

Fact: It Pays to be Union

It pays to be Union is more than a slogan. Union membership translates into more pay and benefits according to data from the Bureau of Labor Statistics.

As the Bureau of Labor Statistics released its annual survey of employee benefits in July, more and more workers in America are struggling to simply get by. The best option to improve their situation is very simple: have working people stand together, or in other words, join a union.

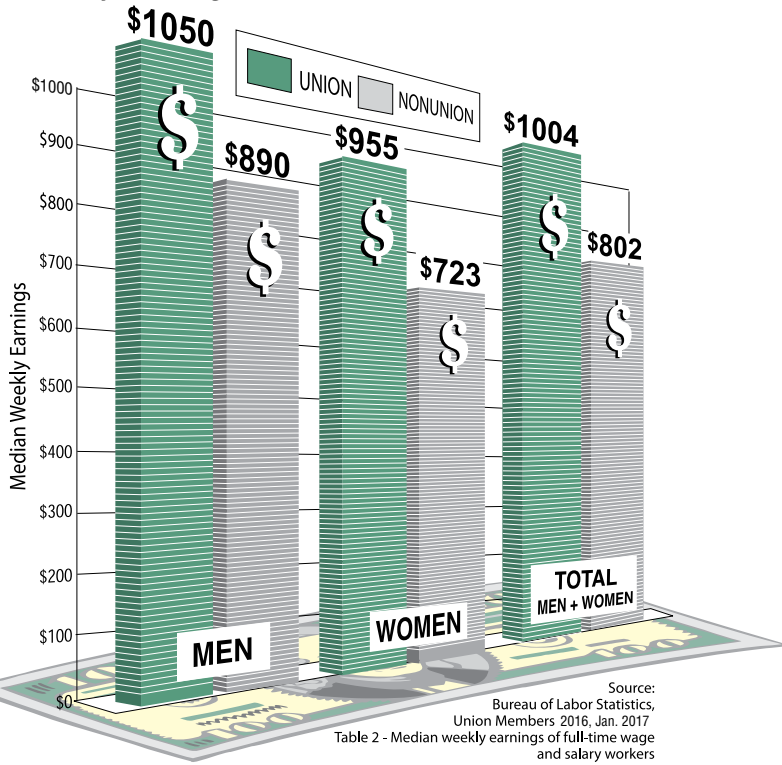
The new survey showed besides more pay, union workers are far more likely to have employer-provided health care and other benefits than their non-union counterparts. Across the board the information verified that Union members get more...pay, benefits, vacation, sick leave, paid holidays and life insurance.

In 2016, Union members earned on average 25 percent higher wages than their non-union counterparts, according to data from the Bureau of Labor Statistics.

The same report also showed that union membership in Washington State grew again in 2016, and is up by nearly 8 percent in the past year.

“This shows we’ve got more people able to exercise rights provided under the law only because they are union. Union members earn more money, which means
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Weekly Earnings, Union vs. Nonunion



Snohomish County Contract Brings Job Security in Goldendale

Politics matter. Just ask the more than 150 Machinists Union Members who work for Republic Services in Goldendale.

Thanks in part to our Union’s political efforts, the Snohomish County Council voted 5-0 on July 26 to award Republic Services the 10-year contract (with two optional five-year extensions) to provide solid waste disposal for Snohomish County at their Goldendale facility. Special thanks to Snohomish County Council Chair Brian Sullivan for his leadership in ensuring this work remains in the hand our members.



Sullivan

These union jobs are important in Goldendale because Republic is one of the counties largest private employers and it pays family-wages with good benefits – making the jobs critical to the local economy.

Our members at Republic were excited to hear the news that gives them added job security.

“This is a huge contract for our site and will mean added job security for years into the future,” said Rick Porter, who is one of our Union Stewards at Republic. “It was great to have our union pushing on the legislative front to ensure our site was selected. We have worked hard to implement innovations to make us the best choice.”

The decision came down to two giants in the industry;
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Stewards Ensure Pay Is Corrected

Teamwork of two Union Stewards, ensured one of our members received proper compensation for the past two years. Her back pay amounted to nearly \$2,500.

Union Stewards Lem Charleston and Mike Molsee teamed up to ensure this member’s pay was corrected. They stuck with the issue until all compensation was received. The timing of the back pay was especially appreciated since it came as the member was getting medically laid-off.

The issue arose after our member had an injury, which resulted in restrictions that prevented her from returning to her grade 3 sealer job. Her manager made arrangements for her to work as a mechanic on the feeder line to accommodate her injury. Our member appreciated the accommodation. The mechanic job was a grade 4 position, which was an upgrade. She continued in the mechanic job for a little over two years, through two different managers, but received only the grade 3 sealer pay.

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Business Rep Greg Campos (center) thanks Stewards Lem Charleston and Mike Molsee for ensuring a member received more than \$2,500 in back pay.

Union Challenges Blanket Denial of Vacation so Members Can Take Their Time

Thanks to swift action from our Union, 751 members working in the Seattle and Renton Paint Hangars will continue to enjoy their hard-earned vacation in July and August.

Members appreciated the quick response from Business Rep Dena Bartman in getting the matter corrected so the contract was followed and no one missed out on their potential vacation.

The problem arose when management held crew meetings on June 27 for all shifts and announced no vacation would be approved in the months of July and August. They noted the only exception would be vacation that was already pre-approved.

Union Stewards in these meetings objected to this arbitrary decision that clearly violates Article 8.4 of our contract. Yet their protests in the meetings fell on deaf ears. Stewards then called their Business Rep to elevate the issue to a higher level.

Dena called the superintendent, explained the managers’ message was a direct violation of Article 8.4

of our contract. Within the hour, the superintendent was working to address the issue and giving his managers a new communication for crew meetings regarding vacation.

“There were a lot of happy people to hear they could still take vacation during the summer,” said Union Steward Nathan Hatch. “After Dena got involved, we received an email that it was a miscommunication and



Steward Nathan Hatch (l) and Business Rep Dena Bartman (r) teamed up to ensure Jean Jackson-Gault was allowed to take her vacation after it was initially denied.

vacations would still be approved in July and August based on production needs, which has always been the policy.”

751-member Jean Jackson-Gault was one of the members who had her vacation request denied initially even though there was no one else scheduled for or asking for vacation the days she requested off.

“I have been at Boeing 30 years and never had my vacation request rejected outright. I have been denied a day here or there, but that was because others were already taking the time off,” said Jean. “I was happy

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A Great Resource

Career Advisor goes the extra mile to find member a job closer to home **4**



Active Advocate

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REPORT FROM THE PRESIDENT

Unions Are Good for America and All Workers

BY JON HOLDEN,
District 751 President

The stock market is soaring. Corporate profits are at an all-time high. These are the headlines we see telling us that business is good for Corporate America.

But that is not reality for far too many working families today. In fact, millions of Americans are struggling to survive – wondering what happened to the American dream of working hard to gain a middle-class lifestyle that allows them to buy a home, contribute money for their children's education and save for their retirement years.

While numbers show that unemployment in June hit 4.3 percent – the lowest since early 2001 – these same government reports also state that wages for workers continues to lag.

The reality is that today's economy is out of balance with nearly all the economic gains going to the top. The only way workers can change that is to join a union and stand together to improve their wages, benefits and gain rights on the job. Who wouldn't want rights on the job?

When union membership was at its peak in the 1950s, so was the share of national income going to the middle class. Keep in mind the great American middle class didn't just happen. It was built brick



by brick, by the hard work of our parents, our grandparents and the unions that represented them, which created the 40-hour workweek, paid time off and good American wages.

All Americans should be concerned whether union membership is increasing or decreasing. Because facts conclusively show that strong unions are the path to building a strong America and increasing the middle class – confirming the saying it pays to be union.

Records show as the percentage of union membership in the U.S. declined; the middle class has proportionately diminished as well. And with this reduction in union density, the economic imbalance escalates with the richest Americans gaining wealth exponentially.

With the growing income inequality in America, you would assume more workers would choose union representation, but when that happens corporations use every dirty trick to intimidate, coerce and illegally fire those who stand up for a better life for themselves and their co-workers.

While union membership in Washington State increased slightly in 2016, that wasn't the case across America which saw a .4 percent decline. Nationwide union density dropped to 10.7 percent in 2017.

Despite dwindling union numbers and a relentless attack on workers, the evidence is clear: Unions are good for America. Unions built the middle class with workers standing together to bargain with their bosses for better pay, safer working conditions and rights on the job. When workers stand together, we have power. And that power makes the American Dream more possible for everyone.

In July, the Department of Labor, Bureau of Labor Statistics, published their annual report on employee benefits, which again confirms unions help working people succeed in securing better benefits, higher quality health care, and more paid time off. A separate study presents additional facts that union workers earn higher wages – 25 percent more on average.

Armed with these facts, we can all help other workers gain the power that union membership brings with better wages and benefits. But just as valuable is gaining a voice on the job and the right to challenge unjust discipline, safety concerns, or changes in your working conditions.

Workers have the power to change this income inequality in America; they just have to be willing to stand together. Solidarity is a powerful tool. As the saying goes, the power of the people is stronger than the people in power, but only if you

choose to exercise your power.

Unions are good for the economy. They bring benefits far beyond their membership to surrounding non-union employees and the communities they live in. A union contract is the best tool for achieving justice for ALL working people, but with 90 percent of Americans not represented by a union that means we have a lot of educating to do. That education starts with each of us spreading the news because your voice can only be silenced if you choose to.

Special Editorial to the Seattle Times: While Boeing Corporate Touts Profits, Workforce Shrinks

Boeing's executives in Chicago seem to have forgotten that their most powerful competitive advantage has been – and continues to be – its workforce here at home

BY Robert Martinez, Jr.
IAM & AW International President
Special to the Times

Boeing executives are gushing over the company's stock, up a whopping 58 percent over the last 12 months. Washington State's homegrown aerospace giant left the Paris Air Show with 571 orders worth \$75 billion. Its chief competitor, Airbus, had 336.

A fourth of Boeing's air show orders were for the 737 MAX 10, built by Boeing Machinists right here in the Puget Sound. After a successful launch in Paris, Boeing's top marketing officer said the newest 737 derivative was "clearly the star of the show." Boeing already has more than 300 orders for the 777X, still three years from rolling off the production line.

The company is enjoying simultaneously robust outlooks in both commercial and defense. That's what makes Boeing's recent job cuts, its deepest in more than a decade, even more upsetting.

When a company is thriving, it's often taken for granted that the employees who make it possible are sharing in the success. That's the way it used to be for generations of Boeing Machinist families. It made for a good living for hundreds of thousands of people, who spent their hard-earned dollars in the Seattle area.

The success-sharing model also made Boeing the most innovative and productive aerospace company the world



has ever seen. Its dedicated and skilled workforce, who for a century have tackled every challenge in front of them, continue to make the industry's most advanced—

and profitable—aircraft. In 2016, Boeing reported a second quarter net profit of \$1.8 billion.

But at a time when many North American companies are bringing work home, Boeing is doing the opposite. Thus far in 2017, the company has shed more than 6,000 jobs, some 4 percent of its workforce, most of them in Washington State. Over the past four years, Boeing has reduced its Seattle-area workforce by more than 20,000.

Boeing's pursuit of short-term profit for stockholders and executives is not only repulsive; it threatens the long-term viability of the entire North American aerospace industry. The Machinists Union has been sounding the alarm about this for decades. Lawmakers in Olympia should take the advice of more than 30,000 Machinists Union District 751 members at Boeing who for years have advocated for common sense legislation tying the company's eligibility for taxpayer dollars to the number of people the company employs in Washington State. Working families in the Puget Sound need this protection now.

Boeing will soon open a 737 finishing center in China and a Boeing titanium plant will begin operations in Russia next summer. Many of the parts and components for the 737 and 787 are already produced overseas, including wings for the 787.

When our work leaves, so does our

research and development superiority. China's first modern large jet, the C919, made by the state-owned aerospace manufacturer COMAC, celebrated its maiden flight this year. It's a matter of when, not if, China begins challenging Boeing for jet orders. If Boeing thinks Europe gives Airbus an unfair advantage now, just wait until the Chinese government puts its full attention toward making itself the world's leading aerospace manufacturer.

Boeing helped create the global competition the company most often blames for layoffs. Its executives in Chicago seem to have forgotten that their most powerful competitive advantage always has been—and continues to be—its workforce here at home. The skill, knowledge and ideas of Boeing Machinists are critical in an industry that demands constant innovation now more than ever.

Foreign competitors took note of our success, and now they're doubling down on recruiting and training the next generation of aerospace workers to challenge Boeing's dominance. They've seen how aerospace manufacturing brings investment on a larger scale than almost any other industry. It means good jobs, stronger communities and a better life for working people.

If North American manufacturing is to make a comeback, we must preserve and grow skilled, good-paying aerospace jobs. We can start by demanding that Boeing, which will receive \$8.7 billion from Washington State taxpayers, bring our jobs home.

NOTE: IAM International President Robert Martinez, Jr. submitted this Op-Ed to the Seattle Times following Boeing's earning call on July 26. We are reprinting it to ensure more members see our message.

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POLITICAL ACTION

Resist, Persist, Prevail is Message at State Convention

BY DAVID GROVES,
Washington State Labor Council

This year's Washington State Labor Council, AFL-CIO convention took place amid threats to take away health coverage for millions, the specter of national "right-to-work" legislation to weaken unions, and budget proposals to cut Medicaid, Medicare and Social Security.

But the mood was inspired, even jubilant at times, as union delegates from across Washington state gathered in Vancouver to talk about efforts to resist that Corporate agenda while persisting with progressive efforts to improve the lives of working families.

"Have we been here before? Has it ever been easy to be in the labor movement?" asked AFL-CIO Secretary-Treasurer Liz Shuler in her keynote address. "Now is the time to remember why we are in the labor movement for the first place. It's because we care about people. People we love. People we will never meet."

She rattled off a list of successes

here in Washington state, including the recent passage of "the most generous paid family leave law in the country" and last fall's labor-led Initiative 1433 that is raising the state minimum wage to \$13.50 and allowing all workers to earn paid sick leave.

WSLC President Jeff Johnson talked about months of activism and organizing to defeat GOP efforts to repeal the Affordable Care Act. During the convention, two more Republican senators announced they were opposed to the latest version of healthcare that would cost millions their health coverage and dramatically drive up costs for people with pre-existing conditions.



751 Legislative Director Larry Brown speaks in favor of a resolution on community and technical colleges.

"It's encouraging to see that more and more people are seeing that health care is a human right," Johnson said, "I find great optimism in this time of resistance."

Governor Jay Inslee told convention delegates that he was "proud of our state that respects the right of people to join together in collective bargaining," which has



751 delegates joined union members from across the state at the Washington State Labor Council convention to establish policy, programs for action, and a strategy to build solidarity and strength for the future.

helped make Washington the fifth most unionized state in the nation. And lest anyone believe the right-wing talking points that unions are bad for business, Inslee pointed out that CNBC just declared Washington the best state in the nation to do business.

"This (union) organizing fundamentally agrees that the best thing for economic growth is good wages for families so they can be good consumers," he said.

The governor earned applause when he explained why he vetoed a major business tax cut rammed through in eleventh hour budget negotiations amid property tax increases for homeowners.

"At 3 in the morning, when they put a tax increase on Washington families and tried to pass a tax cut for business with no accountability or assurance of good jobs,

I vetoed it and that was the right thing to do," the governor said.

Convention delegates also got to meet Manka Dhingra, labor's endorsed candidate for State Senate in the 45th Legislative District (Redmond, Woodinville), who is a King County prosecutor. This fall's critical special election in this race will determine



Local A President Jason Chan speaks in favor of a resolution on Council Fire.

whether or not there will be a pro-worker majority in the Senate.

Delegates to the Washington State Labor Council convention also discussed, deliberated and acted on resolutions submitted by the affiliated union locals and councils. These resolutions establish policy, programs and action for the WSLC.

District 751 delegates were vocal participants in the resolution process.



751 Women's Committee members lined up at the microphone to speak in favor of the resolution opposing right to work legislation.

Members appreciated our union efforts to help secure a contract with Snohomish County that gives them more job security.



Snohomish County 10-Year Contract Brings Job Security for Members in Goldendale

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Republic Services, which has had the work since the early 1990's or Waste Management. Multiple meetings and heavy lobbying for both companies led up to the decision, which was one of the single, biggest financial decisions facing Snohomish County. Roughly \$25 million per year was at stake. Under Republic's winning bid, Snohomish County will save an estimated \$1.3 million per year over current rates.

The differences in the two companies were more than just money. Republic's landfill in Goldendale, Washington employs more than 150 Machinists Union members who receive union wages and benefits, keeping the money in our state economy. The Waste Management facility that was proposed is in Oregon and is a non-union facility.

Our members at Republic helped provided another environmentally-friendly advantage. Thanks to efforts by our members not even garbage goes to waste at Republic. Leachate and methane gas are collected throughout the landfill by a system of pipes, which were installed and are maintained by our members.

The leachate is re-circulated through the landfill prompting rapid decomposition of waste and accelerating methane production. The methane gas is then used to create electrical power – enough to power more than 30,000 homes.

In early 2016, Republic Services contacted the Machinists Union to ask for assistance in securing the contract with Snohomish County. Your union responded with our very effective political program influence. We contacted the Snohomish County Executive and the County Council members to highlight the reasons why Republic was the best choice. Union members are certainly aware of the benefits of belonging and now this employer knows the advantage of having employees with a union that has clout.

"This was a win-win situation. Snohomish County wins by getting continued efficient and environmentally sound disposal of their county's garbage. Our members win as their employer Republic Services has a long-term agreement providing service to Snohomish County, which secures these good paying jobs long into the future," said District 751 President Jon Holden.

Inslee Vetoes Unchecked Business Tax Break from Budget

On June 30th, with less than a day left before a historic state government shutdown, Governor Inslee signed the two year state operating budget. With an approved operating budget, the state did not have to close the state parks for the 4th of July weekend. The state colleges continued to operate, the K-12 educational funding was secured and other state services continued uninterrupted.



There was one fly in the ointment though when the Legislature submitted the state budget to the Governor. In the eleventh hour, the State Senate had insisted on a 40 percent Business & Occupation tax cut for manufacturing businesses. This tax cut for businesses was proposed at the same time middleclass homeowners in the central Puget Sound were given a significant property tax increase to fund education as determined by the McCleary lawsuit.

While it was clear the property tax increase was intended to fund the McCleary decision for K-12 education, the business tax cuts were simply a gift without purpose. Most objectionable, the tax cut came without any accountability. No

requirement to create jobs, much less family-wage jobs; no review of the impact of the tax cuts and no sunset clause. To the Governor's credit he vetoed that section of the operating budget.

The Machinists, SPEEA and others have been working for 3 years to ensure accountability for tax cuts given to businesses. It has been our unions' position that tax breaks for business can only be good business

if there are some obligations that go with the tax break. For example, our unions have been promoting bills we call Aerospace Tax Incentive Accountability. This idea is to attach job creation or job maintenance requirements in exchange for business tax breaks. There is another idea that would require living wage jobs in exchange for tax breaks.

Tax breaks for businesses are fine but only if they create a public good. However, without a discernable benefit for our community, the loss of tax revenue only creates a void in funding for our schools, colleges and transportation systems. We want businesses to thrive, but for that to happen we need the taxes for schools and roads.

Advisor's Efforts Get Member New Job Closer to Home

Every day our IAM-Boeing Joint Programs Career Advisors are helping members with their education and career goals.

While many think of going to career advisors just for education advice, helping with the Employee Requested Transfer (ERT) information is often just as valuable.

Recently, Career Advisor Jodale Brinkley was able to help 751-member Marina Albee transfer to a job closer to home – giving her hours a day back that she would no longer spend commuting.

Jodale worked closely with Marina over the past few years. Together, they mapped out a plan to systematically get her lights turned green so she could transfer to a new position in the south end.

Marina had been working in the wire shop in Everett and lived farther south than the Frederickson site in Graham. Her commute was regularly two hours each way, which added considerable stress to her life and left little time for anything but work. On top of her four-hour commute, she was regularly asked to work overtime.

The overtime and long commute added to her stress by making it difficult to get the training required to turn her lights green so she could qualify for a job closer to home. With help from Jodale, Marina was successful in getting multiple ERTs filed, but unfortunately, no openings were posted in those particular jobs.

Jodale recognized the hardship on Marina and kept her eyes out for any south end position she was already qualified for. One day she saw an open requisition for a position in Auburn and immediately emailed Marina to see if she wanted to file for the job.

Jodale helped file the ERT the very next day so Marina would have the best chance at the job. Three days later, she received a job offer and is now working second shift in Auburn. An added bonus with the shorter commute is the fact she can carpool with her husband, 751-member Kevin Albee, who also works second shift at the Auburn plant.

"This transfer really gave me my life back. I would not have known about the open position without Jodale's watchful eye," said Marina. "She truly cares for all her clients and goes over and above to help. Throughout the process as my career advisor, she has been a great resource of information and advice, as well as offering ongoing support in my efforts. I am so thankful to have her as an advisor and am very grateful for her help."

With more free time on her hands, Marina is now working with Jodale researching college courses to take.

To make an appointment with a Career Advisor to discuss ERT options, potential other jobs or educational programs, call 1-800-235-3453.



Career Advisors like Jodale Brinkley regularly go the extra mile to help our members.



Marina Albee appreciates assistance from career advisors that resulted in a new job in Auburn

Potential Open Jobs for the Future; If Interested Call a Career Advisor

Boeing informed us they believe they will have an increased need in two specific job classifications for the future: 31606 Integral Fuel Cell Assembly Mechanic and 59106 Sealer Integral Fuel Tank. If you are interested in transferring to either of these jobs, brief descriptions and the training requirements are listed below.

To find out more about how to turn your lights green in the Employee Requested Transfer (ERT) system, please contact an IAM Joint Programs Career Advisor at 1-800-235-3453.

A couple things to remember:

- Any members who have been impacted by surplus in these two jobs, per the contract will fill the first positions.

- If you are in progression and accept a promotion, be aware you are not allowed to carry progression earned in the lower graded job into the progression required to get to max in the higher graded job. For example if after promotion (56 cents a labor grade), you are still \$6 away from max pay in the new job, you will go through 6 full years of progression. We are not trying to discourage anyone from pursuing an upgrade, but just trying to make you aware of how your seniority progression to max pay is impacted by a promotion. If you have questions on progression, please contact your Business Rep for clarification.

31606 Integral Fuel Cell Assembly Mechanic:

In this position you will work on composite/metal wings and perform various tasks to build and attach major wing assemblies. These tasks could include assembling and the installation of the following: structural components/sub-assemblies, plumbing, electrical components/systems, perform continuity checks on wire bundles/electrical components and sealing operations to integrate systems, sections, and components. This position will require working in confined spaces of the wing fuel cells for extended periods.

59106 Sealer Integral Fuel Tank:

In this position you will clean, seal, close and test integral fuel tanks on aircraft per drawings and specifications. They may also seal exterior wing surfaces on wings and perform assembly work, as required.

Requirement for Both Job Codes:

Interested employees will be required to crawl through an opening 17.75" X 10" in order to get inside the fuel cell and to become in-tank certified.

Since every employee's work history and training background is different, we suggest you meet with a Joint Programs Career Advisor (1-800-235-3453) to understand your current status

before starting the required courses. You may find that you have already taken OR may receive credit for the required courses. Career Advisors can also help schedule classes as needed.

Classes with an "SP" indicate a self-paced course and the hours shown is an average time to complete the study material if the candidate fails the challenge test. Out of the following list of training required within the CAT C process only the 59106 has one course that does not offer a challenge test.

59106 Sealer Integral Fuel Tank CAT C Training:

- TR005816 SP Accessing Boeing Databases via the WEB/MAPS (Boeing Equivalent Only) (5 hrs)
- ERT0086 Windows 2007 Basics Challenge Test
- TR006342 SP BAC Process Specifications - Puget Sound (6hrs) (Boeing Equivalent Only)
- TR008608 SP Blueprint Reading - Basic - Self Paced (20 hrs) (Boeing Equivalent Only)
- GEV46263 SP Practical Math - Level 2 (22 hrs)
- GEV46273 SP Sealing Familiarization (3 hrs) (Boeing or A&P Equivalent Only)
- ERT0009 SP In-Tank ERT Fit and Maneuver Assessment
- ERT0010 Instr Practical Sealing for Employee Request for Transfer (16 hrs) (No Challenge Test)

31606 Integral Fuel Cell Assembly Mechanic CAT C Training:

- GEV46269 SP Precision Measuring Tools - Basic (8 hrs)
- GEV46263 SP Practical Math - Level 2 (22 hrs)
- ERT0086 Windows 2007 Basics Challenge Test
- TR008608 SP Blueprint Reading - Basic - Self Paced (20 hrs) (Boeing Equivalent Only)
- TR005816 SP Accessing Boeing Databases via the WEB/MAPS (Boeing Equivalent Only) (5 hrs)
- ERT0017 SP Introduction to Hand Power Tools for Assembly Mechanics (19 hrs)
- TR011089 Instr Drilling for Quality - Basic (10 hrs)
- TR006342 SP BAC Process Specifications - Puget Sound (6hrs) (Boeing Equivalent Only)
- TR012065 Instr Drilling For Quality - Advanced (12 hrs)
- ERT0012 Instr Hand Held Power Tools Skills for Assembly (18 hrs)
- GEV46251 Instr Floor Mounted Power Tools Familiarization & Safety (10hrs)
- ERT0009 SP In-Tank ERT Fit and Maneuver Assessment

Spreading Our Message in Our Communities

751 members were helping to educate others on the benefits of union membership and apprenticeship programs at the Mill Creek Festival on July 8 and 9. The Snohomish County Labor Council booth attracted many visitors curious to learn more.



Above: Citizens stopped by the Snohomish County Labor Council booth to learn more about living wage jobs and the union advantage.



Left: Volunteers put together give away bags with goodies and information on the benefits of union membership.

Union Challenges Denial of Vacation so Members Can Take Their Time

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our union got this resolved quickly and am looking forward to my vacation next week."

"In this instance, management clearly overstepped their boundaries. Per the contract, our members submit a request for vacation, and management then determines how many people are allowed the time off based on production requirements. The Company can't just say no one can take vacation time for two months," said Dena. "Compounding the anxiety for our members was the fact this was announced the week before the Fourth of July holiday."

"After I talked with the superintendent, management reversed their denial of Jean's request," said Dena. "I appreciate the superintendent fixing this quickly to avoid any undue stress on our members."

Just another example of the value of union membership – this time ensuring vacation rights are not unjustly denied!

Steward Prevents Unjust Discipline

Daily our Union Stewards are fighting to represent our members and ensure no unjust corrective action is issued. Recently, Renton Flightline Steward Dan Prater helped get a Corrective Action Memo (CAM) reduced to a verbal warning. This was also an opportunity to educate HR on the process.

The discipline focused on a "gate issue." Rather than simply accepting Boeing's word, Dan asked to see the supporting documentation to accompany a CAM for misappropriation of company time. While Dan was defending our member and asking for the documentation, which is well within his right as a Steward representing a member, HR became frustrated. The HR rep stated, "This is not up for debate" and walked out.

Dan called Business Rep Dena Bartman for assistance. She called the second level manager to report HR had walked out on a Steward and member who were acting within their rights. She noted this is not the way we do things and asked that they look into the matter.

In the meantime, Dan received the gate report, which was very helpful in



Business Rep Dena Bartman thanks Union Steward Dan Prater for efforts that reduced a CAM to a verbal warning and in another instance ensured members could use their contractual benefits. Dan is a vocal advocate for members on the Renton flightline.

defending our member. It turned out the member had a total of 7 minutes over 4 days Boeing considered a "misappropriation" of time swiping at the gate. Dan pointed out that HR spends more than 7 minutes talking about their weekend on Mondays, so they should all get a CAM for that misappropriation of time.

When it was broken down to that degree, management agreed not to issue the CAM and made it a verbal warning.

The lesson learned for HR is that all CAMs are up for debate and Stewards can and should always ask to see the documentation behind the discipline.

On another issue, Dan teamed with Steward Charles "Doc" Docherty to ensure that members were able to use their benefits after a manager tried to prohibit three members from using their benefits.

In this instance, members had called in per the policy. When they returned to work, management informed them they could not use benefits and must take Leave Without Pay (LWOP).

Again, Business Rep Dena Bartman was called in to help clear up the matter.

Dena called the director to work the issue rather than file a formal grievance. That afternoon members were given the option to use benefits if they wanted to.

"It was important to point out that if there are no CAMs on file for the member, management cannot prohibit the use of benefits," said Dena.

Stewards Ensure Pay Is Corrected

Continued from Page 1

It was a word of mouth agreement with her manager and she had nothing in writing. Pay became an issue when they went to transfer her. She asked about the pay at that time and decided to turn to her Union. When it was brought to the attention of the Stewards, they worked together to ensure it was corrected.

"I talked to HR about the issue and wanted to give them a chance to make things right since she had been working the grade 4 job for a long time," said Mike. "HR looked at the situation and realized we were right and worked to make it right."

"Lem and Mike did a great job of following through and making sure she received the proper pay. It took numerous emails and phone calls to finally get it correct, but they made sure it was right," said Business Rep Greg Campos.

"I was glad we were able to get the pay corrected. She had definitely worked the grade 4 position and deserved the pay that went along with it," said Lem.

Save the Date: Sept. 18 - Oct. 13
Machinists Custom Choices
Open Enrollment for members at Boeing

You can preschedule a phone appointment now to learn more, call 1-866-264-3691 (Mon-Fri, 6 a.m. to 3 p.m. Pacific Time)

FACT: It Pays to be Union Confirmed in National Report

Continued from Page 1

they are better able to support their families – and the Main Street businesses in their communities," said District 751 President Jon Holden.

According to the most-recent BLS data, median pay for union workers nationwide was \$1,004 a week in 2016, which equals a wage of \$25.10 an hour, or earnings of \$52,200 a year. (Median means half of workers were paid more than that, and half were paid less.)

Median pay for non-union workers, by comparison, was \$802 a week last year, which equals a wage of \$20.05 an hour, or earnings of \$41,700 a year.

"Five dollars an hour in additional pay makes a significant difference in your ability to provide for your family," Holden said. "We often say it pays to be union, and this data proves that saying is literally true."

The July report from the Bureau showed union workers also have better health care and retirement benefits. That report showed that

- 93 percent of union workers are offered health care benefits at work, compared to 65 percent of non-union workers;
- 92 percent of union workers are offered a pension or retirement savings plan at work, compared to 64 percent of non-union workers;
- 79 percent of union workers have paid sick leave, compared to only 67 percent of non-union workers;
- 89 percent of union workers have paid vacation compared to only 75 percent of non-union workers;
- 84 percent of union workers have life insurance benefits, compared to only 53 percent of non-union workers.

The quality of union benefit plans typically are better too. For example, the Bureau reported that companies on average paid 83 percent of the premium cost under union-negotiated family health care plans, while only paying 65 percent of the premium cost for family plans for non-union workers.

Beyond just wages and benefits, union workers have a say in their working conditions, hours of work, promotional system, safety programs and a defined grievance procedure to dispute management actions. These issues, coupled with giving a member a true voice in their workplace, are priceless.

"Combined, the increased wages and lower health care employee costs are a significant difference, which is well worth the investment of annual union dues," Holden

said. "That means it's easier to buy a car or a home, save for a child's education, or take a family vacation. These are the basic components of an American middle-class lifestyle, and each one is easier to achieve, if you've got a union contract."

"All of us want the same things for our families," Holden said. "We want to own our homes. We want our children to be healthy, and we want to save money for their educations. We want to retire with security and dignity."

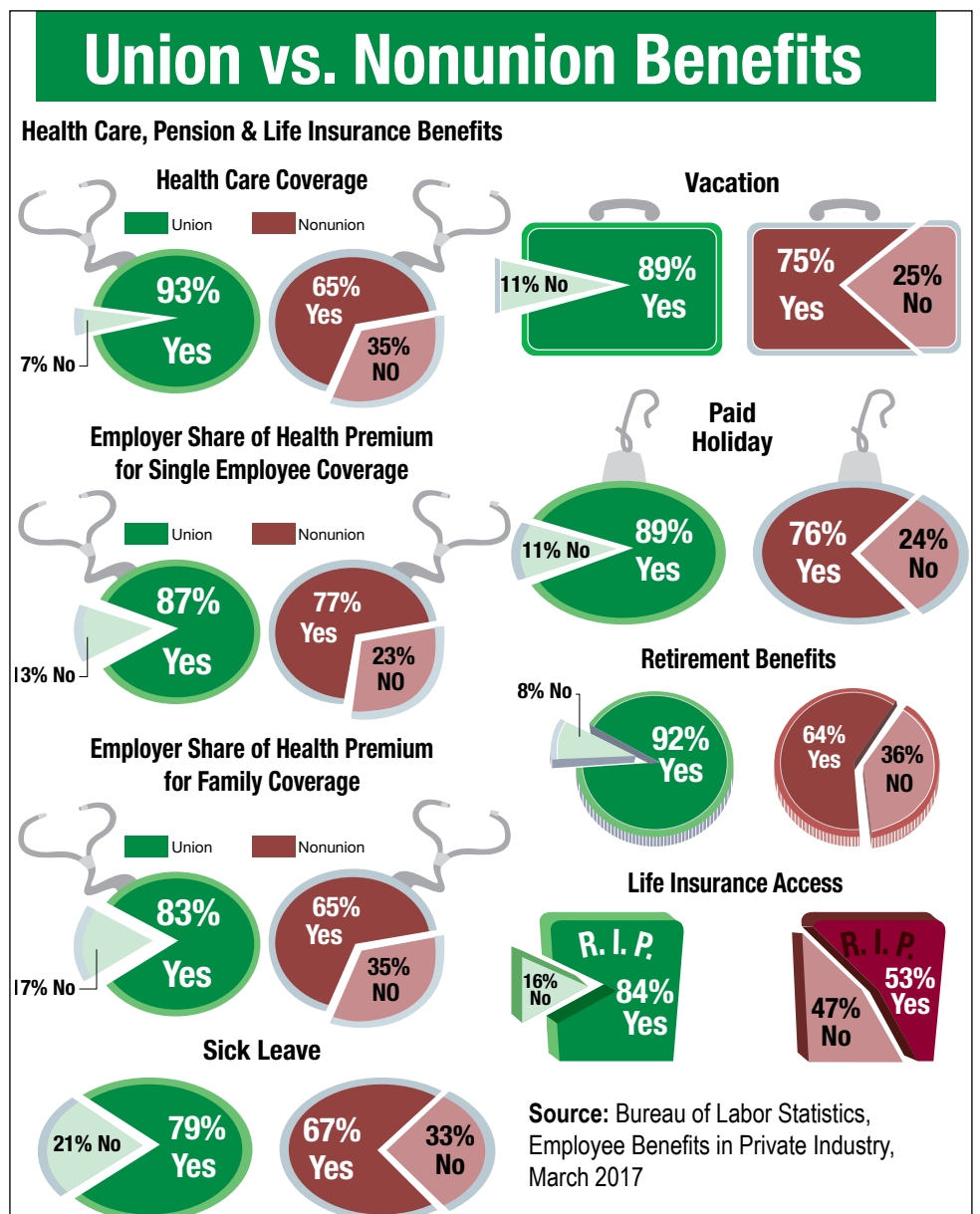
"All these basic parts of the American Dream are more likely to become a reality for workers who have union contracts," he continued. "That's why we say it pays to be union."

"The advantage – more than \$10,000 – makes a real difference in the lives of working Americans," said Holden. "Today's economy is so out of balance with most economic gains going to the top, forming a union is the only way workers can stand together and demand better wages, working conditions and rights on the job. Who doesn't want rights? Workers deserve their fair share."

In addition, the Bureau reported that union membership in Washington State totaled 539,000 people in 2016, an increase of 39,000 from the year before. It is the second year in a row that

Washington's union membership total has increased, which is bucking a national trend.

Our state has the fifth-highest percentage of workers belonging to unions, at 17.4 percent. That helps raise the standard of living for everyone, Holden said. "Higher union density means employers have to do more to compete for workers, and that raises pay and benefits for non-union workers too, which injects even more dollars into our communities."



SERVICE TO THE COMMUNITY

Machinists' Helping Hands Seen Throughout Region

Machinists volunteers' helping hands were visible in the communities throughout the region as members volunteered for summer projects from Everett, to Mountlake Terrace, Federal Way, Tacoma and other places in between. Our volunteers continue to build better communities by donating their time and helping hands.

In July, volunteers built a wheelchair ramp, rebuilt stairs at the entrance to a house, prepared and served meals at area missions in Tacoma and Everett, participated in a road cleanup project in Everett, helped at the Northwest Harvest Warehouse, and took part in Snohomish County Project Homeless Connect.

MVP events are listed on the District 751 website (www.iam751.org) or you can sign up for activities by contacting Kay Michlik at 206-764-0335 or email kaym@iam751.org.



Above: Derek Gottschalk and Jason Chan assemble the ramp.

L to R: Adrian Camez, Jason Chan and Derek

Gottschalk assembled a ramp at a Mountlake Terrace home, along with Paul Richards (not pictured). While there were only two steps, without a ramp the resident was essentially trapped in his home.



Machinists volunteers provided helping hands at Snohomish County's Project Homeless Connect on July 20. L to R: Eric Reyes, Shane Schneider, Scott Kreider, Phil Westberg, Paul Richards, Brian Butler and Andrew Dennis. Also helping but not pictured: Mike Hill, Wes Heard, and Jonathan Tran.



Cliff Balka and John Allen recently prepared and served meals early on a Sunday morning at the Everett Gospel Mission



Above: Rob Curran, George Braun, and Gary Perry regularly volunteer to prepare and serve breakfast at The Rescue Mission early on weekend mornings in Tacoma.



Above: Jim Hutchins tears out decaying steps and built new ones so a Federal Way resident can safely come and go from their home.



Jason Chan and Jim Hutchins display the new stairs (see photo above right for tear out picture).



Machinists volunteers took part in the Everett road clean-up in July: L to R: Patric Boone, Derek Gottschalk, Brian Butler, Wally Cizek, Dan & Nicki Thomaier, and Adrian Camez.

Apply from Aug 14-25 to be on the ECF Board of Trustees

Are you a current member of the Employees Community Fund? Would you like to make a difference in the communities where Boeing employees live and work? You can, by running for a position on the ECF Board of Trustees.



As a trustee, you'll learn first-hand how health-and-human service agencies help those in need. You'll review grant requests and make funding decisions on behalf of the ECF membership, as well as help build ECF for the next generation. For more information, visit the ECF website or call Colette Ogle at 206-544-9246. The Open Application period runs August 14 - 25.

Recently, the current IAM hourly ECF trustees met with District 751 President Jon Holden and 751 Chief of Staff Richard Jackson to find ways to get more members participating in ECF and running for the board positions. Advertising the opening in the AeroMechanic and eNews will help spread the word and hopefully result in additional candidates to fill these important positions.



District 751 President Jon Holden and Chief of Staff Richard Jackson met with the ECF hourly trustees to explore ways to get more 751 members involved with ECF. L to R: Jackson, Holden, Ryan Mabbot, Kevin Hanford, Joette Marsh and Kurt Phillips.

ECF Board President & Hourly trustee Kevin Hanford (left) welcomed visitors from Warm Beach Senior Center when the agency came by to thank ECF for their new van!

Home Ownership Is Easier Than You Think

If you are dreaming of owning your own home, now just may be the perfect time to turn that dream into reality. 751 members have union benefits available that make home ownership easier, less costly and more secure than you may think.

Union Advantage, brought to you by Cherry Creek Mortgage, and Union Home Services, a network of Realtors® dedicated to union members and their families nationwide, offers programs that are designed to make a home purchase easy and less costly and reduce the worry of an involuntary job or income loss.

It's easy because you will have both an experienced Realtor® and Loan Officer to guide you through the entire process. Union Home Services' easy online enrollment form is available anytime that's convenient for you. Just go to UnionHomeServices.com and click the "Union Members Enroll Here" button. Union Advantage makes it easier to buy a home because you can do it for little or no money down. They offer 751 members USDA loans, in eligible rural areas, with up to 100% financing. Additionally, eligible US Veterans or reservists can finance up to 100% of their purchase price, in any location (loan limits do apply to both USDA and VA loans). They also offer FHA and Conventional loans with as little as 3% - 3.5% down payments.

There are a number of ways Union Home Services and Union Advantage make home purchases less costly. Union Home Services offers a cash back rebate that could put thousands of dollars back in your pocket. Union Advantage provides opportunities to lower closing costs and convert assets you may not even be aware of into monies you can use for closing and financing costs. Ask Union Advantage about:

- Lender Premium Pricing that allows you to receive a credit towards closing costs in exchange for a higher rate.
- Seller Concessions that can be negotiated as



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MORTGAGE COMPANY

UNION HOME SERVICES.com

part of the Earnest Money Contract

- Where you can secure monies from personal assets, employer assistance or gifts from family members to help pay for closing costs.

A major reason many people do not choose to pursue home ownership is the fear of losing their job and not being able to keep up their payments. With Union Advantage's Payment Assurance Program, you can put those fears to rest. For no additional cost to 751 members, if you involuntarily lose your job, up to six months of mortgage payments – up to \$1500 per month – will be provided to help you get back on your

feet. Details and restrictions apply so call Union Advantage for all the information.

You can contact Jody with Union Advantage at 877-442-0822 or email ua@ccmclending.com.

To help with finding the perfect home, Union Home Services provides a national network of experienced Realtors®. In addition, once your home closes, Union Home Services offers a cash back rebate equal to 20% of their Realtors® commissions. In most cases that equals thousands of dollars back in your pocket.

Neal, a 751 member from Kent, WA, says it all. "One of my union sisters gave me an article from the union paper about Union Home Services. I contacted them and am very glad I did. We would like to thank Union Home Services for helping us purchase our new home in 2016. UHS made the experience pleasant and they were there for us every step of the way to help with any questions and concerns. About three weeks after closing on our new home we received a nice rebate check in the mail. This is an awesome benefit."

Think what you could do with the cash?

- Home furnishings?
- Vacation?
- Replenish your bank account?

It's yours to do with whatever you want and it's absolutely free just for being a 751 member and using the Union Home Services Realtor® benefit. Visit UnionHomeServices.com and click the "Union Members Enroll Here" button. Submit the form and you will be contacted within 48 hours. Or call 877-779-0197 to speak with a Union Home Services representative.

With Union Advantage and Union Home Services, home ownership for 751 members has never been easier, less costly and more secure. Get started today!

DRIVING THE GREEN FOR GUIDE DOGS

Thirty-six teams converged on Willows Run on July 23 to chip in for Guide Dogs at the 8th annual Guide Dogs of America golf tournament. The tournament delivered more than \$18,000 for this worthwhile charity.

A shotgun start and best ball format kept the tournament competitive with one stroke separating the first, second and third place teams. Ben Baker won men's longest drive while Mary Hopwood won women's longest drive and women's closest to the pin. Men's closest on three different holes was won by Bill Patterson, Wes Heard and Mark Clark.

Thanks to Lori Dorsey and Mark Clark for organizing the event and to all the volunteers who helped with set up and various competitions throughout the day.



Retiree Ken Dinning sends one sailing.



Scott Gant lines up his drive.



Bill England drives toward the green on hole #1.



Tournament director Mark Clark, along with a Guide Dog puppy in training, congratulate the first place team L to R: Clark, Rob Larson, Tyler Erickson, Mark Cotter, and Ben Baker who turned in a score of 55.



Tournament Director Mark Clark (far right) congratulates the third place team of L to R: Travis Pope, Karl Rainer, Kevin Adams and Peter Umbach.



L to R: Wes Heard and Bill Patterson won closest to while Ben Baker won longest drive. Not pictured: Mary Hopwood and Mark Clark who were also individual winners.



The second place team consisted of L to R: Randy Lindemeier, Mark Creed, Slick Watts and Rob Owen.



Curtis Kleindl attempts a long putt as Steven Seter, Wes White and Joseph Burnham look on.

Thanks to our sponsors:

- Grand Lodge
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- Local 751-A
- Local 751-C
- Local 751-E
- Local 751-F
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- Susan Palmer
- Richard Jackson
- Andre Trahan
- Chris Schorr
- Greg Campos
- Paul Schubert
- Ira Carterman
- Pat Bertucci
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- Garth Luark
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- Wilson 'Fergie' Ferguson
- Dena Bartman & Grace Holland
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- Mike Hill & Steven Morrison
- Jason Redrup & Bill Whitley

- Jesse Cote & Loren Guzzone
- Mary Hopwood & Mike Wise
- Brett Coty & Tommy Wilson

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Puppy Putt Roars Across the Region for Guide Dogs

On July 15, motorcycles roared across Puget Sound from Northwest Harley in Lacey and Sound Harley in Marysville to converge on the Seattle Union Hall. The event drove in \$7,100 for Guide Dogs of America.

At the Seattle Union Hall, participants were treated to live music from Sir Real featuring 751-member Mark Severson, delicious food and various activities that included motorcycle competition, games, and a huge raffle.

The event culminated with the raffle of a new XL1200C Harley Davidson, which was won by Mark Dempsey.

As the prizes were awarded, the generosity increased. Mark Thienes, who won the Poker Run, donated the \$75 to Guide Dogs. Kim Rose won the 50/50 drawing and donated the \$189 prize to Guide Dogs. Finally, Dennis Railing and Teresa Winslow provided a delicious barbecue and donated their \$585 collected to Guide Dogs as well.

Thanks to all who helped make the event a success.



Puppy Putt Committee members congratulate the bike show and game winners: L to R: Katie Eagleson, Bruce Boe, Ira Carterman, Mark Thienes, Soin Engel, Ron McGaha, Rob Jones, Rachel Sarzynski, Rob Eagleson, Terri Myette and Wilson "Fergie" Ferguson.



Mark Thienes and Soin Engel won the motorcycle jousting competition.



Two of the riders who work at the Everett Boeing plant, park their bikes in the shade at the Seattle Hall.



Mark Dempsey (second from left) won the Harley Davidson XL1200C raffle. Congratulating him L to R: Katie Eagleson, Rob Eagleson, Terri Myette, Rob Jones, Rachel Sarzynski and District 751 President Jon Holden.

2017 Puppy Putt Winners

- Best of Show....Bruce Boe
- Best CustomRon McGaha
- Best Touring.....Bruce Boe
- Best Metric.....Ron McGaha
- Bowling.....Ira Carterman
- Slow Race.....Ira Carterman
- Jousting.....Mark Thienes & Soin Engel
- Poker RunMark Thienes*
- 50/50 raffleKim Rose*

Thanks to our sponsors:

- Jon Holden
- Susan Palmer
- Dena Bartman
- Pat Bertucci
- Larry Brown
- Greg Campos
- Jason Chan
- Mark Clark
- Jeremy Coty
- Robley Evans
- Wilson 'Fergie' Ferguson
- Christine Fullerton
- Grace Holland
- Richard Jackson
- Rob Jones
- Connie Kelliher
- John Kussy
- John Lopez, Jr
- Rich McCabe
- Les Mullen
- Terri Myette
- Sarzynski girls
- Rod Sigvartson
- Spencer Thal
- Andre Traban
- Org Dept (Jesse Cote & Loren Guzzone)
- Jackie Boschok, 751 Retirement Club
- 751-A, 751-C, 751-E, 751-F
- District Lodge 751
- Master Nails

Summer Guide Dogs Fundraisers: Fun for a Great Cause



Our union will once again host a series of fundraising events to support Guide Dogs of America, which provides service dogs -- and training in their use -- free of charge to people who are blind or have impaired vision across the United States. The charity was founded by a Machinists Union member.

Shoes for Puppies - Aug. 12

The 14th annual Shoes for Puppies horseshoe tournament will return to Maple Valley on Saturday, August 12.



The tournament, which is sponsored by Local E, will start at noon Aug. 12 at the Red Dog Saloon, 18606 Renton-

Maple Valley Rd. SE.

The cost is \$50 per player. Entry forms are available at all IAM 751 union halls around Puget Sound. Pit sponsorships are also available for \$50.

Pacific Raceways Aug. 18-20

District 751 is teaming up once again with Pacific Raceways for our 12th annual joint charity fundraising event.

Our union is selling \$5 tickets for drag racing Aug. 18-20 at the track, which is at 31001 144th Ave. SE in Kent. Tickets are on sale at all IAM 751 union halls around Puget Sound. They are good for entry on any one day of the event. Children under 6 are free.

Racing starts at 9 a.m. all three days and will feature racing in the Lucas Oil Regional Drag Race Series, featuring Top Alcohol, Screamin' Eagle Harley Davidson Series, and Sportsman Classes.

All proceeds from ticket sales will go to benefit Guide Dogs of America.



Local A Car Show - Aug. 19

The Bill Baker Memorial Steel & Wheel SuperShow is coming to Everett again this year. Local A's annual show for classic cars, hot rods and custom motorcycles will be from 10 a.m. to 3 p.m. Saturday, Aug. 19th, at Machinists Union District Lodge 751's Everett Union Hall, 8729 Airport Road.

Along with displays of custom cars and cycles, there will be food, drawings and music. Check-in for exhibitors will be from 8 to 9:30 a.m. on Aug. 19. Registration costs \$25 on the day of the event, or \$20 in advance. Registration forms are available at all District 751 union halls around Puget Sound.



Local F Karting Challenge - Sept. 9

Local F will hold its fourth annual Guide Dogs Karting Challenge on Saturday, Sept. 9 at PGP Motorsports Park at Pacific Raceways in Kent.

The event will be from 2 to 6 p.m. and will feature teams of drivers racing for two hours around the PGP track, which is at 31001 144th Ave SE. Prizes will go to the teams that complete the most overall laps in the time allowed.

The cost is \$400 per team, and each team can have up to four drivers. Lunch is included in the registration fee. For registration information, call Trevor Riddle 206-779-3506 (trevor.riddle24@gmail.com) or Dominic Patton 206-999-4561 (dom.k.patton@gmail.com).

RETIREMENT NEWS

751 Retirement Club Meeting Minutes for July

The meeting was called to order by President Jackie Boschok. Carl Schwartz said the prayer and President Boschok led the club in the flag salute and singing of God Bless America.

Roll Call of Officers: All were present or excused. She announced that John Guevarra has resigned from his Trustee position and TJ Seibert has offered to fill the vacancy. TJ Seibert was then sworn in by President Boschok.

Minutes: The June meeting minutes were approved.

Executive Board: No report

Financial Report: Tom Lux gave the report and it was approved. Mike Keller also announced the Audit Committee audited the financial records and everything was in order. **M/S/P**

Legislative Report: Carl Schwartz spoke about the budget the State Legislature approved to fund public schools based on the Republican Party proposal to raise property taxes, rather than taking into account ability to pay, which is what the Democrats supported. It remains to be seen if the amount of funds raised will fully meet the needs. Retirees and seniors are reminded that state law permits a reduction in property tax for low income seniors. Contact your county assessor's office for the details.

At the federal level our main concern is protecting Medicare and Medicaid. There are a wide range of proposals under consideration by Congress, some very harmful to seniors. Our Machinists national Retiree Department and the national office of the Alliance for Retired Americans have people closely watching developments as they are brought forward. Having such staff to monitor legislative proposals and keep us informed is an important benefit of supporting these organizations.

He also reminded everyone to vote in the primary election, Aug. 1 and check the July *Aero Mechanic* for recommendations on the candidates.

Health and Welfare: Vice President Helen Lowe read the following list of deceased members: Thelma Duett, John Jamieson, D.E. Kristjanson, Lloyd Sparing, John Staever, Duane Swanson, Veada Akeson, Donald Brown, William Burgess, Scott Carter, Douglas Cavanaugh, John Close, Kenneth Fuller, Paul Gilwood, Sylvia Green, Mark Heikell, Treva Jacobi, Clinton Lewis, Henry McKay, Mildred Raines, Michael Reinke, Janet Skewes, James Volk, Jerry Woods, Arthur Carlson, Dixie Downing, Josie Dunn, Melvin Fields, Charles Fouraker, Roland Hayes, Jon Hendrickson, Jack D. Jackson, Robert A. Jacobson, Raymond Jester,



L to R: Ted Cambouris, Jerry Seidel celebrated July birthdays while Helen and John Mah celebrated their 55th anniversary, Calvin Doss (far right) also had a July birthday.

Constance Klein, William Lee, Leroy Lorensen, Roy Mednenhall, Kenneth Moores, Helen I. Nelson, David Reed, Denis Sawyer, Gary Simpson, Steve Tremlin, Margaret Vallandingham, Eva Vassar, Mildred Williams, Clive Adam, James Champie, Melvin Dittman, Freeman Dixon, Gregory Dorsey, Wayne Grass, Herbert Knowles, Vernon Maekawa, William Nelson, David Preston, Steven

Continued on Page 11

RETIRED CLUB OFFICERS

President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	Vacant	
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Vennie Murphy	253-985-0951
Trustees:	Michael Keller	206-723-4973
	T.J. Seibert	
	Jim Hutchins	206-369-2309
Union Office: (1-800-763-1301) or 206-763-1300		

Trekking with the Animals

On July 12, two van loads of retirees and their guests left the Seattle Hall and traveled to Northwest Trek for a fun day among the animals. Once there, the group took an open air tram ride to view many animals in their natural settings and then walked through the caged predators exhibits.

Animals with their babies routinely came up to the tram allowing retirees an upclose look at deer, mountain sheep, buffalo, caribou and other animals. There was even a rare sighting of park moose who typically are not seen during the day. One of the male caribou actually blocked the tram, but after some prodding moved to the side and attempted to meet Retirement Club President Jackie Boschok through the open air window.

"That was my first trip to Northwest Trek," said Mike Keller. "It was interesting to learn about the animals and see them in a more natural setting than a zoo - with the

Continued on Page 10



Above: One of the many animals coming right up to the tram.



Left: A buffalo checks out the tourist tram.

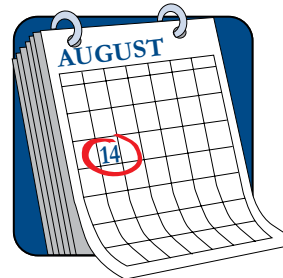
751 Retirement Club 60th Anniversary Celebration

Monday, August 14
11 a.m.
Seattle Union Hall
(9135 15th Pl. S.)



This will be a catered barbecue lunch with special

guests. There will be attendance prizes, games, music and lots of fun. Grandchildren welcome!



RSVP no later than Aug. 7 by calling 206-764-0312 or email janeeb@iam751.org

RETIREES

Congratulations to the following who retired from the union:

- | | | | | | | |
|-------------------|--------------------|--------------------|--------------------|--------------------|----------------------|---------------------------|
| Scott E Adams | Albert D Dial | Charles C Hall | Allen V Love | Mark R Pearson | William L Sharp | Jerome B Wilson |
| Paul V Adams Jr | Virgilio P Domingo | Steven J Hammond | Bruce S Lundquist | David E Pennington | Kevin P Sheehan | Kerri D Wilson |
| David S Allgood | Dana M Dowell | Alan D Hancock | Mary A Lybarger | Melvin K Perdue | Joanna L Sims | Tracy L Wolfstone |
| Yong H An | Patricia J Doyle | Garth K Hansen | Harold A Lyon | Richard A Peterson | Stacy Southern-Adams | Brian Woodward |
| Kenneth R Archie | David M Ducey | Jay R Harris | Robert L Lyons | Hoang N Pham | Geoffrey T Steele | Craig W Youngchild |
| Priscilla R Avis | John B Dwyer | Gary T Hellermann | Nick R Manglallan | Khang V Pham | Jeffery R Stensland | Dennis Zachariassen |
| Manzar Aziz | Linda M Eastwood | Edward M Higgins | Mike H Mann | Eric A Phillips | Raymond Swanberg | Gordon Zimmerman |
| Antonio P Bamba | Richard M Falbo | Martha C Ho | Douglas C Maxwell | Laura A Plank | Cledt D Swenstad | |
| Richard S Bennett | Michael J Ferrara | Ronald J Hobbs | Eugene C Merritt | Kevin M Poitras | Dennis G Taylor | |
| Robert L Berg | Bilge Ferrin | John J Hoefler | Michelle Moore | David J Puki | Gregory S Thompson | Eastern Washington |
| Brad D Best | Barbara K Fifield | Andrew Hogenson Jr | Kerri L Morrison | Janice M Ramstead | Kenneth W Tracy | Local 86 |
| Rhonda L Bond | Frank W Fischer | Jerry L Howton | Bradley S Mulvaney | Dan O Rau | Lloyd E Ulrich | Vi Vo, Triumph |
| Glenn R Bonnell | Daniel O Flaherty | Michael J Hundley | Dean T Newell | Ricky C Ravana | Sheryl J Valantine | Composites |
| Eugene W Brandt | Stanley Forstrom | John H Iles | Ha Ngo | Wanita A Reader | Michael Vawdrey | Lynn Gagnebin - |
| Carol J Brown | Sheryl J Fortier | Charles Jason | Trinh T Nguyen | Richard L Reeder | Gregory L Wagner | Spokesman Review |
| Stephen A Buck | Steven E Foster | Marley J Jensen | Jeanette A Nolan | Robert R Richards | Frank M Walker | |
| Harry L Carmean | Martin D Fox | Steven L Johnson | David J Norman | Jon C Robison | Patricia A Walkins | Local 1951 |
| Laurine Carragher | Timothy W Frair | Anne M Jones | Jeffrey F Norris | Richard S Rohde | Robert D Walsh | Dick Lang, Quincy |
| Brenda L Carrieri | Christina L Gentry | Robert L Jones | Kevin P O'Donnell | Maria T Rutland | Dale G Wanden | Irrigation District |
| Carol J Castle | Jane E Gerlach | Larry A Kihne | David R Olivares | John R Ruvo | James D Wandler | Gail Hutchins, Republic |
| Julie M Chailante | William Goff | Martin J Kirk | Arthur C Pabillon | Annette Rzechula | Jack R Ward | Services |
| Wayne C Coleman | Clark E Graham | Eric Knight | David A Parker | Dwight I Scott | Erlinda D Watkins | John Stewart, MSA |
| Debra R Cooper | Marvin N Greer | John D Kvarnstrom | Charles E Parks | Coyla F Seek | David C Webb | (Hanford) |
| John R Cowin | Jeffrey W Gronotte | Kenneth A Kytan | Daniel D Parks | Michael D Selby | Dallas A Weideman | Patrick Goble, Safeway |
| Clarence Dancer | Frank A Groth | An H Le | Barry N Patrick | Glen P Sellers | Colleen L Werner | Charles Lumpkin, |
| Larry A Dexter | Stephen G Gulas | Edwin Lee | Henry Payne | Arleesue B Sharp | James Wesley | CHPRC (Hanford) |
| | | | | | John T Williamson | |

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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

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 Aug. 16th

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

ELECTRONICS

HP PHOTOSMART C4480 all in one printer. Hardly used. Ink and paper included. \$100.00 360-579-5436

FURNITURE

BEAUTIFUL HANDCRAFTED BRAND NEW TEAKWOOD FURNITURE: dining table, chairs, cabinets, console room dividers, glass top coffee table. 30 pieces all. 25K, must go. 425-418-4481

REC VEHICLES

PULLRITE 5TH WHEEL HITCH model 2300 Trailer weight 24,000 pounds. This is the Cadillac of hitches, ideally made for short boxes. \$950 OBO 253-217-6920

2000 JEEP WRANGLER - hard top w/soft top new in box. Spotless clean, great tires w/new spare. 100,000 miles. Asking \$12,000.00 Bank cashier check only. 425-226-0431

HOUSING

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

MISCELLANEOUS

VERY DRY FIREWOOD, small cord, make an offer. Newcastle area. 425-271-4902

UTILITY TRAILER 4' x 4' x 8' long. Custom Metal rack on top. New axle and springs and tires. Box made of marine plywood. Used once a year for hunting trips. \$800.00 360-652-3650

MEDIUM SIZE LANDSCAPE BLOCKS for retaining walls (several hundred) and several cinder blocks. Selling for \$1 each, most look like new. You haul. 253-537-4310

USDA CERTIFIED ORGANIC SCOT-TISH HIGHLAND BEEF raised in Enumclaw. 25 pound packages includes: steaks, roasts, ground beef at \$9 a pound. Meat is aged 21 days, shrink wrapped and flash frozen. Call Brocc at 253-332-8612 (cell)

INVACARE PRONTO WHEELCHAIR. M51 w/sure step. New tires, seat, arm rests. Battery 3 years old. Located in Marysville. Must be picked up. \$700 or best offer. 206-465-7034

ANGLE IRON \$470, lengths 48" to 200", solid sq. 1/2" and 1"; wide channel 1/1/2", housed, never used, great for building a railing. 206-388-6564

PRE-1960 BASEBALL CARDS - Retired member wants to buy pre-1960 baseball cards. 206-954-3039

UTILITY TRAILER, 4' x 4" x 8' long - custom metal rack on top. New axle and springs, new tires. Box made of marine plywood. Used once a year only for hunting trips. \$800.00 360-652-3650

32nd ANNUAL HALLOWEEN-NHRA GETAWAY 4 nights, Plaza Hotel, Alaska Airlines 28 Oct. leave SeaTac, return 01 Nov. \$375. Double. Racine-Ricky@msn.com or call 253-448-9997

IRC RETIREES meet for breakfast on the 2nd Wednesday of each month at 10 a.m. at The StumprestaurantinArlington. Comeandjoinus.

NEED AN AWNING COVER for your wood deck, concrete patio, carport for your car or truck, front or back porches? Call Awning Buildings 206-250-7139

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 Pre-school. 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

PROPERTY

ONE ACRE still for sale if you are interested call me at 360-458-3765. I have more people interested now than ever, think it is about to sell. \$50,000.01

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

VIEW BURIAL PLOTS Kitsap County - maintained - First Lutheran Church in Poulsbo. Call for info 360-275-4872

STILL GOT ONE ACRE LOT, but having some interest now, call or email me. Firm at \$50,000. 360-458-3765 or terry.l.harrington@boeing.com

SPORTING GOODS

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

VEHICLES

2005 HONDA VTX1300 Sumo-X kit with 240 tire. Lots of after market upgrades. \$4,500. Chan - call/text 206-946-5373

Circle One:

ANIMALS	ELECTRONICS & ENTERTAINMENT	PROPERTY
BOATS	FURNITURE & APPLIANCES	RECREATIONAL MEMBERSHIP
TOOLS	RECREATIONAL VEHICLES	SPORTING GOODS
HOUSING	MISCELLANEOUS	VEHICLES
AUTO PARTS & ACCESSORIES		COTTAGE INDUSTRIES

Ad (25 word limit. Please print) _____

Phone (or Address) _____

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 Aug. 16th!

Trekking with the Animals

Continued from Page 9

freedom to wander the wild." "We had beautiful weather, and seniors loved seeing all the baby animals. Everyone enjoyed the leisurely pace on the walk through the exhibits," said Boschok. "In the future, we hope to organize more of these day trips to other places of interest for seniors."



After the open air tram ride and walk through the predators' exhibit, retirees enjoyed lunch in the sun.

LABOR HISTORY HAPPENINGS

August Labor History Happenings

- August 2, 1918 - Ginger Goodwin General Strike, Vancouver, BC
- August 3, 1981 - PATCO strike, All are fired by President Reagan
- August 8, 1974 - Nixon resigns
- August 14, 1935 - Social Security Act
- August 16, 1963 - "I Have A Dream" MLK, Jr.
- August 25, 1925 - A. Philip Randolph organizes the Sleeping Car Porters Union
- August 26, 1920 - Women's Suffrage in US

Information taken from the PNLHA Labor History Calendar



FINANCIAL \$ENSE: Manage Your Finances as You Near Retirement

As your target retirement date gets closer, what was once an abstract concept may now feel more like a reality. This life event can provoke different feelings for different people. While some might feel excited about the possibilities the non-working years might bring, others may be anxious and fearful.

Regardless of your emotions, now is the time to stay focused on maximizing your retirement savings while also looking ahead to develop a retirement income plan that supports your vision of retirement. The following are some tips you may find helpful.

'Catch up'

If you are age 50 or older, one way to help maximize your retirement savings is to take advantage of "catch up" contributions. The "catch up" contribution provision allows you to make additional contributions to your 401(k) or other employer-sponsored retirement plan. If you're unable to do this, try to contribute at least as much as the employer's match – otherwise, you're leaving money on the table.

Open an IRA

If your employer doesn't offer a retirement plan or you're self-employed, consider opening an IRA. Even if you already participate in a 401(k) or any other plan at work, an IRA can help supplement those savings and help you gain access to a potentially wider range of investment options. Keep in mind you are still eligible to contribute to an IRA whether you contribute to an employer-sponsored plan or not. You can also make catch up contributions to an IRA if you are age 50 or older.

Convert to a Roth IRA?

An often overlooked retirement planning strategy is the Roth IRA conversion. A Roth IRA conversion occurs when you take savings in a

Traditional, SEP, or SIMPLE IRA, or employer sponsored retirement plan, and move the assets into a Roth IRA.

You will owe federal and possibly state income tax on the before-tax amounts in your employer plan or IRA converted to a Roth in that tax year, but not the 10 percent IRS early distribution penalty. Once you settle that bill, though, you'll be able to withdraw all the money in your Roth IRA during retirement without owing any tax or penalty, provided: (1) the Roth IRA has been open for at least five years and you are age 59 ½ or older; or (2) the distribution is a result of your death, disability, or using the first-time homebuyer exception.

The benefits of tax-free distributions in retirement may justify the conversion costs and allow for flexibility to manage taxable income in retirement. Converting to a Roth IRA is not appropriate for everyone. Some factors to consider include your tax bracket now and expected tax bracket in retirement, availability of funds to pay taxes due on the conversion, and your time horizon. Talk to your Financial Advisor and tax advisor to discuss your specific situation before you convert.

Develop a retirement income plan

Now may also be a good time to develop a retirement income plan. A retirement income plan helps make the transition from accumulating assets in your portfolio to determining how you will use all of your various sources of income to cover your living expenses when you're no longer working.

It's critical to start the retirement income planning process before you retire. If your planning process determines there's a gap between your desired expense projections and your required income, you still have time

to make some adjustments. These can include retiring at a later date, working part-time in retirement, increasing your current savings, or reducing expense projections. You may want to begin the process with the following:

Analyze your essential and discretionary expenses and create a realistic budget. This process will help you identify all of your sources of income, including Social Security, retirement savings, pensions, investments, etc. A Financial Advisor can help you determine when and how to take withdrawals and build an investment strategy that generates income in retirement while still giving your investments the opportunity to grow.

Consider Social Security. For married couples or divorced individuals, there are numerous options regarding when and how you elect to take your Social Security. Your choices can have a significant impact on the total benefits you receive over time. Your Financial Advisor can help you analyze the Social Security benefit options available to you and help you evaluate which one best fits your personal circumstances.

Think about longevity. Americans are living longer and more active lives, which can translate into two or three decades of living in retirement. This affects not only how much you will need to save but also how much you'll need to budget for health care expenses. You are eligible for Medicare when you turn age 65. If you retire before age 65 and don't have health care through your former employer, you will have to purchase your own coverage. And, while Medicare will help cover hospitalization costs and doctor visits, you'll probably want to secure supplemental coverage. Additionally, you should consider long-

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WEALTH MANAGEMENT GROUP

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term care insurance – the younger you are when you purchase long-term care insurance, the less expensive it is.

Nearing retirement can bring excitement – and also anxiety. But some careful planning now can help ease any anxieties you might experience down the road. You might want to enlist the help of a Financial Advisor to review your investments, help you develop a retirement income plan, navigate the complexities of evaluating your Social Security benefit options, and plan for health care expenses. Now is the time to evaluate where you stand financially and determine what steps you need to take to help ensure you're able to live out your unique vision for retirement.

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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July Retirement Minutes

Continued from Page 9

Sharp, Garry Smuin, Joe Terada, Jerry Wahlstrom, Alfred Watson and Douglas Woods.

A moment of silence was observed. Sympathy cards were sent to the next of kin. President Boschok noted anyone can call the Health and Benefits office to let them know when a member has passed away. The union will follow-up and verify. Mike Keller said he provided an obituary of one of our retirees that he clipped from the newspaper.

Good & Welfare:

There was discussion about the new law restricting use of cell phones while driving. It was noted that area codes will be needed for all phone calls starting July 29.

President's Report:

Jackie Boschok talked about the upcoming trip to Northwest Trek. She also discussed the budget for the 60th Anniversary picnic in August and stated Western Territory GVP Gary Allen and Ed Manhart of the International Retirees/Community Services Department plan to attend. She is waiting to hear from others who have been invited.

Unfinished Business:

None

New Business:

None

May Birthdays:

Ted, Cambouris, Calvin Doss and Jerry Seidel celebrated birthdays in July. John and Helen Mah celebrated their 55th anniversary. The club sang Happy Birthday to them.

There was much discussion about the logistics of the drawing for the gift card and whether to keep all entry tickets from month to month or start fresh each month. After much discussion Jim Hutchins made the following motion: Keep the tickets from January through the drawing in August at the picnic and then discard all those tickets and start fresh in September and keep the tickets until after the drawing at the luncheon in December. Also, you must be present to win. **M/S/P**

The Fred Meyer gift card was won by Louise Burns.

Meeting was adjourned at 11:43 a.m.

Rollin' in the Money for MNPL



The Local F Bowling Tournament raised \$14,177 for the Machinists Non-Partisan Political League (MNPL). Presenting the check L to R: Susan Palmer, Prncie Stewart, Donovan McLeod, Christine Fullerton, Charles Cesmat, Denise Strike, Terri Myette, Jeremy Coty, Gina Fountain, Mitchell Christian, Shane VanPelt and Jon Holden.

Solidarity Night at Everett AquaSox

Join IAM members for a Solidarity Night at the Everett AquaSox, Thursday, Aug. 17. Free tickets for IAM members and their families are available at the IAM 751 union halls.

Thursday, Aug. 17- Game at 7:05 p.m. – Doors open at 6:05 p.m. Everett Memorial Stadium
Remember to wear an IAM shirt in solidarity!



Local C Golf Tourney Saturday, Sept. 23, 2017

Golfers will want to save the date of Saturday, Sept. 23, 2017 to take part in the 15th annual Local C Golf Tournament to benefit the Machinists Non-Partisan Political League (MNPL). The event will take place at Auburn Golf Course (29630 Green River Rd SE, Auburn) with a scramble format and shotgun start at 8 a.m. Cost is \$100 per player, which includes 18 holes of golf, cart and barbecue lunch with a raffle and prizes for closest to pin and longest drive. Entry forms are available at all union halls or on the website (www.iam751.org).

If you would like to donate prizes, sponsor holes or have questions, call Chris Schorr at 253-797-2288.

EASTERN WASHINGTON

Training Prepares Stewards to More Effectively Represent

Union Stewards in Eastern Washington recently received training to help them better represent our members.

IAM Western Territory Educator Melissa Campbell brought her in-depth training to the region after a request from Business Rep Steve Warren. Training took place in three separate locations: Spokane, Yakima and Richland and encompassed stewards from various employers.

Training provided in Yakima covered stewards from Doss Aviation, Edwards Equipment, Pexco Aerospace and Republic Services. Training in Richland included stewards from Columbia Basin Irrigation - South and Quincy locations, Monarch Machine and contractors from the Hanford site. Spokane training reached stewards from Triumph Composites, UPS, ASC, Kenworth Sales, URM, Durham, Central PreMix, Penske, Pacific Power and Grand Coulee.

"It is always good, even for long-time Stewards, to get a refresher on their rights and how to best represent the members. She covered lots of good information," said Business Rep Steve Warren.

"The interaction and sharing of information between the Stewards



IAM Western Territory Educator Melissa Campbell leads a group discussion over legal rights of a steward at training in Richland for our Union Stewards.

is sometimes just as valuable as the information presented. Hearing how others dealt with a similar situation rather than being the first to take up the fight is always good."

While Melissa had topics to cover, the training is interactive and discussions help frame the topics that receive the most attention. Topics covered in the training include:

- Legal Rights of a Steward
- Duty of Fair Representation
- Just Cause and the seven tests of just

cause

- Weingarten Rights for Union Representation

The Grievance Process, which included: what can be grieved, types of grievances, time limits, conducting union investigations including rights to information and access to witnesses, phrases to use when filing a grievance. A grievance preparation flow chart was reviewed to help build stronger cases to challenge violations

- Effective notetaking
- Developing good listening skills
- Filing Information Requests

The training also reviewed the IAM's history and structure, as well as a piece on the importance of organizing and how unions can help friends, family and our communities.

Stewards left feeling more energized and armed with additional knowledge to push back on any company tactics they may face in their workplace.



Stewards in Yakima discuss best practices in dealing with management during training provided by IAM Western Territory Educator Melissa Campbell.



Spokane stewards discuss the seven tests of just cause and share their experiences in representing members at their various employers.



The Local 86 Trap Shoot raises money for Guide Dogs of America.

Trap Shoot for Guide Dogs Will be a Blast - Aug. 26

Local 86 in Spokane will hold its fifth-annual charity trap shoot on Aug. 26 at the Spokane Gun Club (19615 E. Sprague Ave, in Greenacres).

The event will start at 9 a.m. The cost is \$80 per person, which includes lunch, trophies and door prizes. There will be additional drawings for prizes including shotguns, televisions, barbecue grills and tool packages.

Raffle tickets sold separately from officers and at the hall. Need not be present to win.

To register, call the Spokane Union Hall at (509) 534-9690 or e-mail aeveland28@msn.com or call 509-853-9246.

Formal Bargaining Begins at ATS Fairchild

On Saturday, July 15, workers from Akima Technical Services (ATS) at Fairchild Air Force Base, spent several hours at the Spokane Union Hall to help finalize the first contract proposal and ensure it incorporated members' concerns.

"We used input from earlier meetings and surveys to draft the contract proposal. This meeting allowed additional input and gave members another opportunity to bring forward concerns," said Business Rep Steve Warren, who is leading the negotiations.

At the meeting, the group also learned additional information on the IAM Pension Plan, as well as exploring potential alternatives for health and dental insurance benefits.

"It was a productive meeting. I was glad to see such a large turnout to take



Workers from ATS at Fairchild met on July 15 to finalize their first contract proposal and discuss issues at their workplace. Negotiations opened July 18.

part in this process of securing a first agreement," Steve added.

The Union presented our

comprehensive proposal to ATS on July 18 and met for several days discussing issues of concerns. Progress was made on several issues, but additional bargaining sessions have been scheduled to tackle the economic issues.

These workers provide aircraft and equipment maintenance to support the helicopters the U.S. Air Force uses in flight crew training at the USAF Survival School. These workers prepare aircraft before crew arrival, assist during flight preparations, and then recover, inspect and service each aircraft before the next launch.



L to R: Two reps from Akima (left side of table) met with the IAM negotiation committee (Staff Assistant Chris Powers, Jim Damico and Business Rep Steve Warren), as we presented our first comprehensive proposal in July.