lodge 751 in 2013 and approved their first collective bargaining agreement in 2014.

“The work our members at KAI do directly supports American soldiers in the field,” said IAM 751 Chief of Staff Richard Jackson. “They deserve the kinds of pay and benefits that a union contract can bring.”

District 751 represents nearly 250 civilian workers employed by 10 contractors at JBLM, who provide specialized aviation support services to units of the U.S. Army and Air Force.

SERVICE TO THE COMMUNITY

Machinists' Volunteers Help Throughout the Region

From Everett to Mossyrock and many places in between, 751 Machinists volunteers were out in the community helping others. Community service activities included helping prepare and serve meals at area missions on several weekends at both the Everett Gospel Mission and Rescue Mission in Tacoma.

Machinists also lent a helping hand to an elementary school located near the Seattle Union Hall. The school was holding a silent auction and dinner and asked for our help. Our volunteers came early to help set up the event and stayed to the end to help break down the tables and chairs.

Other volunteers continued to help at the Toy Rescue Mission.

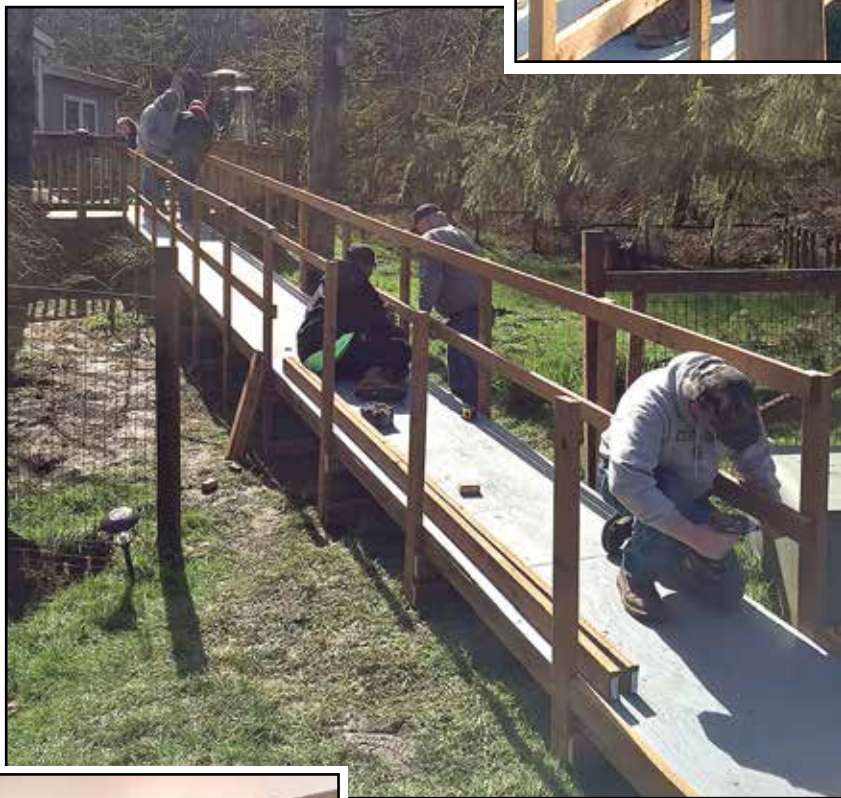
Volunteers also built a quick ramp for a 50 year member, who lives in Auburn. The ramp allows her to easily go in and out of the front door of her home.

The second project was a 40-foot ramp in Mossyrock. IAM W24 sent three volunteers to help on the project and join 751 volunteers Princie Stewart, Jim Hutchins and Ed Lutgen. To expedite the build, volunteers prefabricated 12 foot sections of ramp at the Seattle Hall before joining the W24 volunteers to install the ramp.

"Seeing the smiles of appreciation at the finished ramp made it worth giving up a Saturday," said Princie Stewart, chair of the Machinists Volunteer Program. "It is so rewarding to know your efforts made a difference in someone's life. In this instance, the resident can now get in and out of her house without assistance and has regained her independence. That is priceless."



Above and left: 751 volunteers Princie Stewart, Jim Hutchins, and Ed Lutgen joined W24 volunteers to build a 40-foot ramp in Mossyrock.



Machinists Volunteer Program Awards Banquet
Saturday, April 29
5 to 7 p.m.
Seattle Union Hall
(9135 15th Pl. S.)
Join us to honor 751's top volunteers.
Members and their families welcome. Bring a side dish or dessert to share.
Casual dress.



Above: Jim Hutchins and Jason Chan take a 'selfie' with the ramp they built to help a South Seattle resident. Left: Jim Hutchins frames the ramp.



Jonathan Tran, Princie Stewart and Chansodany "Daisy" Keth helped set up and tear down a silent auction and dinner for Concord International Elementary School on Saturday, March 18. The school is located near the Seattle Union Hall. "By helping with this event, we were building a better community near the Seattle Hall and being a good neighbor," said Princie Stewart, MVP Chairwoman.



Roman Yarosh was a recent volunteer at the Everett Gospel Mission preparing and serving breakfast. Chris Louie also volunteered but is not pictured.



Brenda Curran, George Braun, and Rob Curran repair toys for area children at the Toy Rescue Mission in Tacoma.

Toiletry Donation Drive to Help Disadvantaged and Homeless

The Human Rights Committee and the Women's Committee are teaming up to benefit the homeless of Seattle.

Anyone who would like to help disadvantaged families and the homeless of Seattle may drop off

"TRAVEL SIZE" toiletry items at any IAM 751 Union Hall. Donations will be accepted through April 30, 2017.

Suggested trial size item donations, include:

- Shampoo
- Combs
- Toothbrushes
- Toothpaste
- Dental Floss
- Deodorant
- Q-tips
- Gold Bond
- First Aid Materials
- Razors
- Lotion
- Hand Sanitizer
- Toilet Paper
- Flushable Wipes
- Sunscreen
- Socks
- Feminine Hygiene Products

Peanut Butter Drive continues in April

Our union's annual peanut butter drive continues this month. Until May 9, donations can be brought to any IAM 751 union hall in Puget Sound, or to monthly local lodge meetings at the Seattle Union Hall.

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

Peanut butter collected at the Everett Union Hall will be

contributed to the Snohomish County Labor Council's third annual peanut butter drive, which benefits Volunteers of America's Everett Food Bank.

The group of Machinists who collect the most peanut butter will get bragging rights, and the knowledge they are helping feed hungry children in their community this summer.

Organizers encourage union members to buy union-made peanut butter brands like Jif or Adam's, and to buy it whenever possible from unionized grocery stores. However, all donations will be accepted.



IAM Work Transfer Reps: Working to Stop Offloads

Every day, our Union Work Transfer Reps are asking questions, talking to members, searching for viable alternatives in an attempt to prevent Boeing from offloading work, but it is an uphill battle.

While we have seven IAM 751 Work Transfer Reps, Boeing has literally hundreds of Work Transfer Reps whose primary purpose is to outsource our work (Note our contract calls for six reps in Puget Sound, but we received approval for a temporary rep from last September through this April). It is a daunting task, but our IAM reps each bring a passion to preserve our hourly work.

Over the past year, three new IAM Work Transfer Reps have been appointed by District 751 President Jon Holden to fulfill this role: Steve Morrison and Mark Mason in Everett, and Chris Schorr in Auburn. While they are new to our IAM Work Transfer position, each has years of experience as shop floor leaders and vocal advocates for our membership. These dedicated members join Bob Merritt, Dave Swan, Jason Chan and Mike Hill in fighting to stop potential offloads at Boeing.

Every hour of work preserved for IAM members working at Boeing could translate into a saved IAM job. As Boeing announces headcount reductions, these efforts become even more important. Our IAM Work Transfer Reps turn to the experts (our members) for help in developing counter proposals to keep the work in-house.

Steve Morrison

In Everett, Steve Morrison has served as a Work Transfer Rep for a year this April. Steve grew up with a strong union background (both parents and his grandfather were union members).

He joined IAM 751 when he hired into Boeing in 1997 as a functional test mechanic on the 767 line and immediately stepped up to serve as a Union Steward for the next 19 years. During that time, Steve also advocated for our members on the Health & Safety Institute (HSI) Everett Site Safety Committee and District 751 Safety Committee, as well as serving as a vocal shop floor leader in various contract negotiations and strikes. Steve also volunteers to help with various Guide



L to R: In Everett, Mark Mason, Mike Hill and Steve Morrison investigate potential offloads and look for ways to keep the work in-house.

Dogs Fundraisers such as the Puppy Putt Motorcycle Ride, Local A Car Show and Fun Run and attends the Snohomish County Labor Council meetings to be involved in the broader labor community.

“I like being able to help find an answer to keep work with our members when Boeing wants to potentially offload work,” said Steve. “These positions ensure we have some sort of say and at least get to present alternatives using members’ ideas.”

Mark Mason

Mark Mason was appointed a temporary Work Transfer Rep last September when a temporary third IAM rep was added in Everett. He enjoys the challenge of finding ways to keep work in-house. Mark joined the IAM in 1989 as a subassembly mechanic on the AWACS program in Renton. He immediately became an active shop floor leader as a Union Steward and continued serving as Steward when he transferred to change incorporation, and then a toolmaker position. He, too, was a leader in various contract negotiations and strikes. In October 2014, he was elected Local C Conductor-Sentinel and has stepped up his leadership since that time serving currently as Local C Vice President and District Council Delegate, as well as a Member at Large on the Washington Machinists Council Executive Board.

“A lot of our time is spent working with finance and engineering to point out the error in their ways and show why a potential offload is not a good idea,” said Mark. “Sometimes it seems to us that our counterparts are proposing to offload work simply because that is their primary assignment – whether or not it makes good business sense. We point out issues

with that logic and better solutions that work for our members and Boeing.”

Chris Schorr

In January, Chris Schorr was appointed to fill an IAM Work Transfer position at the Auburn site. As a 29-year member, he is passionate about ensuring work remains in our members’ hands. Having worked for decades in facilities/maintenance, he understands how important it is to preserve every single job and searches for alternatives. He is quick to question Boeing numbers and proposals.

“I like meeting with our members, hearing their concerns and helping them find a more efficient way to do the work so

it stays here,” said Chris. “Our members have so many great ideas that are never given serious consideration. I’m excited to help bring those ideas forward in IAM alternative proposals. If there is a better way to do a job, our members will find it since they are the experts.”

Chris is currently a top leader of Local C serving as Recording Secretary since being elected in October 2014. He also serves as a District Council Delegate, Pierce County Labor Council Delegate and an officer on the Washington Machinists Council. Like Mark and Steve, Chris has been an outspoken leader in various contract negotiations and strikes. He is eager to be the front line in combatting potential offloads and welcomes the opportunity to represent the membership full time in his position.

“The Company’s goal is not always clear since often it is not about money, but simply a ‘strategic’ decision. That is why it is important to have our Work Transfer Reps who investigate each potential offload, talking to our members who perform the work and proposing viable alternatives to keep the work in-house,” said IAM District 751 President Jon Holden.



IAM Auburn Work Transfer Reps Chris Schorr (far left) and Dave Swan (center) listen to ideas from a member on how to more efficiently produce the 787 tailcone.

Everett IAM Work Transfer Reps		
Mike Hill	michael.c.hill2@boeing.com	425-876-9668
Steve Morrison	steven.p.morrison@boeing	425-309-1019
Renton/Seattle IAM Work Transfer Reps		
Jason Chan	jason.p.chan@boeing.com	425-965-5735
Bob Merritt	robert.j.merritt@boeing.com	425-965-5801
Auburn/Frederickson IAM Work Transfer Reps		
Chris Schorr	christopher.d.schorr@boeing.com	253-254-9256
Dave Swan	david.l.swan@boeing.com	206-304-7968

IAM Work Transfer Reps Fight Daily to Keep Work In-House

Continued from Page 1

The IAM Alternative Proposal cut the time needed to perform the job by more than 50 percent and also reduced the risk of injury by performing the installation in a better ergonomic way. By moving the installation back earlier in the build process, mechanics have the advantage of performing the installation in an unobstructed area.

After hearing the IAM Proposal, Boeing agreed the best decision was to keep the work in the hands of our members and accept the IAM alternative proposal.

“We serve as the watchdog and are constantly trying to get an accurate assessment and ensure Boeing’s proposal correctly captures potential costs, hours and impact on the production process,” said IAM Work Transfer Rep Mike Hill. “Many times it seems the Boeing Work Transfer folks are simply working to offload a package whether it is a good business case or not.”

Auburn: In Auburn, another potential offload was cancelled that would have affected 14 jobs after the union continued to ask questions and put pressure on the company to justify their reason for moving the work. The proposed offload involved the 737 MAX Heat Shield Frames and Skins, which Boeing proposed to co-produce elsewhere above a certain rate of build.

Our Work Transfer Reps immediately



L to R: IAM Work Transfer Reps Dave Swan and Chris Schorr talk with Johnny Davis, Scott Stueber and Steward Gary Perry about reconfiguring heat shield work to keep it in-house. A team effort with our Work Transfer Reps, members, engineering and management increased capacity and efficiency - cancelling a proposed offload that would have co-produced the heat shields elsewhere.

started asking questions and our members who work in the area insisted it wasn’t a capacity issue and they could do the work.

The Company asked the union for a waiver from the 180-day Work Transfer Process. The union said no and made further information requests to dig deeper. From there, the issue escalated to having our District President and a Business Rep visit the shop to see the work package and hear ideas our members have to more efficiently perform the work.

Our members continued to brainstorm how to increase capacity and efficiency, with different sequencing of the work,

moving smaller work to another area, using smaller dies and different presses.

After union leaders continued to ask questions, our members along with management, engineering and IE came together to discuss process improvements.

“Throughout this process, our members just kept saying we can do this work,” said 751-member Johnny Davis, who has worked as a lead for years in the heat shield area. “Initially, the company expressed concern if the work was offloaded they doubted the vendor could handle the work package so why pursue it? They claimed they wanted to co-produce because of

capacity, which would definitely drive up the cost. We knew we could do this work.”

“I knew we were having an impact when a second level manager I didn’t know saw me walking through the shop and made a point to say we are not going to move that work,” said IAM Work Transfer Rep Dave Swan. “By continuing to ask questions from the shop floor, from union work transfer reps and from union leadership, it drew additional attention to the work package. When our members working with management and engineering were able to double the capacity, there was no reason to go to the expense of co-producing it elsewhere, and they decided to keep the work here.”

“I applaud our members who continually spoke up and said we can do this work,” said District 751 President Jon Holden. “It was a good team effort with members offering suggestions to increase capacity, our Work Transfer Reps investigating the offload, our business reps asking questions and management and engineering working with our members to find a process to increase capacity to keep the work in-house. It was a win-win for everyone.”

These are just two examples demonstrating how our IAM Work Transfer Reps fight daily to keep work in the hands of our members, no matter how large or small the task.

Programs to Help Union Members with Home Ownership

For many of us, home ownership is a goal we share. Now, to help our members realize this dream, union members have access to an exclusive real estate benefit program.

Together with Union Home Services and the Union Advantage Program of Cherry Creek Mortgage, 751 members can now put real cash savings in their pocket and enjoy a smooth home buying or selling experience.

The Union Home Services and Cherry Creek/Union Advantage Program is led by lifelong union members, Roberta and Dave Cornelson, along with Cherry Creek's Jody Anderson and Jack "The Throwin' Samoan" Thompson. Together, they have decades of experience to help our union members, their children, parents and siblings achieve their homeownership dreams.

As a representative of this program, Jack Thompson's deep Northwest and union roots give him a unique understanding of our IAM 751 culture and community. Both of his parents were members of the Boeing

UNION
HOME
SERVICES.com

Machinist Union, and Jack's record setting career at Washington State University earned him the nickname "The Throwin' Samoan."

"I learned a lot about leadership and hard work by watching my dad serve as shop steward for his crew," Jack recalls.

Through the Union Home Services / Union Advantage benefit program, District 751 members and their families have access to these outstanding cash back benefits and more:

- Cash back rebate equal to 20% of your Union Home Services Realtors commission that is often worth thousands of dollars
- \$500 gift card on purchase loans or refinances
- A complimentary Passport Lifestyle membership featuring top discounts at more than 2,500 travel, product and service merchants
- A donation in your name of \$250 - \$1,000 to a qualifying charity of your choice

Union Home Services offers a national network of experienced real estate professionals to help you find a home that is right for you and guide you through the entire process. Cherry Creek Mortgage is an independent mortgage lender and offers a broad spectrum of products to meet the diverse needs of real people, including



Machinists at the Grand Lodge Convention last year learn about the new real estate benefits for union members.

CHERRY CREEK
MORTGAGE COMPANY

UNION
ADVANTAGE

BUILT WITH TRUST

offerings from popular agencies such as FHA and VA.

IAM 751 members are invited to take advantage of this helpful real estate benefit program. To get started, enroll at UnionHomeServices.com or call 877-779-0197. A representative of Union Home Services and/or a Union Advantage Mortgage loan officer will contact you within 48 hours.

We invite you to attend an informative, no cost real estate and mortgage seminar in your area. To learn more, contact us through UnionHomeServices.com or call 877-779-0197.

Your union, it's not just for work anymore. Now it's for home.



Cherry Creek's Jack "The Throwin' Samoan" Thompson takes a break from signing footballs for a WSU raffle to pose with Jody Anderson, Director of Cherry Creek's Union Advantage program.

Local C plans Hold 'Em tournament at Muckleshoot Casino

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

The lodge's next Guide Dogs of America Hold 'Em Tournament will be held on Saturday, May 20, at the Muckleshoot Casino in Auburn. Registration will start at 5 p.m., and the tournament will run from 6 to 11 p.m.

Registration will cost \$100 per player. There will be a \$3,500 payout to the top 10 players at the final table.

All proceeds from the tournament will go to Guide Dogs of America.

Fliers with details about the tournament are available at all Puget Sound union halls and on the website at www.iam751.org. Additional information is available from Neal Key at (206) 890-5485.

Entry forms are available in Auburn from Shari Boggs (253) 886-1802; in Everett from Mark Mason (360) 631-4412; in Frederickson from Neal Key (206) 890-5485; in Renton from Scott Daniels (206) 372-7078; and in Seattle from Dave Bridgman (206) 632-3658.



Just one of the many tables from the 2016 Local C tournament at the Muckleshoot Casino.

The Value of Our Union Is Not Always Obvious

Continued from Page 2

the charge for aerospace tax incentive accountability. While we support aerospace tax incentives, we believe the taxpayers of this state should get something in return for the \$8.7 billion – and that something should be good paying aerospace jobs. Unfortunately, since the legislation passed in November 2013, Boeing has shed more than 12,000 jobs from this state. These were not due to a downturn in the aerospace cycle, but conscious decisions to pick up and move work to other states and countries where they can collect additional tax incentives. Whether we succeed or not in gaining traction to pass these accountability measures, we continue to draw attention to the matter and have changed how state legislators look at tax incentives.

As Boeing announced involuntary layoffs this month for Machinists Union members, our union is working to ensure there is a broad safety net to assist any members in transitioning to other employment. While our contract provides \$3,000 a year in Education Assistance for laid-off members, there are many other resources we helped deliver for these members.

Trade Adjustment Assistance is an important part of the safety net for any

laid-off workers not just from Boeing, but also Triumph, Kimberly Clark and many other industries whether represented by a union or not. The Washington State Labor Council helps in these efforts to provide training, while receiving extended unemployment benefits for new careers in industries that need skilled workers now.

Our union has been pushing for the City of Seattle to put their contract for solid waste disposal out to bid since the current provider is a non-union landfill in Oregon. We believe our Machinists Union members working at the Roosevelt facility in Goldendale would be a better fit. Our 200+ Machinists members work in a model recycling facility that produces methane gas to power entire cities. If Seattle selected Roosevelt, it would meet the city's sustainability goals and support good-paying jobs in our state.

The fact is our state is a better place because of the work our union accomplishes. Our members have a higher standard of living and other workers in aerospace enjoy a higher standard because of our union. However, our work is never done as we continue with efforts that often go unnoticed because there is always a company, a representative or a law attacking the standards we fight so hard to create.

Fun to Spare at Bowling Tourney

Strike up a good time with food, fun, friends and prizes while raising money for the Machinists Non-Partisan Political League (MNPL).

Local F's annual Unity Bowl fundraiser will again be held at two locations, in Everett and Federal Way, on Sunday, April 23.

Five-person teams will bowl from 1 to 4 p.m. at Secoma Lanes, 34500 Pacific Highway S., in Federal Way, and Glacier Lanes, 9630 Evergreen Way in Everett.

"Two locations allows more people to participate closer to home," said Local F President Terri Myette.

Registration costs \$50 per person, which includes shoes, lunch and bowling fees, plus a chance at door prizes. Lane sponsorships are available for \$100. All money collected will go to MNPL, which is the political action arm of the Machinists Union.

For details on the Everett tournament at Glacier Lanes, call Mitchell Christian at (425) 308-6895 or Bill Langlois at (801-419-1442). For information on the Federal

Join Us for a Day of Fun
Sunday, April 23 from 1 to 4 p.m.

Two Locations:
Secoma Lanes, Federal Way
OR Glacier Lanes, Everett

Choose your location for a day
with fun to spare

Way tournament at Secoma Lanes, call Christine Fullerton at (253) 709-5786 or Jeremy Coty at (253) 350-1516.

There will be fun to spare...so sign up today!



At the 2016 tournament at the Federal Way location, Larry Jensen lines up his shot. Members can choose either Federal Way or Everett locations on April 23.

RETIREMENT NEWS

751 Retirement Club Meeting Minutes for March

The meeting was called to order on March 13 by President Jackie Boschok. She led the club in the flag salute and singing of God Bless America. John Guevarra led the prayer.

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

Minutes: The February meeting minutes were approved.

Executive Board Report: None

Financial Report: Tom Lux gave the report for the months of December, January and February. There was discussion about funding sources for the club. Tom said he is taking steps to ensure the club has enough funds. John Guevarra thanked Tom for all the time and effort he gives to make sure the finances are in order. The Financial Report was M/S/P.

Communications: none

Legislative Report: Tom Lux spoke about an attack by Congress on federal workers. They are targeting the very existence of federal employee unions. House Republicans have proposed bills H.R. 1293 and H.R. 1364. The laws would impose a penalty of reduced pension accrual on those who agree to

serve as employee representatives. Tom asked everyone to tell their representative to vote NO on H.R. 1364 and H.R. 1293 and tell them to protect federal workers' "Official Time."

Unfinished Business: Jackie Boschok reminded everyone that the club is celebrating its 60th anniversary this year. A committee has been formed to research a location for the August 14th retiree picnic. We expect more participants than usual and want a place large enough to accommodate everyone. We will report back at the April business meeting.

New Business: None

Health and Welfare: President Jackie Boschok read the following list of deceased members: Calvin Allen, Stafford Braud, Vincent Deslauriers, Wayne Hendrickson, JM Richardson, Ivelisse Rivera, Donald Soini, Leatha Stockwell, Robert Troyer, Leslie Armstrong, John Barkshadt, Jerry Bays, Steven Brucker, Donald Buckley, Gerald Drake, Gerald Flock, Jr., Richard Hewlett, John Mihelich, Charley M. Smith, Kenneth L. Smith, Larry Stefano, Paul B. Taylor, George F. Wilson, Roy M. Wilson, Paul Wong, Robert Woo, Antonio Fernandez, Richard Gobon, Gene Hanson, Richard F. Rodriguez, Betty Wood. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Good & Welfare: Tom Lux said an educational meeting has been in the planning stages to discuss Social Security and



Celebrating birthdays in March L to R: Ann Rose, Vera Doss, Rick Rivera, T.J. Seibert, Chuck Chalfant and Darrell Wallis.

Medicare, but he asked the club if they would still like a meeting about that or would prefer to hear about current events in Washington, DC. The choice was current events. Tom said he would plan for that topic and look at May 15 or 22 to hold the event.

John Guevarra asked how do we talk to others who have different political beliefs than our own? Larry Wade said sometimes friends who support different parties just have to agree to disagree.

Jackie Boschok said our state has two organizations: Social Security Works and Health Care is a Human Right Association that are putting together information as to how Republican goals hurt constituents in Republican districts.

Presidents Report: Jackie said the club had received positive feedback following last month's special recognition of members with 50 or more years of service. As a result, the decision was

made to continue doing this again next year. She said the club recognizes how valuable and special the presentation was and thanked District President Jon Holden and District Secretary-Treasurer Susan Palmer for their part in making it happen.

Jackie mentioned several union activities taking place this month and in the months ahead including a peanut butter drive and diaper drive and several fundraising events for Guide Dogs of America and MNPL. Flyers are available for all events.

March Birthdays: Vera Doss, Ann Rose, Rick Rivera, T.J. Seibert, Chuck Chalfant and Darrell Wallis celebrated their birthdays. No anniversaries: The club sang Happy Birthday to them.

The Fred Meyer gift card was won by Vera Doss.

Meeting was adjourned at 11:54 a.m.

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		



Retirees met with Congresswoman Pramila Jayapal to discuss her support of senior issues. L to R: T. J. Seibert, Carl Schwartz, Lucia Raum, Representative Pramila Jayapal, Jim Hutchins, Jackie Boschok, Ron McGaha and Mike Keller.

Rep. Jayapal Expressed Support for Senior Issues

by Carl Schwartz, Retirement Club

On Wednesday February 22, our Retirement Club Legislative Committee met with Representative Pramila Jayapal of Seattle.

In the meeting, we discussed a number of issues with her. She was straightforward and supportive.

She indicated her support with us on such issues as raising or eliminating the "cap" on Social Security taxes, on improving the cost of living factor for seniors, supporting full staffing of Social Security offices, and not raising the qualifying age.

The group also discussed the various attacks on our Medicare program. Representative Jayapal agreed we do

NOT want some type of voucher or privatization of Medicare. She also pledged to support efforts to lower drug prices.

We were happy with her responses and thanked her for taking the time to meet with us. We look forward to a good working relationship with her.

Retirement Club members participating were: Retirement Club President Jackie Boschok, Carl Schwartz, T J Seibert, Lucia Raum, Jim Hutchins, Mike Keller, and Ron McGaha. Thanks also to District 751 Political Director Larry Brown for arranging the meeting, as well as District 751 President Jon Holden who took a few minutes to meet with Representative Jayapal.

RETIREES

Congratulations to the following who retired with the Union:

Steven Akers	Donald Cravens Jr	Lloyd Hartsock III	Donna Ralph
Karen Allen	Noel Crawford	Jerome Heller	Willard Schleining
Carl Bailey Sr	Wayne Ferrel	Dale Johnson	Robert Sheppard
David Barnes	John Fleming	Larry Johnson	Richard Simms
Martin Bauer	Heidi Ford	Alan Jorgensen	Clifford Standfill
Terry Bearwood	James Ford	Annette Kilwine	William Sutter
Jeffrey Bement	Claire Francis	Robert Leming	Jerome Torrey
David Bennett	Donald Fry	Rick Loya	Santos Tutaan Jr
Keith Bertilson	Pamela Glover	Douglas Mangiamelli	Kurt Wang
Henry Bosley	David Goetsch	Elwin Matsumoto	Ralph Warren Jr
William Brown	Larry Goodnight	Clarence McReynolds	Robert Williams
Michael Byrne	Steven Grochowsky	Hung Nguyen	Michael Witt
Bart Clauson	Lyle Guthmiller	Roy Orr	Richard Woodhouse
Emett Clough	John Hamil	Darrell Peterson	Gary Wright
Ricky Conzelman	Lewis Hammersberg	Bogdan Pietryga	Ronnie Young
Richard Craig	Dennis Harris	Gary Quayle	

Seniors Voice Concerns to Legislators in Olympia

A delegation of 751 Retirees recently traveled to Olympia to take part in Senior Lobby Day and ensure our voices were heard.

Among those going to the state capitol to talk to legislators: T.J. Seibert, Helen Lowe, Tom and Pam Lux, Jim Hutchins, John and Helen Mah.

Retirees met with various legislators urging them to oppose cuts to programs that provide vital services to seniors, children and low and moderate income families. About 320 seniors took part in the day of action.



L to R: 751 retirees T.J. Seibert, Helen Lowe and Tom Lux smile after talking issues with Representative Nicole Mackri. 751 retirees visited various legislators on senior lobby day carrying our message throughout Olympia.

FREE WANT ADS FOR MEMBERS ONLY

BOATS

WINTER SALE – 19' Bell Boy 302 inboard/outboard. Needs two new intake manifolds. Nice trailer. \$1,500 OBO 425-255-2992

COTTAGE INDUSTRIES

LEARN TO FLY! Eligible QTTP/IAM members are entitled to \$3,000/year for flight training. Get started today.. Call Ken for details: 425-870-1098 or email: kenheine@icloud.com

CATERING: Retired Shop Steward now catering your events at the Long Beach Peninsula area this summer. Weddings, family reunions, union retirees picnics, etc. Call 360-642-2205 for info. Reasonable.

DLP LAWN SERVICE. It's that time of year again. Time to start thinking about all that landscaping and maintaining to do to your yard. Let me worry about all that. Give me a call DLP Lawn Service. Maple Valley, Covington, Kent Auburn, Black Diamond. Lee 206-484-9746

FOR GOOD VAN MOUNTED CARPET CLEANING in South Puget Sound area please call or text 253-535-2433. Licensed, bonded and insured.

READY FOR A NEW CAREER AFTER RETIREMENT? Unable to advance in current job? Get your FCC commercial radio licenses. GROL, Radar, GMDSS, military MOS + marine. Call Mark at 513-604-4054

HOME & RV MATTRESS CENTER – home, RV, special size mattresses. Aero Mechanic's discount. Call 425-640-7891 or hrvmc.com

BUY - SELL – CLOSE. Call your real estate professional Von Provo is available to help you buy or sell. Call at 425-359-0165 or email at von@skylineproperties.com

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

You want the best NATURAL NUTRITIONAL SUPPLEMENTATION you can get. No competitor has a more trusted name in the industry than Shaklee. Call Joe at 206-819-7924

ELECTRONICS & ENTERTAINMENT

MSI LAPTOP COMPUTER 10" \$100. Completely refurbished, Windows 10 operating system. Mouse included. Replaced for table and touch screen, otherwise would keep. Smb39@comcast.net

FURNITURE & APPLIANCES

CONVERTIBLE CRIB with mattress: crib, day bed or twin headboard. Used once. Blonde in color. All for \$100. 00 or best offer. Auburn 253-833-7772

LABOR HISTORY HAPPENINGS

- April 4 – Martin Luther King Jr. assassinated – 1968
- April 5 – Carpenters 1148 – 1917
- April 15 – Seattle Cigar Makers Local 188 – 1887
- April 20 – Ludlow Massacre – 1914
- April 27 – Seattle Postal Workers Union – 1908
- April 28 – Worker's Memorial Day OSHA - 1971

Information taken from the PNLHA Labor History Calendar



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 April 14th

EUREKA HOUSEHOLD UPRIGHT VACUUM. 4 years old, seldom used, uses disposable bags. \$85.00 253-874-2210

REC VEHICLES

1999 HOLIDAY RAMBLER Endeavor batteries. 3 years old. Diesel Cummins 275 HP 92K miles. Great condition. 2 HD TV's, Satellite Dish, heated tile floors. \$37,950. Call 425-563-8893

HEAVY DUTY HITCH for truck to pull a 5th wheel. Maple Valley 425-432-9741

HOUSING

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaalicoove.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

\$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

FOR RENT: 2 bedroom Condo. Peterson's waterfront resort Lake Chelan timeshare, week 24, unit 221 June 16-22, 2017. \$395/night. All or part. 509-682-4002

MISCELLANEOUS

GARRETT GRAND MASTER TREASURE HUNTER CXIII metal detector with 2 deep seeking cross fire coils, 2 head sets and hand tools - \$250.00 call 425-353-0153

25' DOVE TAIL GOOSENECK FLATBED TRAILER with ramp. 1400 lb. axel \$5,500.00 call 360-907-7010 Goldendale, WA

COPPER COIL TYPE L 3/4" – 60' \$100. 12" x 48" glass shelves \$4.00 a piece. 206-363-6596

CATERING: Retired Shop Steward now catering your events at the Long Beach Peninsula area this summer. Weddings, family reunions, union retirees picnics, etc. Call 360-642-2205 for info. Reasonable.

DLP LAWN SERVICE. It's that time of year again. Time to start thinking about all that landscaping and maintaining to do to your yard. Let me worry about all that. Give me a call DLP Lawn Service. Maple Valley, Covington, Kent Auburn, Black Diamond. Lee 206-484-9746

RETIREES 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

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

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

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

SPORTING GOODS

STEVANS MODEL 325b in 30-30 comes with reloading dies and a bunch of brass. \$300. Rifle can be sold separate of brass and dies. 425-232-2800

KAYAK – LIKE NEW, Equinox 10.4 Xtreme with paddle. Multi channel hull, two storage hatches, comfort seat, carry handles. \$175.00 Call after 2 p.m. or leave message. 425-322-4263

WANTED: MAGAZINES for ROCK ISLAND M 1911A 380 pistol, known as Baby Rock 380. 425-359-0153

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

VEHICLES

1957 CHEVROLET BELAIR 2 door HT, frame off restoration. Built 350, 700R4 Trans, red with gray leather interior. 6,943 miles. \$33,000 call 206-243-6723

BLACK CHEVROLET CORVETTE automatic L-48 interior needs a little work, runs great, new battery and good rubber. \$9,950 OBO 253-217-6920

2007 HD WIDE GLIDE 96 C.I. with Vance + Hines pipes, Mustang seats w/backrests. Many extra bags, parts. My lower back is toast, must sell. \$9,000. Arlington area. 425-876-1365

1970 El Camino SS 454, 1957 Chev 2 door hard top, 1956 T-Bird, 1931 Buick Roadster w/rumble seat & 6 wire wheels, 1923 MDL. 'T' Roadster PU, J.D. Garden Tractor/w/loader/tiller, etc. 425-773-1975

1997 FORD 350 SUPER CAB diesel truck. 45" tall Raven canopy, matching truck color, bed liner, new tires, camper kit, airbag suspension, one owner, non-smoker, perfect condition, must see and drive. \$12,000. 360-652-3650

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|----------------------------|-----------------------------|-------------------------|
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The following information must be filled in for your ad to appear:

Name _____ Clock Number _____

Address _____ Shop Number _____

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is April 14th!

Honoring Leaders for a Job Well Done

Recently, several past Local Lodge leaders were honored for their leadership at their respective Local Lodge meetings.

Below: Local A President Jason Chan (l) and Local A Recording Secretary John Kussy (r) presented past Local A President Lester Mullen with a plaque thanking him for being a leader, mentor and friend.



Above: Local F President Terri Myette (far left) presented past Local F President Robley Evans with an appreciation plaque while Local F Recording Secretary Jeremy Coty (far right) presented a plaque to past Local F Recording Secretary Christine Fullerton thanking each of them for their leadership and dedication to the members.

FINANCIAL \$ENSE: Claiming Social Security: What's Right for You?

Social Security is an important cornerstone of many retirement income plans. Yet, most Americans aren't aware of the variety of benefit options and claiming strategies to consider – beyond deciding at what age to begin collecting benefits. This is especially true if you are married, have been divorced or widowed. Because Social Security benefits can account for a significant percentage of your income in retirement, it's important to educate yourself and evaluate your options before you begin taking your benefits. The difference in various options can amount to tens of thousands of dollars over the course of your lifetime. And, once you've made your decision, in most cases it is irreversible.

The first thing to consider is whether you want to begin taking benefits early – as early as age 62 - before your "full retirement age" (FRA). FRA is based on the year you were born and is 66 or 67 for most of today's retirees. You will receive a higher monthly benefit for each month you delay collecting benefits until age 70. The amount you receive when you first retire sets the base for the amount you will receive for the rest of your life.

Year of birth	Full retirement age (FRA)
1943 – 1954	66
1955	66 + 2 months
1956	66 + 4 months
1957	66 + 6 months
1958	66 + 8 months
1959	66 + 10 months
1960 or later	67

Source: Social Security Administration (www.ssa.gov)

When considering at what age you want to begin receiving Social Security benefits, you should remember that your retirement may last longer than you think. The average life expectancy for a 65 year old man today is 84 and for a woman 87. This can mean spending 20-30 years in retirement. Social Security benefits, which last as long as you live, can help supplement your personal retirement savings. Everyone's circumstances are different so you will want to weigh your health and personal circumstances carefully before making any benefit claiming decisions.

Choosing when to begin receiving benefits is just one factor in your decision making process. You also need to be aware of strategies that may help you maximize your Social Security benefits like the "spousal benefit", which applies to current spouses, widowed spouses and

ex-spouses.

As a spouse, you can claim Social Security benefits based on your own earnings record. Alternatively, you can collect a spousal benefit that will provide you up to 50% of the amount of your spouse's Social Security benefit as calculated at their FRA, depending on when you claim. Note, you cannot collect a spousal benefit until your spouse files for their own benefit.

If you are a widow or widower you can collect a survivor's benefit as early as age 60. Once you and your spouse are receiving Social Security benefits, upon the death of your spouse, you will continue to receive the larger of your benefit, or your spouse's, but not both. Planning for survivorship benefits remains an important consideration for couples who have a significant disparity in ages or health circumstances that may impact life expectancy.

If you are divorced, you may be eligible to receive Social Security benefits based on your ex-spouse's work record. However, at most, your benefit will be 50% of what your ex-spouse would receive at their full retirement age, if this amount is larger than what you could receive based on your own work record. Other factors that determine your eligibility to collect on an ex-spouse's record include your ages, how long you were married and your current marital status.

As you can see, there are a number of factors to consider before you begin claiming your Social Security benefits. Because retirement can last longer than you think, the impact of when and how

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you choose to take your Social Security benefits can be significant. There are many online Social Security calculators that can provide you with a quick view of different scenarios. However it's important to understand your full retirement plan when considering what Social Security option is best for you. If you prefer some assistance, many professional financial advisors have access to calculators and other planning tools. Regardless of which route you prefer, you worked hard and paid into the program for decades, so why not try to make the most of your benefits?

Proudly Serving the I.A.M.A.W. for over 25 years

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

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Officers Accept the Oath of Office

L to R: Local C Audit Gary Naple and Local C Trustee Jonathan Tran accept the oath of office from Business Rep John Lopez.



Photo right: Local 1123 Council Delegate PeeWee Wallace repeats the oath of office to District President Jon Holden.



Above: Local A President Jason Chan (l) accepts the oath of office from Health & Benefits Rep Lester Mullen.

Below: Joint Programs Administrator Jason Redrup (r) administers the oath of office to Local A Vice President Paul Schubert (l).



Above L to R: Local E Alternate Delegate Linda Ramos, Local 1951 Alternate Delegate Mark Shear, and Local A Alternate Delegate Matt Hardy repeat the oath of office from District 751 President Jon Holden.



Photo left: (L to R) Retiree Ron Bradley administers the oath of office to Local E Officers Guerdon Ellis (President), Bruce McFarland (Vice President), Lee Verfaillie (Secretary-Treasurer), and Linda Ramos (Conductor-Sentinel)



Below L to R: District President Jon Holden administers the oath of office to Local C Council Alternates John Coolidge and Chad Baker.

EASTERN WASHINGTON

Union Delivers \$3,000 to Correct Pay Issue for Member at Hanford

Union members at the Hanford site recognize the value of union membership – especially since most members will be employed by various contractors at the site during their career. Like every union contract, documentation is key in battling management on any issues.

Thanks to documentation and assistance from our union, Local 1951 member Jose Saenz received more than \$3,000 in back pay to correct a pay situation. Credit goes to Chris Powers, who is now a staff assistant but was a chief steward at the time. Chris understood the pay structure between the various contractors at Hanford and presented the documentation to resolve the problem.

HAMTC represented employees who have accumulated seniority with any of the onsite Hanford contractors continue to accumulate and retain seniority when they change contractors per the various union contracts.

The problem arose when a member moved from one contractor to another. New hires to the site have a six-month probation, which includes lower pay; however, this member had 8 years on site. He was working for one contractor and heard rumors of layoffs so he volunteered to move to a new position with a different contractor. Because he wasn't forced through layoff (which would simply be a transfer), he had to quit his mechanic job



Jose Saenz (l) thanks IAM Staff Assistant Chris Powers for help in getting more than \$3,000 in back pay to resolve a pay issue after he went to work for another contractor at the Hanford site.

and apply for the millwright job at another contractor. He had the skills and ability to perform the millwright job so he applied and was hired – all is spelled out in contract language.

As a chief steward, Chris would periodically check if members had any questions about their union contract. Jose noted he had completed his six-month probation and was not getting full pay.

Chris responded he should not have been on probation or a lower pay scale. Jose had a copy of the hiring paperwork, which noted he was a journeyman millwright – meaning full scale with no mention of lessor pay.

“I told Labor Relations, Jose is not a new hire, because he had 8 years of prior service on the Hanford site. That is spelled out in the contract,” said Chris. “I insisted he be paid full scale back to his hire date per the contract. After arguing a bit and taking a couple days to review the paperwork and contract language, they agreed to pay him the back pay for his entire time on the payroll including overtime which amounted to more than \$3,000.”

“It was great to have the union to ensure I received the proper pay,” said Jose. “Without a union contract, I would simply have to accept what they paid me. The union contract makes sure if we change contractors, we don't have to start over again with pay.”



Serenity Marek presented a Machinists Union history project at the March lodge meeting.

History Lesson for Local 86 Members

Members of Local 86 received a history lesson on the Machinists Union at the March local lodge meeting courtesy of Serenity Marek.

This passionate fifth-grader was challenged to come up with a topic to present in front of her school for history day on the theme of “taking a stand.” When her dad suggested the Machinists Union, she immediately agreed – recognizing the huge impact unions have made on the middle class and how very little is ever reported on the topic.

She contacted Business Rep Steve Warren for materials, and he was able to loan her books and other information. She spent many hours researching our history, writing papers and building display boards to tell our story.

However, she didn't simply create a PowerPoint, but put together a much more interactive report. She had display boards depicting major events in our history. Serenity literally wore different hats for each segment of our story – playing the role of the daughter of a railroad shop manager caught between the union and the rich. This made the presentation more interesting and memorable. Her re-enactment brought our history to life and made each one attending smile at the incredible presentation.

She made a 30-minute presentation to her entire school and helped her fellow students learn the important role unions have played in our nation's history – a topic not typically taught in the classroom and left out of the history books.

Serenity decided to share her work with those attending the Local 86 union meeting and shortened her presentation to 15 minutes.

Her father, Local 86 Union Steward Joe Marek, is also passionate about unions. He was one of the members who originally helped win union representation at Durham School Service nine years ago. Since then he has continually served as a Union Steward to ensure the members working there have a voice and has also been a part of the negotiating committee during contract talks.

“Serenity did a fantastic job presenting our history,” said Steve Warren. “Her section about boomers and how we organized from John Talbot in the railroad pit will be remembered by everyone at the meeting. She articulated our history very well, and it was evident she had put a lot of time and effort into the presentation.”

Serenity had hoped to take her history project to state finals, but because she wasn't in sixth grade – her presentation was ineligible. Serenity and her grandma are now working to transform her presentation into a diary book that can be shared with others. You can view a video of her presentation on the IAM Eastern Washington Facebook page.



Eastern Washington Business Rep Steve Warren presents Serenity Marek with a Machinists gift item to thank her for her educational history lesson about our union.



Members at Grand Coulee discuss issues to be addressed while Glen Bennehoff captures the issues on the white board.

Grand Coulee Members Discuss Issues Before Renewing 4-Year Contract

The March Local 1123 monthly meeting generated lots of good membership interaction and a forum to present and discuss issues for those working at Grand Coulee Dam.

Conductor-Sentinel Glen Bennehoff helped lead the discussion at the meeting, which focused on a variety of concerns and issues needing to be reviewed at the next Columbia Basin Trades Council Joint Cooperative Committee. Topics members brought forward included up-code list for Foreman1, BPA bonus update, critical/emergency hires for laborers and possible rollover of the upcoming contract.

Getting input from members at the meeting was great timing since the Columbia Basin Trades Council was meeting in Kennewick the next week to prepare for upcoming negotiations and explore the possibility of rolling over the current contract.

The Council meeting was productive and resulted in an agreement to rollover the current contract.

“I was glad we were able to sit down and talk with Bureau representatives and reach an agreement to rollover the current contract,” said Machinist Keith Faul, who serves on the Columbia Basin Trades

Council along with reps from the IBEW, Ironworkers and Laborers. “We also agreed our quarterly Joint Cooperative Committee meetings provide us an avenue to take care of new issues as they arise, and we still have the contractual grievance process if we need it.”

Keep in mind that as federal government employees the health care and pension benefits are set. Our contract is one of the few that has an exemption to negotiate wages. The wage increases for our members at Grand Coulee are determined by the weighted average increase that eight other public and private utilities like Seattle City Light receive. Using this pay formula has been beneficial for our members and delivered a 2.5 percent wage increase this year. Rolling over the contract will ensure these members continue to receive the weighted average of raises that the eight other utilities receive.

These 77 members are responsible for ensuring the massive Grand Coulee Dam that stretches nearly a mile across is running efficiently. Our members maintain the huge generators, turbines, compressors, gates and other equipment that provide electrical power to not only Washington State, but residents throughout 10 other western states as well.



Meeting to discuss rollover of the contract for Grand Coulee L to R: IAM Business Rep Steve Warren, Brian Gray (IBEW), David Cartwright (IBW), Keith Faul (IAM), HR Ken Peterson, Labor Relations Kip Stover, Doug Pugh.