



# DISTRICT 751 AERO MECHANIC

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## Union successfully challenges unjust discipline

Union Stewards in the MSDC teamed up to help ensure a member did not receive unjust corrective action. Having a union steward as a second set of eyes and ears to ask questions, take notes, conduct investigations and request documentation when a member faces potential discipline is one of the most valuable benefits of union membership.

In this situation, Stewards Kristi Kidrick and Rodney Lam worked together to get a wrongful Corrective Action Memo (CAM) removed from a member's folder. Management falsely accused the member of causing extensive damage to the airplane part after it had already left the building.

Kristi and Rodney networked and followed the grievance procedure to uncover flaws and failures that management and Human Resources had overlooked, as well as processes that hadn't been followed. The member's statement and witness statements had not been read by management nor had any interviews taken place to understand what happened before our member was given the CAM.

"Before issuing discipline, management must perform their due

diligence and actually investigate the facts. At a minimum, the manager should have read the details and documentation since someone's job is at stake," said Business Rep Howard Carlson.

The member had provided a written statement, as well as a list of witnesses, but management and HR never followed up. Our stewards conducted their own investigation - contacting witnesses, gathering statements on the incident, and talking to QA to see if the member had any past quality issues.

Once Kristi and Rodney presented the real facts to management and HR, the CAM was rescinded and removed from the member's folder.

"The second level didn't think she needed to read all the statements. She admitted at step 2, she hadn't read either the details or the documentation. We asked to have a discussion for management to prove the employee did the damage," said Kristi. "You can't issue a CAM based on opinion. Discipline must be based on documented facts, and there were none in this case."

"I appreciate the work our stewards do every day for our members. In this case, our stewards did more investigative work



*Business Rep Howard Carlson (l) talks with Stewards Christina Dahl, Rodney Lam and Kristi Kidrick about having stewards work together and network to represent members. Rodney and Kristi teamed up to stop unjust discipline on a member.*

than Boeing and proved management did not follow their own process," added Howard. "It pays to be union and to have good, pro-active stewards. This member knows his job and had done nothing to receive a CAM, which our stewards were able to prove."

The stewards in this building have built a strong network and utilize each other in conversations with management to more effectively represent the

members. Recognizing each steward has different strengths, they use teamwork in the building, which has worked well.

"As stewards, we want to make sure if the union member has to be held accountable to Boeing policy and procedures, then management needs to be held accountable to those same standards. We all sign the ethics agreement," noted Kristi. "In this case, our member felt vindicated."



*District 751 President Jon Holden (r) and Richard Jackson review details of an agreement over taxation of education benefits. The agreement resulted after the Union challenged Boeing's interpretation of IRS codes.*

## Agreement on taxation of education benefits

In February, the Union and Boeing came to a resolution in our dispute over taxation of Learning Together Program (LTP) benefits, which was a positive outcome for our members utilizing LTP within our contractual educational benefits.

The agreement was an improvement over the taxation policy Boeing implemented last fall and ensured many different programs in all fields under a wide variety of circumstances are taxed only above the \$5,250 per year tax-free tuition threshold.

When Boeing advised the Union it was implementing changes last fall, the Union believed the changes were not being administered properly. Boeing moved forward with the changes anyway. In response, the Union filed an Unfair Labor Practice (ULP) challenging the implemented changes.

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## Union stops vendor and ensures our members perform traditional work

Thanks to swift action, vocal leadership and attention to detail, more than 2,000 hours of work was preserved and will be performed by IAM 751 members in Everett who work in the structures lab as part of Boeing Test & Evaluation.

Boeing had proposed having contract workers do this work as part of a demolition of the support structure for 787 structural test set up. The 787 test structure is being removed to make room for a new structural testing lab for the 777X. Our union was quick to point out that a significant portion of this work is traditionally performed by 751 members.

Credit goes to Union Steward George Stefanini and Business Rep Grace Holland, who upon learning of the potential issue immediately brought the matter to the attention of labor relations. Because they spoke up and challenged the jurisdiction, our members will perform this work.

While a contractor builds and tears down the blue steel



*Steward George Stefanini and Business Rep Grace Holland look at the approximately 2,000 hours of demolition work our members will perform taking out the infrastructure, thanks to the union speaking up and stopping a contractor from performing what has traditionally been our work.*

structure that holds the plane for testing, our members install the infrastructure like the exhaust manifolds, catwalks around the airplane and hydraulic actuators. Likewise, as the test lab transitions to a new airplane - demolition of the infrastructure is done by our members with a contractor dismantling only the 'blue steel' structure.

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## REPORT FROM THE PRESIDENT

# Advocating for our members, our industry, our state

By **JON HOLDEN**  
District President

Unionization of Boeing's workforce is not the only difference between Washington and South Carolina. Here, we utilize our right to bargain to make our members, our communities and our industry stronger.

In South Carolina, Boeing's workforce deserves this same right, but they must choose to have that voice. Since they are not organized, there is no way for them to advocate on behalf of themselves, the Company and the greater aerospace industry.

While Boeing wants to paint us as always being combative, there have been many issues over several decades where our union has carried Boeing's water.

It is true that the union fights Boeing to improve wages, hours and working conditions for our members.

It is true that the union fights the company to ensure that the provisions of the collective bargaining agreement remain in force.

It is true that the union fights to ensure fair and just discipline is applied and members are protected from unsafe working conditions.

It is also true that the Machinists Union fights for workers' compensation and unemployment insurance benefits in our state legislature.

However, there are many things we work on that support the aerospace industry in the state, which benefit both Boeing and other employers, that go unrecognized.

Boeing expressed the need for more resources to be invested by the state for workforce needs. In response,



the Machinists Union helped deliver a training infrastructure to ensure our members and citizens achieve higher skill levels so there is a ready aerospace workforce throughout the state of Washington making sure we can compete for jobs well into the future.

Our union has created an aerospace apprenticeship program, served on community and technical college boards, served on professional and technical advisory committees all to help our state produce the most qualified workers for aerospace manufacturing.

In addition, we lobbied for state resources to be spent to increase the number of engineering slots at both the UW and WSU. Our union backed a proposal to convert the University Center in Everett to an engineering center on behalf of the aerospace industry.

But workforce development is only one aspect of our efforts to keep Washington a leader in aerospace.

The Machinists Union has supported every transportation investment proposal in both the legislature and through the initiative process – again to help Boeing move its freight and to help the workforce in their commute.

For decades, the Machinists Union has supported the Export Import Bank using our time and resources by having members from every local and district across the country lobby Congress in a concerted effort to benefit Boeing.

Machinists Union members across the nation spent over a decade lobbying on behalf of Boeing to build the Air Force Refueling Tanker.

Likewise, we lobbied for Boeing to

build the P-8 for the Navy.

For every expansion or renovation to a facility in Washington State (777X, 737, 787), we have lobbied to reduce the mitigation costs, streamline the permitting process and generally make it easier to complete their project.

Upon Boeing's request, the Machinists Union supported the preferred option for the clean-up plan of the lower Duwamish River.

We also supported the aerospace tax incentives Boeing said they needed to keep jobs in Washington State. Where we differ is our belief that the incentives should be to maintain and grow jobs as opposed to Boeing having the freedom to consciously move thousands of jobs to other states to collect incentives in those states, as well. That is why we continue to push our aerospace tax incentive accountability legislation.

Time and time again, the Machinists Union worked on behalf of The Boeing Company to make sure they are successful and can continue to thrive in the state of Washington.

This is not simply a choice to help Boeing, but also helps our members and aerospace workers in the state of Washington. It is in our best interests to do so and keep our membership thriving. However, these efforts should be recognized by our community, our state and hopefully Boeing – demonstrating every day that the Machinists Union brings value to the relationship.

The Machinists Union and other unions do good things for our community and our state. It is proven that union membership raises the standard of living for workers in the area and makes our communities a better place to live. Others should acknowledge the value unions

bring to our communities and our state.

However, what we get from the Washington State Senate are bills that contradict this theory of building better communities.

The State Senate Commerce, Labor and Sports Committee, chaired by Republican Senator Michael Baumgartner has introduced several pieces of legislation that oppose the idea of building better communities.

The first is Right to Work legislation, which is purposefully misleading and has nothing to do with rights. This legislation simply aims to destroy the organizations

*Continued on Page 8*

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

**Jon Holden**  
President, Directing  
Business Representative

**Jason Chan**  
Vice President

**Susan Palmer**  
Secretary-Treasurer

**Rob Jones**  
Sergeant-at-Arms

**Steve Warren (Eastern WA)**

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**André Trahan**

**Ira J. Carterman**

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**John Lopez Jr.**

**Howard Carlson**

*Union Business Representatives*

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Nationwide 1-800-763-1301  
Hotline: 1-800-763-1310  
Web site: [www.iam751.org](http://www.iam751.org)



## Chan elected District 751 Vice President

With Lester Mullen being appointed as a Health and Benefits Representative effective Feb. 1, Les resigned his District Council position and District Vice President position.

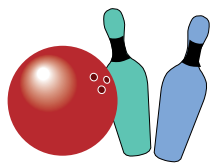
As a result, the District Council delegates nominated and voted in a new District Vice President at the Feb. 14 District Council meeting. Local 751-A Delegate Jason Chan was nominated and elected by acclamation to serve as District Vice

President.

NOTE: District 751 bylaws provide when vacancies in the District Vice President or Sergeant-at-Arms position occur between election cycles, the position will be filled by a vote of the seated District Council delegates. Only seated District Council delegates are eligible to run for District Officer positions.

## Fun to spare at April 23 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. that day 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. For information on the Federal 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!

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



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

### 751 AERO MECHANIC

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

Member of The Newspaper Guild,  
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## POLITICAL ACTION

# Bill could destroy only group able to fight corporations

### Holden testifies against 'Right to Work' as more than 1,000 unionists rally

A Spokane Republican's proposal to force unions to provide services to people who aren't dues-paying members takes the side of corporations at the expense of our state's working people, said IAM 751 President Jon Holden who testified before a state Senate committee in February.

"This is not about rights," Holden said. "This is about destroying the resources and infrastructure of the only group standing between middle class America and poverty."

"This 'Right to Work' bill is only a tool to weaken the bargaining ability of unions," he said. "There is nothing about 'Right to Work' that improves the rights of workers, improves our skill base or provides any additional jobs in the community."

More than 1,000 union members and supporters -- including the District 751 Legislative Committee -- traveled to Olympia to testify and take part in a rally opposing Senate Bill 5692, which aims to make Washington a "Right-to-Work" state.

The bill was introduced by Sen. Michael Baumgartner (R-Spokane), who chairs the Senate's Commerce, Labor & Sports Committee, which took testimony on the bill during the Feb. 9 hearing.

Some 1,100 people signed in for a chance to speak against the bill. Only one person signed in to speak in support of it.

The crowd packed the committee hearing room -- plus two overflow rooms set up to allow people to listen to the hearing. Hundreds of pro-union activists ended up protesting on the Capitol grounds during the hearing, while others visited their legislators' offices to object to the anti-union bill.

The bill would forbid unions and employers in Washington State from negotiating a specific kind of contract provision -- called a union security agreement -- and would force unions to provide services to people who aren't dues-paying union members.

These kinds of laws encourage workers to stop paying unions for the services they provide -- like negotiating and enforcing contracts. It would be like allowing people to opt out of paying taxes, but still allowing them to use and benefit from all government services, whether they are taxpayers or free-riders.

Holden was one of several high-profile labor leaders to speak during the hearing.

"'Right to Work' never has and doesn't now have



The IAM 751 Legislative Committee -- (from left) Bill Langlois, Legislative Director Larry Brown, Denise Strike, John Kussy, District President Jon Holden, Roy Wilkinson and Chris Schorr -- took part in rallies on Feb. 8 against a proposed "Right to Work" law in Olympia.

anything to do with creating or protecting jobs," said Washington State Labor Council President Jeff Johnson. "Its purpose is to curb the power of workers and their unions at the bargaining table and in the Legislature."

"It doesn't belong in this state and all of our unions, including building trades unions, are going to stand up strong against it," said Lee Newgent, Executive Secretary of the Washington Building Trades. "It doesn't belong in Washington State now or ever."

Holden told the committee that "right to work doesn't work for working people or their families. He pointed to data showing that eight out of 10 of the states with the highest rates of fatal workplace accidents are right-to-work states, as are eight of the 10 states with the highest rates of poverty and eight out of 12 states with the highest rates of childhood hunger.

In addition, the non-partisan Congressional Research Service found that workers in right-to-work states make

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### 'Right to Work' is not about rights; it's a cynical corporate power grab

By STAN SORSCHER  
SPEEA Labor Rep

We should see "Right-to-Work" legislation for what it really is.

#### It's about power, not rights

Workers have surprisingly few rights in the workplace. We don't have First Amendment rights to free speech. To the contrary, employers can hold "captive audience" meetings where workers are obligated to hear anti-union propaganda. We don't have Second Amendment rights at work; no Fourth Amendment rights against unreasonable search and seizure; no rights to dues process; no privacy rights, no Fifth Amendment right against self-incrimination.

Your employer can legally search your belongings, tap your phone, read your email, tell you when and where you can eat, punish you for revealing your salary, and tell you what you can and can't read on the Internet.

Under Washington State law, employers can fire workers for no reason at all. Well... unless you have a union contract. But even with a contract, your union must "demand" (delicious language, isn't that?) that workers can only be terminated for just cause. Unions must fight for "just cause." Employers strongly resist granting it.

At their core, Right-to-Work (RTW) laws say workers in America have too much power, and employers have too little.

Inequality is a defining problem of our time. How do workers get a share of the gains we produce? We can wait for someone to give it to us. We can demand it. Or maybe we don't get it at all.

The classic form of worker power is a strike. However, strikes have just about disappeared. More and more, work stoppages are lockouts, where employers use their power to demand concessions from workers. So, who has too much power?

#### RTW puts us in a race to the bottom.

I recall a port strike in South Carolina. A state official said South Carolina was proud to have the lowest wages in the country. He would put port strikers in jail to keep it that way. Evidently you

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# Unions come together to advocate pro-worker legislation

Hundreds of energized leaders and rank-and-file members of Washington's unions descended on the State Capitol to meet with their elected representatives on Feb. 9 as part of the Washington State Labor Council Legislative Lobbying Conference. In the context of what's happening in Washington, D.C., there was a palpable sense of determination to fight for social justice, civil rights and workplace standards.

"Sisters and Brothers, we are in a war and we all need to step up to leadership," said WSLC President Jeff Johnson in his opening remarks. "We need to educate and activate our members to understand the threats to our unions, our families and our communities."

That call to action set the stage for a brief lobbying training by WSLC Government Affairs Director Joe Kendo and Legislative and Policy Director Eric González Alfaro, and then it was off to the Capitol. Machinists, teachers, electricians, fire fighters, long-shore workers, public employees, laborers, engineers -- workers in dozens of trades, public and private -- were grouped by legislative district to meet with legislators to talk about issues that matter to working families this session in Olympia, including:

**Fully funding public education** — Our children and teachers have waited long enough for a solution to insufficient and inequitable school funding. But working families don't want to sacrifice other important state services and priorities to fix this. That means new revenue is needed. Lawmakers must close unproductive tax loopholes and reform our regressive tax code.

**Funding state employees' contracts** — After years



IAM 751 Legislative Director Larry Brown (left) tells Matthew Smith about labor's legislative priorities, along with IAM 751 Legislative Committee member Chris Schorr (standing). Smith is an aide to state Sen. Phil Furtunado (R-Summer).

of asking public workers to do more for less, our state faces a recruitment and retention crisis. The modest cost-of-living adjustments in these contracts are an absolutely necessary investment in our public workforce and quality state services.

**Protecting workers' compensation** — Our safety net for injured workers and their families is under attack. Bills have been introduced to cut benefits, restrict eligibility, and convert our workers' compensation system into a game of "Let's Make a Deal." Business lobbying groups are pushing hard for this, and working families are pushing back.

**Washington Voting Rights Act** — It's time to provide local governments a process by which they can determine on their own the fairest way to ensure all communities are represented in local elections.

### Unions: Hanford workers deserve better from workers' comp system

Washington State's labor unions are backing a Tri-Cities legislator's proposal to reform workers comp rules for Hanford workers.

House Bill 1723, sponsored by Rep. Larry Haler (R-Richland), would remove barriers that prevent seriously ill Hanford workers from getting workers' comp benefits.

Currently, Hanford workers have to prove that a medical condition was caused by a specific exposure, which is extremely difficult to do because the chemical cocktails they are exposed to are often unidentifiable. Under the bill, many conditions would be automatically assumed to be caused by working at the Hanford nuclear reservation.

A pattern of denials of Hanford workers' claims "has had the effect of destroying the health and lives of hundreds of workers and their families at Hanford," said WSLC President Jeff Johnson, testifying in support of HB 1723 during a Feb. 9 hearing in Olympia.

Our union -- which represents trainers at Hanford's HAMMER Center and millwrights who work across the site -- supports HB 1723, said IAM 751 Legislative Director Larry Brown.

"Hanford workers are doing essential work, and they face unique hazards on the job, from both radiation and hazardous chemicals," Brown said. "Our state's workers comp system needs to address their needs in a comprehensive way."



## IAM-BOEING JOINT PROGRAMS

### Advisors help members find jobs that are a better physical fit to avoid injury

The IAM-Boeing Joint Programs Career Advisors provide members a wealth of information and resources in planning their career and education goals, but there is so much more that these dedicated advisors do for our members working at Boeing. Nearly every day, these talented individuals go that extra mile to help our members.

Members don't usually think of talking to a career advisor after they are injured to see if other jobs might be a better fit – even though that is one service our advisors can provide.

Recently, Everett Career Advisor Gina Fountain assisted two separate members who had been placed on light duty.

The first member was performing a job he knew was not a good fit for him physically. He had been placed on light duty and feared a medical layoff might be in his future. In searching for options, he met with Gina who made recommendations for different job opportunities.

One position stood out to him as the “perfect job” that matched his interests and physical requirements. Since the job was not an ERT job, Gina recommended he have his resume professionally written (another service Joint Programs career advisors provide).

After getting his resume professionally written, the job was soon posted on Boeing Careers. At that time, he again contacted Gina for further assistance to enhance his chances in getting the job.

Gina made additional modifications to his resume based on the selection questions identified in the requisition. She then helped him upload his resume into Boeing Careers and submit his application.

A couple weeks later, he informed her he had been scheduled for an interview. Gina again was there to help. She explained the Structured Interview Process and conducted a mock interview with him so he was



*Gina Fountain is one of the many dedicated IAM-Boeing Joint Programs Career Advisors who regularly goes that extra mile to help members with their career and education goals. Recently, she helped two members on light duty get into jobs that were a better fit to ensure they would not be reinjured.*

prepared for the types of questions he might be asked.

All the preparation work paid off for the member. A few weeks later, he received the job offer, cleared medical and is now working in the new position.

Another member who had been injured on the job and was assigned to light duty also turned to Joint Programs. Gina helped the member identify a list of jobs that would be physically a better fit for him. Once the jobs were identified, she put together several training plans and filed multiple ERTs. With her assistance, the member was offered a new position and is now working without the worry that he may become re-injured or medically laid-off.

Just two examples of the services our IAM-Boeing Joint Programs Career Advisors can provide.

### Learn a foreign language with Mango

IAM-Boeing Joint Programs continues our partnership with Mango Languages to provide our IAM members at Boeing a new way to learn a language. Mango offers 70 foreign-language courses and 19 English language courses to choose from – and is continuously adding to their library of languages. You also have Mango Premiere which is our language through full length films.

Our partnership with Mango began in April, 2014. To date, 1883 employees have taken advantage of this opportunity! Learning with Mango is **free** for active IAM-members

at Boeing! If you've ever wished you could speak a



different language, now is your chance.

Mango offers a fast, effective, and convenient solution for all your language-learning needs. Each lesson combines real-life conversations and audio from native speakers with simple, clear instructions. The courses also give users insight into global customs and an effective approach that integrates components of vocabulary, pronunciation, grammar, and culture. Mango keeps language learning intuitive and encourages learners to fit pieces and sentence structures together on their own using critical thinking and repetition.

Mango is accessible online wherever there is an internet connection, and offers free downloadable apps for learning anytime on iPhone and Android devices. Mango's app is also available on iPad, Kindle, and Nook. Mango is for use on your personal computers and devices only; Boeing computers and devices should not be used for Mango.

To get started, simply email the following information to GRP [Mango@boeing.com](mailto:Mango@boeing.com): full name, BEMS ID, contact phone number, Boeing email address.

You will receive an email back within five business days with a user id and password to start you on your journey of learning the language of your dreams.

### Agreement on taxation of education benefits

*Continued from Page 1*

As a result of the Union working through this process with Boeing, a positive new agreement spells out the following:

Courses taxable over the yearly limit of \$5,250 are:

- Any courses that are part of a degree program (all fields)
- Any courses that are part of a certificate program (all fields)

- Any prep courses for a license renewal, registration or examination (all fields) because the U.S. Tax Court ruled that they qualify the participant for a new trade or business.

- Individual courses that are not considered a sport, game or hobby.

Courses fully taxable are:

- Individual courses that are considered a sport, game or hobby, not part of a degree, certificate program or prep course or have no reasonable relationship to the business of the employer.

Boeing will be sending out a communication to members who might be impacted and will ensure the proper classification is applied per this agreement and taxes are not improperly being withheld. The letter will include instructions on how to recoup any over taxation with a corrected W-2.

“This is an area where the Union felt it was important to challenge the interpretation being used to determine the level of taxes someone would pay for use of their LTP benefits,” said District 751 President Jon Holden. “We felt that the interpretation was not capturing the proper designation of taxes above the limit for many different fields of study. I appreciate this resolution, as it is an improvement for our members.”

Again, those who are taking individual courses that are game, sport or hobby that are not part of a degree, certificate program or a prep course for a license renewal or examination will be taxed at 100 percent per IRS rules.

IAM members are the only remaining payroll at Boeing to have this unlimited funding through LTP, thanks to LOU 25 on page 164 of our contract. (See side bar for additional information on these benefits). Meeting with an IAM-Boeing Joint Programs Career Advisor (1-800-235-3453) is your best choice to access these benefits and properly enroll for classes.

### IAM has unique LTP education benefits

No funding limitations for learning is one of the extraordinary benefits available to only IAM 751 members working at Boeing. It is a benefit that NO OTHER BOEING PAYROLLS have.

Meeting with an IAM-Boeing Joint Programs Career Advisor (1-800-235-3453) is your best choice to access these unique benefits.

The Learning Together Program (LTP) remains unlimited funding for IAM employees, thanks to strong language in our contract. LOU 25 specifically states that “unlike Education Assistance, Learning Together has no fund limitations.” LTP benefits changed dramatically for other Boeing employees in 2010 with restrictions on tuition amounts, training institutions, time limits, etc.

Unfortunately, details for District 751 members' LTP are difficult to find because they are unique and referred to as ‘heritage benefits’ (on the internal Boeing web visit [http://ltd.web.boeing.com/LTD\\_CEA/index.cfm](http://ltd.web.boeing.com/LTD_CEA/index.cfm))

LTP for 751 members includes:

- IAM members have no annual funding limits.
- IAM members do not have to discuss their educational plans with their manager prior to LTP participation, although they are encouraged to do so especially if they work a lot of mandatory overtime to ensure work will not conflict with school.

- IAM members can use LTP benefits at any accredited school. IAM members are not limited to LTP designated strategic fields of study.

- IAM members are eligible for LTP benefits from their first day of work. Other Boeing payrolls are required to have one year of service time before participating in LTP and three years of service before pursuing MBA degrees.

- IAM members who complete doctorate, master's, bachelor's or associate's degrees receive restricted stock awards – another benefit that Boeing cut for all other workers in 2010; and

- IAM members can receive reimbursements

of eligible expenses while on Educational Leave of Absence from Boeing – a benefit that was eliminated for others in 2010;

- After graduation, IAM members are free to accept jobs outside Boeing – other Boeing workers must remain at Boeing for a number of years or else they are required to repay their tuition.

**NOTE:** With LTP, you are required to get at least a C- grade or repay the tuition. Both EA and LTP require you to pay taxes on tuition more than \$5,250 in a year.

IAM 751 members at Boeing also have \$3,000 a year in Education Assistance benefits through IAM-Boeing Joint Programs.

#### YOU HAVE RICH EDUCATIONAL BENEFITS!

Get started on your education now...

The Boeing Learning Together Program has ‘heritage’ benefits specifically for IAM-Represented Employees!



- **NO Waiting Period! Start your education immediately after hiring on!**
- **NO “Preferred” schools**
- **NO “Strategic Fields of Study” restrictions**
- **No funding limitations**
- **EARN STOCK OPTIONS**
- **..... and MORE!**

Call 1-800-235-3453 today for an appointment with an IAM-Boeing Career Advisor to get started or visit [http://ltd.web.boeing.com/LTD\\_CEA/index.cfm](http://ltd.web.boeing.com/LTD_CEA/index.cfm) on the Boeing internal web



# Stewards ensure light duty members get their overtime

It pays to be union is more than just a saying. In Renton, Union Stewards Mike Smith and Richard Holman helped educate management to the fact that just because a member is on light duty, does not by itself exclude a member from overtime. As a result of our union's efforts, several members were paid weekend overtime they should have been offered.

Our contract is very clear on who



Business Rep Rich McCabe (r) thanks Steward Rich Holman for his effort to ensure a member on light duty was not denied overtime.

can be excluded from being offered overtime, and there is no mention of light duty. If members are performing the work during the week and there is no medical restriction prohibiting overtime, management should offer them the opportunity to work, the same as the rest of the crew. The Stewards tried to explain this to a Renton manager who refused to listen. The manager even went so far as to put out an unauthorized document stating overtime is not allowed for workers on light duty.

"Union Stewards Mike Smith and Richard Holman did a great job representing our members. When first level management insisted members on light duty are not entitled to overtime, they didn't take no for an answer and elevated it higher with the promise of writing a formal grievance to correct the matter, if need be," said Business Rep Robley Evans.

Business Rep Rich McCabe added, "Our Stewards stood their

ground with what was the right interpretation of our contract overtime language and ensured the members were paid for weekend overtime they should have been asked to work."

Because the same manager covered multiple buildings, two stewards were involved and worked together to get the matter corrected for their respective members. Our Stewards even brought up the subject at their monthly Steward/leadership meeting with Vice President and General Manager of the 737 Program Scott Campbell who also confirmed that light duty did not exclude a member from overtime.

"There is a concise list of reasons in our contract why a member can be excluded from overtime and light duty is not one of them. We knew we were correct and ensured the members were properly compensated," said Holman.

The members were paid for several



Business Rep Robley Evans (l) thanks Steward Mike Smith for ensuring a member was paid overtime after a manager refused to allow the member a chance for overtime simply because of light duty.

weekends of overtime and appreciated having our union to protect their contractual rights and ensure they were compensated for the overtime they should have been asked to work per our contract. Just another example of how it pays to be union!

## AJAC offers first youth apprenticeship program

The Aerospace Joint Apprenticeship Committee has worked with other state and local agencies to launch the first youth apprenticeship program for high school students in Washington.

The program is being offered to Tacoma students aged 16 or 17, giving them the opportunity to train for jobs in aerospace and other advanced manufacturing fields.

Students will have the opportunity to complete 2,000 hours of paid on-the-job training while they complete their high school educations.

"This is a great opportunity for students in Tacoma to learn the skills they'll need to move into family-wage jobs after graduation," said Jesse Cote, the IAM 751 staff member who is AJAC's chairman.

District 751 is a strong supporter of AJAC, and played a key role in its formation in 2008.

For the youth apprenticeships, AJAC partnered with the Tacoma School District, Bates Technical College and the Washington Department of Labor and Industries, which approved the plans to



The Aerospace Joint Apprenticeship Committee is working to bring more young people into advanced manufacturing training programs with a youth apprenticeship and regular Manufacturing Day events, like this one in 2016.

establish on-the-job training programs with limited hours and appropriate work assignments for teens.

Interviews for the first class are underway. Cote said the goal is to expand over time through partnerships with more school districts and community colleges statewide.

With Baby Boomers now at retirement age, industry experts say Boeing and its suppliers in Washington State will need

7,200 new aerospace workers in the next five years to replace retiring workers.

AJAC's goal is to train entry-level apprentices so that they'll have the skills to replace those shop-floor experts and leaders when they retire from their jobs at aerospace companies that supply Boeing, Cote said.

"If our state is going to remain the world leader for aerospace manufacturing, then we have got to prepare a new generation of highly skilled workers," he said. "These youth apprenticeships will help us achieve that, while at the same time, we're helping young people prepare for careers in jobs that pay family wages with good benefits. It's good for our industry, and great for these young individuals."

Studies show that apprentices, on average, earn \$300,000 more over their lifetimes than someone who does not get the advanced skills training. Apprentices also complete their training without the student loan debts that burden so many four-year college graduates.

For more information about AJAC's Youth Apprenticeship program, go online at [www.ajactraining.org](http://www.ajactraining.org).

## COLA at Boeing generates 3 cents

Effective March 10, 2017, a 3 cent cost-of-living adjustment (COLA) will be added to the hourly wage rate for IAM members at Boeing.

The 3 cents was generated for the quarter November 2016, December 2016 and January 2017. COLA is generated quarterly under the IAM contract and is based on the federal government's Consumer Price Index.

## LABOR HISTORY HAPPENINGS

### March Labor History Happenings

- March 4 – US Department of Labor – 1913
- March 7 – Ford Hunger Strike – 1932
- March 15 – Painters Union - 1887
- March 17 – First US Postal Strike – 1970
- March 22 – CLUW – 1973
- March 23 – Tacoma Longshore Local 23 - 1886

Information taken from the PNLHA Labor History Calendar



## Union stops vendor and ensures our members perform traditional work

Continued from Page 1

Once an airplane is loaded in this unique lab, the structural integrity of the airplane is tested over its lifecycle – predicting how the plane will react in various situations with normal wear and tear.

Last year after extensive discussion, documentation and debate in a jurisdictional grievance involving this shop, Boeing conceded it was indeed our work. This past grievance bolstered our position and ensured a much quicker resolution without having to go through a formal grievance.

"Our grievance last year put Boeing on notice that we are watching and protecting our work. That grievance established they cannot outsource this work, yet just a year later they tried again," said Grace. "We were ready with the documentation from our previous grievance to defend our position on work jurisdiction."

"I appreciate great Union Stewards like George who defend our jurisdiction and work," Grace added.

"This is a big deal because many of the 751 members on our crew were on loan because of lack of work. Keeping this 2,000 hours ensures our members will have work in the shop," said George. "The real problem in this case

was the people who proposed using a vendor didn't know our contract or that it is our work. It wasn't an intentional move to take our work. They simply moved forward with their idea, until our union challenged their proposal with historical documentation from a previous grievance."



Above: Steward George Stefanini (l) and Business Rep Grace Holland discuss work our members will do on demolition and build up of the test structure.

Left: A contractor builds and tears down the 'blue steel' part of the structural test lab, but our members are responsible for the infrastructure such as exhaust manifolds, catwalks, and hydraulic actuators.

Photo by Jeremiah Scott courtesy of Boeing.



## SERVICE TO THE COMMUNITY

### Spread the love: Peanut butter drives to aid area food banks

District 751 is taking part in two annual peanut butter drives sponsored by the central labor councils in Pierce and Snohomish counties.

The drives start this month, and will continue through May 5. 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 fourth annual peanut butter drive, which benefits Volunteers of America's Everett Food Bank.

Peanut butter is an excellent source of protein with a good shelf life. Organizers encourage union members to buy union-made peanut butter brands like Jif or Adams, and to buy it whenever possible from unionized grocery stores, including Albertson's, Fred Meyer, Haggen's, PCC, QFC, Safeway or Thriftway.

"Our union is committed to making life better for low-income working people in our communities," said Jason Redrup, an IAM-Boeing Joint Programs coordinator who is president of the Snohomish County Labor Council. "Things like the peanut butter drive are something all of us can do to help meet the immediate needs of hungry families."



Everett Union Steward Paul Richards and Business Rep Garth Luark unload some of the nearly 800 pounds of peanut butter workers on the 777 line donated in 2014.

### Toiletry donation drive to help disadvantaged and homeless

Our union's Human Rights and Women's committees are teaming up to collect toiletry items for homeless people in Seattle. The two committees will collect travel-sized items – including shampoo, toothpaste and deodorant – throughout March and April. Donations will be collected at all IAM 751 union halls in Puget Sound.

"Obviously, when you're living in a homeless shelter, you don't have a lot of money to spend on personal hygiene items," said Women's Committee co-

chairwoman Dena Bartman. "This drive will help these people get cleaned up for job interviews, and just help them feel that much better."

Without toothbrushes and toothpaste, "homeless people are at much higher risk for having dental problems, which can grow into broader health issues," said committee co-chair Grace Holland.

In addition, the committees are looking for donations of combs, dental floss, deodorant, Q-tips, foot powder, first-aid items, razors, feminine hygiene

products, hand sanitizer, toilet paper (or flushable wipes), sunscreen and socks.

The leaders of both the city of Seattle and King County have declared a crisis over the rise in local homelessness. A citywide count in January found there were some 4,500 people sleeping on the streets of Seattle, which represented a 19 percent increase over the previous year. Across King County, as many as 10,000 people are either sleeping outside or staying in shelters on any given night.

"While our elected leaders try to find

long-term solutions to homelessness, the rest of us can do our part to help take care of our homeless neighbors," said IAM 751 Chief of Staff Richard Jackson, who leads the Human Rights Committee.

"Our MVPs do a great thing by regularly preparing and serving meals for homeless people in Everett and Tacoma," he added. "This toiletry drive is one more way our union and its members can help address this crisis in our local communities."

### March of Diapers to help Puget Sound families in crisis

District 751's Machinists Volunteer Program is partnering with the group Many Communities for the third annual March of Diapers drive, which will take place during the month of March.

The drive is an effort to collect disposable diapers and wipes to donate to families living in women's shelters as well as organizations that support low-income families in King, Pierce and Snohomish counties.

Over the past two years, members of District 751 and Machinists Union District Lodge 160 have combined to collect nearly 25,000 diapers and pull-ups, and 9,000 baby wipes.

"Our good union wages mean we can take care of our own families, and help out some other families in our communities too," said IAM 751 MVP Committee Chairwoman Princie Stewart. "Please help us as we make a difference, one little tushy at a time."

Diapers can be a critical need for women trying

to escape from domestic violence or families that are living in poverty. Even though they are a basic need, diapers are not covered by social safety net programs because they are considered "hygiene items," said Many Communities chairwoman Cheryl Hurst.

"Social services agencies that try to help these families have chronic shortages of diapers," Hurst said. "If you're living in a shelter -- or even in your car -- cloth diapers simply aren't an option. So families try to make do, going with one diaper a day, or even trying to rinse out and reuse disposable diapers."

Donations of diapers -- from Premies to Size 6 -- will be taken at all IAM 751 union halls around Puget Sound from March 1-31.

All diapers, pull-ups and wipes collected will go to Mary's Place in Seattle, The Multi-Service Center of Federal Way, Foster Champs of Maple Valley, CareNet Pregnancy Centers of Puget Sound, Edgewood



Machinists Union District Lodges 751 and 160 collected nearly 25,000 diapers and 9,000 baby wipes over the past two years. All have gone to groups that aid low-income families or families in crisis.

Community Fish Food Bank and Pregnancy Aid of Snohomish County.

### Our union's MVPs help to make our communities better



L to R: George Braun, Princie Stewart and Rob Curran recently prepared and served breakfast at The Rescue Mission.



L to R: Gary Perry, Vennie Murphy and Rob Curran prepared and served breakfast at The Rescue Mission.



Machinist volunteers Vennie Murphy, Princie Stewart, Jason Chan, Wilson 'Fergie' Ferguson, and Jim Hutchins built a wheelchair ramp for a Tacoma family on Jan. 27. For more information on these and other Machinists Volunteer Program community service projects, check the calendar at our union's website -- [www.IAM751.org](http://www.IAM751.org) -- or call the Seattle Union Hall at (206) 764-0335.





# Apprentice graduates are masters of their trades

Fourteen members were honored on Feb. 10 at the annual Apprenticeship Graduation Banquet for their hard work and dedication that earned them the right to be called "journeymen" in their respective trades.

For four years, these individuals attended school two to three days a week after working eight hours, learned a new machine every few months and rotated shops. In addition, their progress was regularly reviewed by a group of people. The mixture of on-the-job training and classroom instruction covers courses such as shop theory, trigonometry, physics, metallurgy and machine programming.

Just getting into the program is an accomplishment, which requires meeting stringent criteria, demonstrating certain skills and competing against hundreds, sometimes thousands of other applicants. Many take classes for several years just to qualify to enter the program.

It was only fitting that the event was held at the Museum of Flight, which holds so much aviation history. Like the museum, these graduates also hold a place in history. Five were the first graduates of the Blue Streak Mechanic apprenticeship.

The highlight of the evening was the presentation of the Arnie Durrall Achievement Award to Quang Nguyen. This award, named after an apprenticeship-related instructor who taught for more than 40 years, is presented to the graduate receiving the highest marks in both shop work and classroom work over the life of the program.

Jason Campbell, who was among the first graduates from the Blue Streak apprenticeship, spoke on behalf of all graduating apprentices. "Being part of this program is an amazing experience. To be able to work and travel to so many different locations and see all the different aspects of Boeing makes coming to work both exciting and challenging," said Jason. "Working side-by-side with such incredibly knowledgeable and talented journeymen that have so much passion and integrity for the work they perform has been fantastic."

"One of the things I really appreciate is that you can pretty much ask anyone at Boeing what they do, and they will gladly share their knowledge and answer any questions you have no matter how simple or complex. You can really sense the pride and the desire to share the knowledge," Jason added. "I feel fortunate to work at such a great company. We have all grown and will continue to strengthen our skills in our chosen trade with such people surrounding us in the workplace."

Leaders from both the Union and Company addressed the graduates.

IAM General Vice President Gary Allen congratulated the graduates. "Apprenticeships are a sacred and long-honored tradition within labor. Boeing and the IAM saw the need to invest in employees and develop talent, these graduates are the result," said Gary. "The



This year's graduating apprentices honored at the banquet were (top row L to R): Jason Campbell, Quinn Morley, Nathen Moore, Skylar Booren, Curtis Carroll, Sean Sanderson, Chris Tracy. (Bottom Row L to R): Abdou Akeem Bello, Quang Nguyen, Haley Clark, Ed Bagdasarian, David Asher, Tri Le. (Travis Ranch also graduated but was unable to attend the event).

gift bestowed on these workers is one that will bear fruit for many years. You each have my gratitude, and each of you should be proud of every one of these success stories."

District 751 President Jon Holden thanked the instructors, previous graduates and apprenticeship committee members who provided help throughout their journey. He urged apprentices to share what they have learned.

"What makes apprenticeships unique is the tribal knowledge passed from one journeyman to another so remember you will be counted on to share your knowledge with someone just like you. Help keep that legacy alive and continue this tradition," said Holden.

"Just like those we recognized who helped you along the way, you will be called upon to help other new apprentices learn their skills and their trade to secure a bright future for them and ensure this program lives on far into the future."

"You took advantage of the opportunity for additional education and became a master in your trade. Because of your hard work, you control your destiny and the

skills you learned in this program are valued throughout the aerospace industry and around the world," said Holden. "You have made yourself more valuable as an employee, a union member, a person and to your family by completing this apprenticeship program."

Special recognition was also given to past IAM-Boeing Apprenticeship Chair Gina Ames who retired in January after 17 years in the position. Ron Storvick, an apprentice graduate in 1997 who has been involved with the program for years, has taken the reins.

Congratulations to all the graduates.



Quang Nguyen was honored for having top shop and classroom scores throughout his apprenticeship.

## APPRENTICESHIP GRADUATES



Clockwise outside photo from Top L: Travis Ranch, Ed Bagdasarian, Jason Campbell, Christopher Tracy, Skylar Booren, Quinn Morley, Tri Le, Haley Clark, Sean Sanderson, Curtis Carroll, Quang Nguyen, Abdou Akeem Bello. Middle photo top: Nathen Moore. Middle photo bottom: David Asher.



Above: Blue Streak journeyman Jason Campbell spoke on behalf of the apprentice graduates.



Left: Dist. 751 President Jon Holden congratulated the graduates.



## Dreambuilders thank 751

The Dreambuilders Car Show to benefit Big Brothers Big Sisters of Snohomish County thanked 751 for our silver level sponsorship. L to R: Dist. 751 Sec-Treasurer Susan Palmer, Local C Vice President Mark Mason (who also helps organize the event) and Dist. 751 President Jon Holden.



## Local C plans Hold 'Em tournament at Muckleshoot

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 will be available at all Puget Sound union halls. 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.

## 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](mailto:mmepugetsound@mmeducators.com)

See schedule below for times and locations:

### Everett Union Hall (8729 Airport Road)

Thur, Mar 16 – 11:30 am -1:30 pm & 2:30-4:30 pm

### Auburn Union Hall (201 A St SW)

Wed, Mar 15 – 9:30-11:30 am & 2:30-4:30 pm

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

Tues, Mar 14 – Noon - 2 pm & 3 - 5 pm



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

## Advocating for our members, our industry, our state

Continued from Page 2

that push to raise the standard of living in our communities and for the citizens of Washington.

Right to work legislation is pushed by corporations to weaken unions and increase corporate profits. Data shows Right to Work legislation tips the scale even further in favor of Corporate America. It is about destroying the resources and infrastructure of the only group standing between middle class America and poverty – our unions.

I was proud to see more than 1,100 descend on the state capital and sign into the hearing to oppose Right to Work legislation - with only one person signing in to support the measure.

The same committee, led by Senator Baumgartner, introduced other legislation

aimed at reversing the will of the people by trying to lower the new minimum wage. Again, a move that contradicts building better communities.

In November, Washington State voters approved Initiative 1433 by 57.4 percent. This initiative raises the state minimum wage to \$11 per hour (\$13.50 by 2020) and allows all workers to earn some paid sick and safe leave.

Yet in the very next legislative session, Republicans in Olympia are attempting to roll back the will of the people and modify these protections not just for union supporters, but for the citizens of Washington State.

The Republicans introduced three bills aimed to weaken I-1433. These bills undermine the whole point of I-1433, which was to make Washington

a better and healthier place to live and work. Keep in mind that I-1433 passed statewide even if you excluded every vote in King County – showing it had widespread support throughout the state.

SB 5530 – would immediately cut the \$11 minimum wage back to \$9.53 per hour and deny workers the opportunity to earn paid sick leave in every county except King (affecting workers in 38 counties). Again, I-1433 passed statewide even if you excluded every vote in King County so why would you exclude all workers outside of King County?

SB 5532 – would exclude from the new minimum wage all people who work for organizations that are classified as non-profits. It would exempt more than 50,000 corporations and include employers like Providence and MultiCare

health facilities.

SB 5541 – would create a new sub-minimum wage for workers age 16 and 17. I-1433 said only 14 and 15 year olds could be paid the sub-minimum wage.

The goal of our union and the labor movement remains to create a better community where all citizens can prosper and the standard of living is raised for all. However, to achieve this, it takes more than just collective action at the bargaining table, also continued efforts in the legislative arena at the national, state and local level.

These are only a few of the issues we continue to fight in Olympia, in our nation's Capitol and at the bargaining table with our employers.

## 'Right to Work' is not about rights; it's a cynical power grab

Continued from Page 3

can get elected to office in South Carolina on that platform.

If South Carolina is the only RTW state, it can appeal to low-road employers based on low wages. If 25 states are RTW with low wages, then the appeal is diluted. If every state is RTW then no state has an advantage. Instead, workers everywhere give up their power, and gain nothing.

The logic of RTW says that if we all lower our standard of living a little faster, then everything will be OK.

**State law has never required a single worker to join a union.**

This comes as a surprise, given the way legislators push RTW.

If union members want a union-security clause in their contract — also known as agency fee, closed shop or fair share fees — they will make it a “demand” in bargaining. Over time, union members make it a priority, we put it into their proposals, and unions may need to strike to achieve this level of workplace strength. Employ-

ers don't just “give away” union security. Workers trade something in the contract for the strategic advantage of greater power going forward.

Once union security is in the contract, workers vote to approve the contract. We vote again, each time the contract is renewed.

**RTW is a restriction of the right to contract.**

Unions negotiate contracts with employers — binding legal contracts — the same kind of contracts that conservative think tanks defend to their last breath.

Why would a state restrict the right of two willing parties to negotiate a contract of their choosing? The state must believe that workers are too irresponsible to have the right to seek union-security language. Maybe the state thinks employers are too irresponsible to have the right to offer union security in negotiations.

**It's really about money and political power.**

Democracy is already withering under campaign finance rules that

compel candidates to please millionaire (and billionaire) donors.

RTW discourages democracy in the workplace. Its intent is to lower participation in a union, weaken labor as an institution of civil society, and reduce the number of workers who can vote on a contract.

Legendary campaign strategist Karl Rove teaches us to attack your opponent's strength. For politicians promoting corporate power, first attack public employees and teachers, where union density is highest. Then

attack stronghold states, like Michigan and Wisconsin. If unions fade as an institution of civil society, corporate power runs unchecked.

I remember a time when the purpose of public policy was to raise my standard of living. We all do better, when we all do better. The message of RTW is we will all do better when we all do worse.

*Stan Sorscher is a former Boeing engineer who now works as a labor rep at SPEEA. His columns appear regularly at The Huffington Post.*

## Holden testifies against 'Right to Work' bill as 1,000 rally

Continued from Page 3

\$7,000 a year less than workers in free-bargaining states like Washington.

Those lost earnings “translates into literally billions of dollars in lost spending at Main Street businesses everywhere from Aberdeen to Zillah,” Holden told the committee. “That in turn means

less money for our state and local communities to fund essential services like schools, public safety – and even snow removal.

Holden urged the committee to “reject this proposed legislation, which is bad for working families, the businesses they support and the communities that they live in.”



# RETIREMENT NEWS

## Honoring our 50+ year members at Retirement Club



District President Jon Holden & Dist. Sec-Treasurer Susan Palmer presented service awards for 50+ year members at the Feb. 13th Retirement Club meeting. L to R: Leonard Couch (50), Lee Gotti (50), Joseph Huestis (50), Ron McGaha (50), T.J. Seibert (50), William Kroll (50), John Reinke (60), Chuck Chalfant (55), Carmelo Ricciardelli (60), Jim Hutchins (50), Sec-Treas. Susan Palmer, John Guevarra (65), Louise Burns (65), Vallena Winston (50), Carl Schwartz (55), Dan Stachlowski (60), S.J. Thorsteinson (60), Dist. President Holden, Stan Campbell (50).

The contributions of retired District 751 members aren't forgotten – and they're not over, District President Jon Holden said.

"What you fought for and won, is what we are fighting to maintain today," Holden told retirees during a ceremony that honored 18 IAM 751 Retirement Club members who have been Machinists Union members for at least 50 years.

Retirement Club members have particular influence

with elected officials because they are advocates both for working families and for retired citizens, Holden said.

Because of that, when retired union members contact legislators in Olympia or representatives in Congress, "they listen to you and your unique perspective," he said.

In particular, Holden said he appreciated the work the Retirement Club and its members are doing to protect Social Security, Medicare and Medicaid, all of which are "under attack like never before."

The Retirement Club passed a resolution calling on members of Washington's Congressional delegation to oppose various efforts to "reform" the social safety net programs, by raising retirement ages, gutting spending for the federal programs or turning them over to states to run.

Those are issues of vital importance to everyone who's retired today – and everyone who hopes to retire someday, Holden noted. "Once again, you are carrying our water on this very important issue."

## Retirement Club Meeting Minutes

The meeting on Feb. 13 was called to order by Vice President Helen Lowe. John Guevarra led the prayer and Vice President Lowe then led the club in the flag salute.

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

Vice President Helen Lowe suspended the Regular Order of Business for a special presentation to members with 50 or more years of service as of 2016. District President Jon Holden was honored to make the presentation along with District Secretary-Treasurer Sue Palmer. The following were recognized: Leonard Couch, Lee Gotti, Joseph Huestis, Jim Hutchins, William Kroll, Ron McGaha, T.J. Seibert, Vallena Winston and Stan Campbell (50 years). Charles Chalfant and Carl Schwartz (55 years). John

Reinke, Carmelo Ricciardelli, Daniel Stachlowski and S.J. Thorsteinson (60 years). Louise Burns and John Guevarra (65 years).

Those attending liked having the service awards presented in person (rather than simply mailed out). Our Union will make it a new tradition and extend invitations to retirees to get their awards at the Retirement Club meeting.

**Minutes:** January meeting minutes were approved. **MSP**

**Executive Board Report:** None.

**Financial Report:** None.

**Communications:** None.

**Legislative Report:** Carl Schwartz said we continue to oppose attacks on Social Security  
*Continued on Page 10*



L to R: Marion and Leonard Couch and Calvin and Vera Doss celebrated February anniversaries while Betty Hutchins celebrated a February birthday.

## Resolution to Protect Existing Benefits for Social Security, Medicare and Medicaid

The following resolution was passed at the Feb. 13 Retirement Club Meeting:

*Whereas, Social Security is not the cause of and contributes zero to the national debt, because the program is entirely self-funded; and*

*Whereas, Privatizing Social Security and handing it over to Wall Street ends the program's founding premise of guaranteed monthly benefits that allow recipients to live with dignity and be economically secure; and*

*Whereas, Americans who faithfully paid into Social Security over a lifetime of work are owed the benefits they paid for in advance; and*

*Whereas, Our Social Security system is not just important for retirees but for all those who will one day BE retirees; and*

*Whereas, Voucherizing Medicare ends the program's guarantee of quality health care at an affordable price and replaces it with vouchers that will not provide sufficient funding and health coverage for seniors and disabled beneficiaries; and*

*Whereas, Raising the Medicare Eligibility age from 65 to 67 would deny nearly 5 million seniors insurance starting in 2020. By 65, most Americans have at least one chronic medical condition that would make the purchase of private insurance prohibitively expensive and difficult to obtain; and*

*Whereas, Gutting Medicaid by slashing funding to states by one-third will harm*  
*Continued on Page 10*

## RETIREES

Congratulations to the following who retired with the Union:

- |                       |                      |                       |                      |                           |
|-----------------------|----------------------|-----------------------|----------------------|---------------------------|
| Thomas Abrahamson     | Daniel C Coleman     | Donald J Huber        | Kelly K Meyer        | Shaughn P Spreen          |
| Steve W Aldridge      | Rhonda L Coleman     | Gregory C Hudson      | Richard J Meyer      | Jeffrey W Stanford        |
| Michael W Allen       | Richard G Cook       | Noel J Huynh          | David E Miller       | Gregg E Stevenson         |
| John A Amicarella     | Theodoro Cortez      | Timothy D Hynes       | Jo A Miller          | Susan J Swayzee           |
| Charles N Anderson    | Michael L Crawford   | Alan L Itter          | George T Moore       | Roldan S Tanhueco         |
| Donald H Anderson     | David "Joe" Crockett | Dean A Johnson        | Rolando E Morada     | Byron G Tanis             |
| Allan R Andresen      | Dennis L Dahlke      | Gary J Johnson        | Daniel L Mork        | David J Thomas            |
| David A Archuleta     | Roy E Dankertson     | Ronald W Johnson      | Paul W Muffly        | Dean A Thompson           |
| Richard M Austin      | John P Daronche      | Tracy D Johnson       | Randy L Neilson      | Lien N Tran               |
| Larry L Bachko        | Jackie K Davenport   | Leo R Kaschmitter Jr. | Erle S Nelson        | Jeffrey B Truneczek       |
| Douglas N Baldwin     | Damon D Davis        | Martina L Kelley      | Jimmy Ng             | Arthur W Typolt           |
| Jim A Barto           | Thomas G Davis       | Charles L Kelly       | Tina-Nho T Ngo       | James A Vaughn            |
| Gary L Batchellor     | Victor J Davis       | Kieth E Kiesel        | So N Nguyen          | Ben T Vo                  |
| Mark E Belcher        | John Diep            | Kenneth D. Knobbe     | Douglas F Oban       | Robert L Volk             |
| James Bellefeuille    | Dale Donndelinger    | Terry S Knox          | Donna K Olson        | Richard T Voss            |
| Michael R Bennett     | David L Dotson       | David A Kriegel       | Dennis O Overton     | Patrick J Vranizan        |
| Hans Bertelsen        | Susan D Doven        | Connie L Laborde      | Gary L Parke         | Steven Wahlstrom          |
| Wesley L Birge        | David L Duncan       | Deborah K Lacoste     | Donald V Peterson    | Mary L Watson             |
| Thomas V Braun        | James M Dunn         | Curtis H Lassman      | David B Pono         | Diane K Weisenfeld        |
| Jose A Bravo          | Suette M Elmendorf   | David F Lauenborg     | Robert W Poste       | Larry J Williams          |
| Jeffrey A Brenny      | Nelson M Escalona    | Mark L Laville        | Jorge A Quevedo      | Arthur R Witters          |
| Thomas M Brosius      | Michael T Farkas     | Nenita T Leatham      | Gary A Reimann       | Norman B Wolcott          |
| Rick L Brower         | Daniel G Gallagher   | Tony Le               | David N Rentola      | Marvin R Zabel, Jr.       |
| Richard L Brunner     | Joette M Geary       | Clinton W Little      | Debra L Rodgers      |                           |
| Alan K. Bundy         | Russell R Gierke Jr  | Ronald S Littlefield  | James W Rose, Jr.    | <b>Local 86 Members</b>   |
| Michael C. Cady       | Michael D Gochnour   | Janet M Lynch         | David R. Rozmyn      | Don Baden, ASC Machine    |
| James B. Calkins      | Joycene Gray         | Delbert J Mach        | John Rozsonits, Jr.  | David Board, Triumph      |
| John W Cameron        | Michael W Haley      | Riley D Mallatt       | John C Ryan          | Margaret Bucher, Triumph  |
| Steven A Cameron      | Thomas P Hahn        | Annmarie Mankey       | Max C Sampson        | Ronald Collins, Triumph   |
| Franklin F Carbone    | Rod W Hambrecht      | Ernest E Martin       | John M Schoenle      | Diana Comfort, Triumph    |
| Robert A Carnes       | Jay H Hamilton       | Robert E Martin       | Timothy Schwartz     | Gerhart Dauter, Triumph   |
| Josephine Carr        | Tray Hansen-Wagner   | Glenn E May           | John R Schwebke      | Gordon Goodson, Triumph   |
| Raymond Chadwick      | Gary M Hanson        | Tony D McBride        | Clinton Shelton, Jr. |                           |
| Bill G Childs         | Derek R Hart         | Brian D McDaniel      | Jacklyn E Shepard    | <b>Local 1951 Members</b> |
| Jeffrey B Clark       | Linda M Heppell      | Tami K McDaniel       | Mark A Showalter     | Don Baden, ASC Machine    |
| Larry D Clark         | William A Hetrick    | Mark G McGillis       | Brandon M Sieg       | Ken Howard, 751 Staff     |
| Randolph L Clark      | Steven L Holden      | Rick S McGinnis       | John G Sjostrom      | Randy Lemasters, Battelle |
| Robert W Clemence     | Nam K Hong           | Robert D McGlenn      | John W Smith         | Gordon Scott, Battelle    |
| Richard Clendening Sr | Dale R Houchins      | Bruce C McMaters      | Robert E Smith       |                           |
| Frank E Cline         | Daniel R Houston     | William McNally, Jr.  | Robert E Sparkman    |                           |



# FREE WANT ADS FOR MEMBERS ONLY

## AUTO PARTS & ACCESSORIES

JBA 1 3/4" tube swap headers for a 351-V in a 64-70 Mustang or Cougar. Brand new in the box \$600. 360-563-2422

## COTTAGE INDUSTRIES

DLP LAWN SERVICE. I'm starting up a Lawn Service to service the Kent, Auburn, Covington, Maple Valley and Black Diamond areas. I have competitive rates. I have a deal going on right now for new customers. I can do all your lawn care needs. Please call for an appointment or schedule work to be done. I'm available on weekends and after work. Call me at 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

RETIRED SHOP STEWARD WILLING TO CATER wedding parties, class parties, family reunions, golf parties, really cheap! Long Beach peninsula, call for info 360-642-2205

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

## FURNITURE

BLACK LEATHER SOFA \$200 OBO. New full size memory mattress. Great condition. 360-965-5559

## REC VEHICLES

1999 HOLIDAY RAMBLER Endeavor or 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

## HOUSING

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

VERY SECLUDED 2 STORY HOME 5 bedrooms, 3 full bathrooms, 3 car garage. Driveway parking for 10+ cars, .25 of an acre. Covington WA \$494,950. Call 253-638-8112

## Resolution to Protect Existing Benefits for Social Security, Medicare and Medicaid

*Continued on Page 9*

*the millions of seniors and people with disabilities who rely on the program for their nursing home and health care costs and force states to cut benefits to their most vulnerable people or increase state taxes to make up the difference; and*

*Therefore, be it resolved that as informed and active members of the Machinists Union District 751 Retirement Club, we oppose proposed cuts to Social Security under the guise of reducing the national debt and reject schemes to shift Medicare costs to seniors or shift Medicare costs to states and that we send letters to our state's members of Congress urging them to protect our earned health care benefits and our Social Security system as vital programs for current and future retirees.*

## 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  
March 17th**

\$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

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

## MISCELLANEOUS

LEATHER CRAFT stamping tools, strap cutters, stitching tools, skivers, lace, patterns, leather, books, AL Stohlman books, 60 year collection too many to post. 425-271-8751

DLP LAWN SERVICE. I'm starting up a Lawn Service to service the Kent, Auburn, Covington, Maple Valley and Black Diamond areas. I have competitive rates. I have a deal going on right now for new customers. I can do all your lawn care needs. Please call for an appointment or schedule work to be done. I'm available on weekends and after work. Call me at 206-484-9746.

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

CHEV MERCUISER MARINE ENGINE 4 cyl. Factory rated at 170 HP. Does not run but is complete less the air cleaner. Pictures available. Gladly open to trades or best cash offer. Call Matt at 425-445-7940 or mostlynormalguy@yahoo.com

RETIRES 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

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

## PROPERTY

VERY SECLUDED 2 STORY HOME 5 bedrooms, 3 full bathrooms, 3 car garage. Driveway parking for 10+ cars, .25 of an acre. Covington WA \$494,950. Call 253-638-8112

TWO CEMETARY PLOTS at Washington Memorial Cemetery near SeaTac, in Beautiful Garden and Good Shepherd. Normally sell for \$5,000; asking \$2,250 each. Call Dennis at 208-571-3711.

## SPORTING GOODS

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

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

1997 FORD F350 SUPER CAB Diesel Truck. Raven canopy - bed liner - new tires - camper kit. Airbag suspension - one owner - non-smoker - perfect condition - must see and drive. \$10,000.00 360-652-3650

2017 KIA SOUL+ \$21,000. 200 miles, Mysterious Blue. Back up Cam, Sirius radio, MP3, cargo mat, 6 speed auto. 253-686-0369

1957 CHEVORLET BELAIR 4 door HT, new motor (5K miles), interior, tires, brakes, exhaust, radiator, 350 auto heater core. Looks and runs great!! \$13,995 OBO 206-849-0294

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

2005 FORD MUSTANG GT PREMIUM 300 HP V8, only 102K miles, well maintained. Red on black leather, power everything, aux port installed. Automatic transmission. 425-778-4858

VESPA MOTORBIKE needs some work \$250.00 206-363-6596

2008 HARLEY DAVIDSON anniversary special F150. Excellent shape, 85,000 miles. One owner. Electric hideaway steps. Bed cover, new tires. \$21,000 360-907-7010 Goldendale, WA

ESTATE SALE - 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

- |                    |                                     |  |                                |
|--------------------|-------------------------------------|--|--------------------------------|
| <b>Circle One:</b> | <b>ANIMALS</b>                      | <b>ELECTRONICS &amp; ENTERTAINMENT</b> | <b>PROPERTY</b>                |
|                    | <b>BOATS</b>                        | <b>FURNITURE &amp; APPLIANCES</b>      | <b>RECREATIONAL MEMBERSHIP</b> |
|                    | <b>TOOLS</b>                        | <b>RECREATIONAL VEHICLES</b>           | <b>SPORTING GOODS</b>          |
|                    | <b>HOUSING</b>                      | <b>MISCELLANEOUS</b>                   | <b>VEHICLES</b>                |
|                    | <b>AUTO PARTS &amp; ACCESSORIES</b> |  | <b>COTTAGE INDUSTRIES</b>      |

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 March 17th!

## 751 Retirement Club Meeting Minutes

*Continued on Page 9*

and Medicare, such as raising the retirement age, promotion of so-called private accounts, a voucher system and cutting benefits and services. As part of our efforts we propose a resolution to our members stating some of our concerns (see page 9 for resolution. **MSP** to pass resolution and send to our two senators and our Congressional representatives.

Senior Lobby Day in Olympia will be Thursday, February 23.

**Health and Welfare:** Vice President Helen Lowe read the following list of deceased members: Richard Anning, Ray Baumgardner, Walter Bell, William Bilbo, Dorothy Bolar, William Chambers, Gilbert Henry, Donna

Kahoun, Judy Lence, Ronald Mayberry, Robert Nield, Samuel Norwood, Jr., Frank Pederson, Flora Pratt, Khounphet Thammavongsa, Robert D. Thompson, Antonio Vielman, Lung Yee, Floyd Perkins, John Timm, Kathleen Adams, Margie Albanese, Gerald Barcus, Douglas Cederberg, Gerald Cowles, Jerry A. Clark, Nannie Crawford, Clarice Davis, Sandra Fulcher, Michael Ingraham, Harold Martinell, Robert W. Peterson, James W. Smith and Clyde Steagall, Richard D. Peterson, Louis Pilot, William Purbaugh, Charles Stevenson, Edward Swedenjelm, Jack D. Thomas, Richard Titus and Duane Whiting. A moment of silence was observed. Sympathy cards were sent to the next of kin.

**Good & Welfare:** Helen Lowe announced this year the Retirement Club will be celebrating its 60<sup>th</sup> anniversary. The summer picnic will be held Monday, August 14 in a park this summer to accommodate more participants.

**President's Report:** None

**Unfinished Business:** None

**New Business:** None

**February Birthdays:** Betty Hutchins celebrated her birthday and Calvin and Vera Doss and Leonard and Marianne Couch celebrated their anniversaries. The club sang Happy Birthday.

The Fred Meyer gift card was won by Larry Wade.

Meeting was adjourned at 11:52 p.m.



# FINANCIAL \$ENSE: Pay yourself first: Fund your IRA with your tax refund

While most of us don't intend to short change our retirement savings, competing priorities and unexpected expenditures can often get in the way of consistent retirement saving. An easy way to help fund your IRA is to have your tax refund deposited directly into your IRA. Because this represents money you've already paid out, it won't be missed when you redirect those dollars. And, if the refund dollars go directly to an IRA, you can avoid the temptation to splurge and spend that money on something else if it winds up in your checking account.

Many financial planners advise taxpayers to balance their paycheck withholdings so they break even – meaning they don't overpay and then receive a refund at tax time. Using this strategy, you can make money that might be paid in taxes work for you throughout the year and avoid giving the government an interest-free loan. However, if you have trouble saving, a tax refund can be an effective form of forced savings.

Directing your tax refund to your IRA is easy and automatic. If you want your

refund to go to just one account, you simply request a direct deposit of your refund on your tax return at the time of filing. If you want the refund to go to multiple accounts (e.g., IRA, checking, savings) you will need to complete IRS Tax Form 8888 when filing your taxes. Completing Form 8888 authorizes the IRS to transfer your tax refund to any number of IRAs or other savings or checking accounts via direct deposit.

While you'll need to complete Form 8888 during tax preparation time, and with the advice of your tax advisor, here are some tips to help you:

- If the deposit is into your IRA, check the "Savings" box under Lines 1-3 on Form 8888.
- You must have an IRA already established at a financial institution in order to have your refund directed to this account.
- You need to follow up with the financial institution that holds your IRA and specify which tax year your payment is for. Many providers will assume the payment is for the current calendar year

## SCOTT WEALTH MANAGEMENT GROUP

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unless you specify otherwise.

- If you want your deposit to be credited as a prior year IRA contribution, you must verify that the deposit was actually made by the tax filing deadline for that particular year – generally, April 15.

Keep in mind that even if you already contribute to your retirement savings through a 401(k) or other employer sponsored plan at work, you are still eligible to contribute to an IRA to supplement those savings.

With corporate pension plans on the decline and Social Security making up a smaller share of most Americans' retirement income, it's important to take charge of your own retirement savings. Having all or a portion of your tax refund directed into an IRA is an easy way to help save for retirement. A Financial

Advisor can help evaluate where you are on the path toward saving for retirement to help ensure you can live out your unique vision.

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*0416-00668 [98729-v1BDC]*

## District and Local Lodge officers take the oath of office



IAM International President Bob Martinez (front left) administers the oath of office to District 751 District Council Delegates and Alternates, District 751 Officers and Business Representatives.



L to R: District 751 President Jon Holden administers the oath of office to Council Delegates and Alternates: John Coolidge, Don Donovan, Levi Wilson, Francisco Moran and Jason Chan.



L to R: Business Representative Robley Evans administers the oath of office to Local F officers Blake Boczkiewicz (Educator), Terri Myette (President), Bill Langlois (Vice President), Jeremy Coty (Recording Secretary), Cris Dofredo (Audit), Trevor Riddle (Conductor-Sentinel).

L to R: Local F President Terri Myette administers the oath of office to Local F Communicator Tom Keller and Local F Audit Dave Bryant.



L to R: District 751 President Jon Holden administers the oath of office to Local F Council Alternates Gina Fountain, Charles Cesmat and Jill Saunders.



Local 1951 President Jim Henle (r) administers the oath of office to Mark Shear, Local 1951 Conductor-Sentinel.

### Aeronautical Machinists Inc. meets March 14, 2017

Aeronautical Machinists Inc, which owns and operates the Union's buildings and property, will hold its annual meeting on Tuesday, March 14 in the District Council chambers at the Seattle Union Hall (9125 15th Pl. S.) immediately following the 5:30 p.m. District Council meeting.

Every member of a Local Lodge affiliated with District 751 can vote on the business at the Aero Machinists Inc meeting.



# EASTERN WASHINGTON

## Laid-off Triumph workers eligible for Trade Act benefits

### Members briefed at meeting at the Spokane Union Hall

Machinists laid-off from Triumph Composite Systems in Spokane will have the opportunity to train for new careers, thanks to their union.

The laid-off workers were briefed on benefits available to them under the federal Trade Adjustment Act (TAA) during a meeting at the Spokane Union Hall on Feb. 9.

Laid-off Triumph workers are eligible for Trade Act Benefits under the current petition that expires on March 19. A new petition has already been filed and will hopefully be certified soon to ensure any laid-off Triumph workers (including SPEEA, on site contractors, etc.) have the option for TAA benefits.

Some 72 Machinists have been laid off from Triumph, out of a workforce of 400 hourly workers. A handful of others have been issued 60-day WARN notices

The company cut their jobs after it moved some of the Machinists' work to Mexico.

But because their work was sent overseas, the laid-off workers qualify for federal job re-training assistance. District 751 and the Washington State Labor Council successfully petitioned the U.S. Department of Labor to provide them with the aide.

These "Trade Act" benefits can include:

- Up to two years of free training for a new career at a college or other training provider;
- Payments similar to unemployment insurance benefits while workers are retraining;
- Tax credits for health insurance;
- Allowances for job search expenses and to cover the



Bill Messenger (right) with the Washington State Labor Council meets with Local 86 Machinists who have been laid off from Triumph to discuss the career retraining benefits available to them.

cost of moving to take a new job; and

- ATAA an older worker wage subsidy program,
- Bill Messenger, a representative of the state Labor Council, met with about 40 laid-off workers to go over the specifics of the program.

"The only good news here is that—because they have the support of their union—our members will be eligible for two years of job retraining benefits and financial support," IAM 751 President Jon Holden said.

"Obviously, everybody would rather keep their good union jobs at Triumph," Warren said. "But one of the benefits of being part of our union is that we're going to look out for everyone, and do all we can to make sure that anyone who is laid-off can find new opportunities for themselves and their families, even if they aren't Machinists Union members anymore."

Laid-off Triumph workers interested in using the Trade Act benefits should contact the Spokane WorkSource office at 130 S. Arthur St., telephone (509) 532-3000.

### Still no confirmed buyer for Triumph

Rumors continue to swirl about potential buyers for the Triumph plant in Spokane, but to date, there is no confirmed information regarding any deal.

"We're keeping in close contact with management at the plant. As soon as we know a decision, the union will communicate with the members immediately," said IAM 751 Business Rep Steve Warren. "Obviously, our members are interested in knowing about how this will affect them and their working lives."

Warren said he doesn't expect there will be any deal announced until late April/early May, at earliest.

Triumph announced in November that it would seek a buyer for the Spokane plant, which it has owned since 2002, when it bought the plant from the Boeing Co.

The company is going through a major restructuring, which has led it to close and consolidate a number of plants.

The Spokane plant is considered a profit center for Triumph and would be attractive to any number of potential owners, Warren said.

"We've got an experienced and highly skilled workforce," he said. "It's my hope that Triumph is able to find a buyer that can grow upon what we have here by bringing in new work."

Local 86 members who work at Triumph produce about 10,000 environmental control system, flight deck and composite interiors assemblies and 9,000 floor panel assemblies each month.

The plant and its workers have the capacity to produce roughly double that, Triumph says.

### Local 86 leaders start new terms



Local 86 officers and District Council delegates proudly wear their new union jackets. From left: Conductor-Sentinel Allen Eveland, Recording Secretary Carl Andrews, Trustee Darrin Truitt, Trustee Bill Nikkola, Vice President Kenya Conway, Trustee Casey Streeter, President Rick Olson, Secretary-Treasurer Pete Hedemark and Audit Committee Member Renee Ochoa. In addition to their Local 86 duties, Ochoa is a delegate to the District 751 Council and Eveland is a District Council alternate.

### Ex-Virgin America workers to join IAM&AW with Alaska Airlines merger

Nearly 800 clerical, office and passenger service employees with Virgin America airlines will become members of the Machinists Union.

The agreement between Alaska Airlines and IAM District 142 means the International Association of Machinists & Aerospace Workers now represents at total of 4,000 clerical, office, fleet and passenger service, reservations and stores employees at the combined Alaska-Virgin airline.

The two airlines completed their merger in December. This agreement was announced on Feb. 18.

The agreement standardizes pay for all workers and extends the benefits of

union representation to the former Virgin America workers, who have not been union members before.

The agreement also specifies that once the merged airline establishes its new reservations center, the workers there will be represented by the IAM as well.

"We are excited to welcome nearly 800 new members into the IAM family," said IAM&AW General Vice President Sito Pantoja. "This transition agreement will ensure that all members at Alaska will be working under the same contract, providing equal protection and benefits to all."

The IAM&AW is the largest union for airline workers in the world.

### IAM unionizing volunteers meet with Jubilant workers



District 751 volunteers hand out information about our union at the front gate of Jubilant HollisterStier in Spokane, where workers have expressed interest in joining the Machinists Union. If you know anyone who works for the company -- either as a manufacturing worker or scientist -- please call our Unionizing Department at (206) 764-0305.

### Talks continue on first contract with Spokane Valley Fire Department



Negotiators with the Spokane Valley Fire Department (left) and District 751 got started in February, with a goal of having a first contract for union members -- who maintain the department's vehicles and equipment -- to vote on in March.