

DISTRICT 751 AERO MECHANIC

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Historic change for a stronger future

District 751 members were the driving force behind monumental changes to our IAM Constitution that shifts power back to the membership and ensures that the forced contract vote of Jan. 3, 2014, will never happen again to any other member in the IAM.

Passage of the Membership Bill of Rights culminated a year-long effort led by District 751 President Jon Holden. This was truly a historic moment in our union's history, as many had doubted such reform could be accomplished

751-A Delegate Jason Chan spoke to the heart of our issue with the Bill of Rights, asking delegates to approve the reform to make our union stronger going forward and return power to the members.



within our union – knowing that leaders are seldom willing to concede power.

Our IAM 751 activists spent a year gathering input, crafting language and networking with IAM members across the U.S. and Canada.

With the passage of this historic language, it guarantees:

- No contract may be implemented without honoring the outcome of a vote of the members it covers;
- Whenever practicable, contract negotiating committees must contain at

least one member from the bargaining unit;

- No contract shall be opened at other than normal expiration of duration without a majority vote of the bargaining unit members;

- Once union leadership at any level receives a request to bargain from an employer, the bargaining unit membership must be notified; and

- The date, time and location of any contract vote shall be determined by District or Local leadership, taking into account the convenience and availability of the membership to participate in the voting process.

Upon arriving in Chicago for the convention, our delegates hit the ground running with a well-executed plan to educate others on the importance of this reform. IAM 751 delegates teamed up in pairs to talk to fellow delegates about the forced contract vote in January 2014 that destroyed 80 years of progress in IAM 751's contract with Boeing. Delegates manned the doors to ensure everyone



District 751 President Jon Holden addresses the delegates as 751-C Delegate John Lopez Jr. looks on.

entering or exiting not only received copies of our flyer but personally heard our story.

In addition, IAM 751 delegates wore "Membership Bill of Rights" t-shirts (see story on page 7 on how to order a t-shirt) and became walking billboards – with the huge bill of rights logo on their back for any delegates seated in the rows behind them.

The push for this landmark change began more than a year ago starting with Town Hall meetings at all locations for all shifts asking our members to provide input on the changes they would like to

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Agreement ensures proper pay for work performed on Everett flight line

Recently, our union addressed an issue that has plagued the Everett flight line for many years – job degradation.

Our union, through the efforts of Business Reps Dan Swank, Spencer Burris and Wilson "Fergie" Ferguson, District 751 President Jon Holden, Chief of Staff Richard Jackson and Union Steward Roger Walker along with several other active stewards, were able to reach out to flight line leadership in order address these concerns and ultimately reach an agreement on flight line work in Everett.

Job erosion has been a hot topic on the Everett flight line and this recent Memorandum of Agreement (MOA) calls out specific work that will remain in the 97109 AMT responsibility; thereby ensuring that if Boeing assigns a lower graded employee from the factory to do this work, they will be properly upgraded and paid for the work performed. During this process, there was positive discussion between the flight line leadership

and business reps involved that led to this agreement.

The business reps and stewards are proud of this agreement to address job degradation, which is in effect through the end of the year. The agreement included continuing discussion and monitoring of the work assigned. The data collected while it is in effect will help determine whether to extend the MOA or show if permanent upgrades need to occur.

"While we would have liked a longer time frame, it gives us months to document the facts. The data could also show that additional 97109's are necessary on the Everett flight line. This is a step in the right direction and shows every day we are working on important things for our members," said Holden. "This MOA makes sure whoever performs the work is paid the proper labor grade pay. We are asking flight line stewards to monitor the situation and for any factory employees assigned to the field to review their paycheck to ensure it reflects proper pay for the work they performed."

The issue on the Everett flight line centered on Boeing bringing lower-graded mechanics from the main factory out to the flight line. Our flight line mechanics, who are Grade 9 mechanics, took exception to others being assigned work in their responsibility without proper compensation.

"This MOA is a step forward in protecting the Grade 9 work package," said Business Rep Spencer Burris, who used to work on the Everett flight line. "It was meant to stop this in-house job

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L to R: Steward Joe Haubrich, Business Rep Spencer Burris, Steward Roger Walker and District 751 President Jon Holden discuss the agreement that addresses a job degradation issue that has plagued the Everett flight line for years to ensure members are paid the proper labor grade for work performed.

Info needed to address issues on enforcement of attendance policy

As Boeing stepped up enforcement of their vacation, sick leave and attendance reporting policy in September, our union is looking at ways to both challenge this action and address issues our members have brought forward.

Our union has formally demanded to bargain over these changes in enforcement and had one meeting as the *Aero Mechanic* went to print. Many issues were discussed, some of which we feel strongly are changes in working conditions and/or re-interpretation of existing policies.

To effectively challenge this, we need specific examples from members outlining what managers have told crews and how it impacted members. Our union recently sent a request via email to members asking them to provide issues arising from this change in enforcement. Continue to provide any information where you and your co-workers:

- were impacted from moving or removal of time clocks;
- experienced increased enforcement of attendance policy that has led to corrective action;
- saw changes in the policy surrounding use of vacation or sick leave; or
- other recent issues on attendance or policy enforcement.

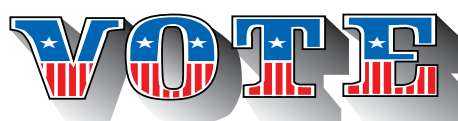
If you have specific examples on any of these topics, please email the information to richardjweb@iam751.org and include as much detail as possible, including your name, BEMS ID, work location, shift, contact information and the name of your manager or person communicating the change in policy or enforcement.

Once we have collected a variety of examples, our union will categorize all issues members bring forward. We will meet with the company to determine issues we can resolve immediately. Then we will evaluate what is still unresolved to determine a course of action going forward to address these issues.



Forging Ahead

Members ratify contract with CE Star Holdings, the new owners of Jorgensen Forge **5**



in the General Election

TUESDAY
November 8th

▶ See Voting Recommendations, page 3 ◀

Agreements Approved

Three new contracts ratified for members working at Durham School Services, URM Stores, and Safeway's Spokane Distribution Center **12**

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REPORT FROM THE PRESIDENT

Grand Lodge success shows power of people and ideas

By JON HOLDEN
IAM 751 District President

We can all be very proud of what our union accomplished at the Grand Lodge Convention in September.

Some 1,212 delegates from across the United States and Canada came together at the convention to adopt a Membership Bill of Rights – based on proposals drafted by our local lodges here in Puget Sound and Eastern Washington.

This Bill of Rights goes a long way to returning more power to Machinists Union members on shop floors across the United States and Canada – and it ensures that the process used here in 2013-14 won't happen ever again.

We here at District 751 were the catalyst for these measures, which make our union more transparent and democratic.

No longer will one person – sitting in the International President's office – be able to negotiate a contract on behalf of workers who aren't even aware talks are going on. No longer will one person be able to orchestrate vote dates in an effort to get the outcome he or she wants.

This was a historic victory for those who believe in union democracy and transparency.

This wasn't easy. All seven of our local lodges – A, C, E and F in Western Washington and Locals 86, 1123 and 1951 east of the Cascades – started talking about amendments to the Grand Lodge Constitution nearly a year ago.

We held Town Hall meetings, where we took input from members, and followed those up with a series of meetings called by local lodge presidents, where the initial ideas put forth by members were refined.

Stewards and members got a further opportunity to comment – and then



vote – on the proposals at their local lodge meetings this spring.

In the meantime, officers, activists and union staff were hard at work trying to tell other Machinists Union members nationwide about the tactics used to divide our membership and place us in

a position of weakness with Boeing in the fall and winter of 2013-14. Every chance they got – at conferences and classes -- they talked about our ideas for making our union more democratic, which helped us gain support from locals up-and-down the West Coast and across the Midwest.

Finally, your elected delegates to the Grand Lodge Convention did an outstanding job campaigning for our proposals. They worked hard, talking one-on-one, handing out literature and speaking at the microphone to the entire convention.

It took all of us, working together for positive change, to make this happen.

In the end, we made a few compromises to gain support for our Bill of Rights to be voted into our Union's Constitution. And that's okay. These changes were not only positive for District 751, but for thousands of other members at Districts and Local Lodges across North America.

As a result, we will have a governing document that ensures our members will have more control over processes that have huge impacts on our jobs and our communities.

This is a very powerful and important achievement, and something we should all take pride in.

I was asked by the media if this fixes everything from the last three years. Absolutely not.

But the Membership Bill of Rights does take away a tool Boeing used

very successfully against us – going around our strong and united District leadership and membership to secure a more-favorable deal behind our backs. And if Boeing comes back to us prior to our contract expiration in 2024, you and I will decide whether or not we open up our contract for talks to amend our existing collective bargaining agreement.

We are a stronger union as a result of those changes.

I might also add that there were many skeptics who didn't think we'd be able to get this far, and said loudly and often that we'd never be able to convince our Grand Lodge to adopt these kinds of constitutional amendments.

Obviously, they were wrong, and it's a good thing that we didn't buy into that rhetoric because change only comes when you put the effort into making it happen.

Our success in getting our Membership Bill of Rights adopted into our union's constitution also shows the power we have when working people unite around a righteous idea and work together to see it implemented. It gives me – and it should give you – renewed confidence in the ability of working men and women to affect positive change in our state, and our nation.

We've seen this happen in SeaTac and Seattle, with the Fight for \$15, and the Seattle City Council's recent passage of the Secure Scheduling ordinance.

I believe we will see more success like this in November, when statewide Initiative 1433 will be on the ballot -- seeking to raise the state's minimum wage to a more-livable \$13.50 an hour and to create a statewide standard for paid sick leave -- while voters in Seattle will decide on city Initiative 124 to protect hotel housekeepers.

I even think we're seeing signs of it in Olympia, where our message of holding Boeing accountable to maintain and

grow aerospace jobs in Washington state in exchange for tax incentives seems to be gaining traction.

Because whether we're talking about making our union more democratic or our communities a better place to live, it's really the same thing – when working people come together behind an idea for positive change, then the change happens.

We can make a difference, in our nation, our communities and our union. All we have to do is go forward together to make it happen.

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

Jon Holden
President, Directing
Business Representative

Lester Mullen
Vice President

Susan Palmer
Secretary-Treasurer

Clark Fromong
Sergeant-at-Arms

Don Morris
D. Joe Crockett
Emerson Hamilton
Charles G. Craft
Steve Warren (Eastern WA)

Richard McCabe
Jason Redrup
Wilson 'Fergie' Ferguson
Dan Swank

Dena Bartman
Patrick Bertucci

Grace Holland
Greg Campos

Garth Luark
Spencer Burris

John Lopez Jr.
Union Business Representatives

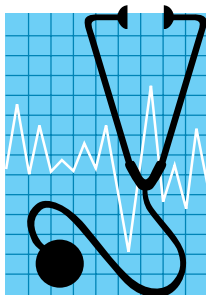
Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
 - 201 A St. SW, Auburn; 253-833-5590
 - 233 Burnett N., Renton; 425-235-3777
 - 8729 Airport Rd, Everett; 425-355-8821
 - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from:
Nationwide 1-800-763-1301
Hotline: 1-800-763-1310
Web site: www.iam751.org



Health Assessment required to avoid added premium surcharge; screenings optional with no impact on monthly premiums

The health assessment questionnaire for District 751 members working at Boeing is now available through Boeing's TotalAccess. Since 2012, each year union members and their spouses or partners covered by Boeing medical plans have to complete the health



assessment questionnaires to avoid higher monthly out-of-pocket costs for health care in the coming year (up to \$40 per month if both employee and spouse/partner fail to complete the assessment). **This year's health assessment can be taken between now and Nov. 30. Retirees do not need to take the health assessment.**

Keep in mind there are no wrong answers on the health assessment and to avoid the higher monthly cost, you DO NOT have to provide any numbers on the

Health Assessment. Remember: "I don't know" is a perfectly acceptable answer.

Health screenings (which Boeing implies must be done) ARE NOT REQUIRED for our members and have NO IMPACT on the deduction from your paycheck for medical benefits. Screenings are strictly

voluntary.

The health assessment questionnaires are available online. Members can fill them out at work by logging on to the TotalAccess site and clicking the "My Well Being" tab.

To answer the questionnaire at home, members can log on to TotalAccess by going to www.boeing.com/express, then entering their BEMSID and TotalAccess password, then clicking "Take Health Assessment icon (blue with red heart)."

Spouses or domestic partners enrolled in a Boeing-sponsored medical plan must go online at www.webmdhealth.com/boeing.

Union members who'd rather not answer the questionnaire online have the option of calling TotalAccess at (866) 473-2016 to request a paper form to be mailed to them, or have a TotalAccess representative ask them the questions on the phone. Paper copies are also available at all union halls.

REMEMBER: IAM members and their spouses/partners are not required to get ANY screenings, and you are not required to report any numbers to Boeing on the Health Assessment.

Reminder: Vote in October Union elections

Just a reminder: Local 751-A, 751-C, 751-E, 751-F and Local 86 will all hold union elections in October.

Locals 751-A, 751-C and 751-F can vote at the following locations: Auburn - 201 A St SW; Everett - 8729 Airport Rd; Renton - 233 Burnett Ave N; Seattle - 9135 15th Pl. S.; Frederickson - Pierce

Co Skills Center, 11617 Canyon Rd. E.

Local 751-A members vote Oct. 6 from 5 a.m. to 8 p.m.

Local 751-C members vote Oct. 13 from 5 a.m. to 8 p.m.

Local 751-F members vote Oct. 12 from 5 a.m. to 8 p.m.

Local 751-E members vote Oct. 5 at

the Seattle Hall Only (9135 15th Pl. S.) from 5 a.m. to 7 p.m. or 1/2 hour after close of 5:30 p.m. meeting (whichever is later).

Local 86 members vote Oct. 13 from noon to 7 p.m. at the Spokane Hall, 4226 E. Mission Ave.

751 AERO MECHANIC

Connie Kelliher, Editor
Bryan Corliss, Editor

Member of The Newspaper Guild,
CWA #37082

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POLITICAL ACTION

Union backs ballot measure protecting hotel workers

Our union thinks Seattle hotel housekeepers shouldn't be subjected to regular sexual harassment. Our union also believes housekeepers shouldn't be forced to work strenuous jobs without adequate health care coverage.

The District Council voted unanimously Sept. 13 to endorse Seattle city Initiative 124, which would extend union-negotiated protections against sexual harassment and inhumane workloads to housekeepers in non-union hotels, while also providing for more-affordable health care options.

I-124 will be on the November ballot in Seattle. Machinists living in the city should support it, IAM 751 Legislative Director Larry Brown said.

"All workers deserve a safe and healthy work environment, but hotel workers face unique issues in terms of workplace injuries and sexual harassment," he said. "I-124 would be a huge step toward granting them security and dignity on the job."

According to data compiled by Unite-HERE Local 8, the union for hotel and restaurant workers, Seattle hotel workers are 80 percent female and typically women of color - often immigrants.

The work they do is strenuous, involving lifting mattresses over and over. Hotel housekeepers nationally are among the most-often-injured workers in America - with injury rates higher than coal miners - with some 95 percent of

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I-732: Another Boeing tax giveaway?

Council says no to climate change plan that would cut Boeing taxes by \$200 million

The biggest beneficiary from a climate change initiative on the ballot this November isn't the environment - it's The Boeing Co.

Boeing and other Washington State airplane builders stand to get an additional \$200 million a year in state tax breaks, if Initiative 732 is approved by voters, according to the Sightline Institute, an environmental advocacy group.

Giving Boeing another \$200 million tax break - on top of the \$305 million a year we're already giving - makes I-732 an incredibly bad piece of legislation, said IAM 751 Legislative Director Larry Brown.

"Climate policy is too important for our state not to get it right," he added. "I-732, however, is wrong on multiple levels, not the least of which is this additional Boeing tax cut."

I-732 is a ballot measure that would create a tax on carbon-heavy fossil fuels as a way to discourage its use. It promises to be "revenue-neutral," so in return for the new carbon tax, it specifies cuts to sales tax paid by individuals as well as a range of tax cuts on businesses.

One specific cut would be to eliminate altogether the state's Business and Occupations tax on manufacturing companies. That represents a loss to the state of about \$450 million a year.

And thanks to a quirk in Washington tax law, Boeing and other aircraft builders would get a specific tax break of roughly \$200 million a year, Sightline Institute reported.

This windfall to Boeing is the result of an error that I-732's backers made when they wrote its language, Sightline said. "The Legislature might be able to fix this loophole later, but then again, the Legislature might avoid closing it for fear



A provision in Initiative 732, which is on the November ballot, would give Boeing an additional \$200 million-a-year tax break, on top of the incentives we're already paying for.

of driving aircraft sales out-of-state."

The Legislature already has given Boeing the largest corporate tax break in U.S. history - the \$8.7 billion tax cuts granted in November 2013 that were intended to grow aerospace jobs in Washington.

Instead, Boeing has eliminated the jobs of more than 8,000 Washington State residents since then. Of that, nearly 5,000 Washington jobs have been cut in the past 12 months, even as Boeing added hundreds of jobs in Alabama and South Carolina.

"As a state, we gave Boeing more than \$530 million in tax breaks in 2014 and 2015," Brown said. "Now the I-732 campaign wants to give Boeing executives even more tax dollars. At some point, we've got to ask, when is enough enough?"

Even without the tax breaks for Boeing, I-732 is a seriously flawed attempt at climate change legislation.

In 2015, the Washington Machinists Council - the umbrella group for all Machinists Union locals and districts in the state, including District 751 - went on record against the initiative, saying "simply making it more expensive to pollute will not magically build the

infrastructure necessary to convert to a clean-energy economy."

The IAM 751 District Council followed up on that with its own vote to oppose I-732 on Sept. 13.

One of the biggest problems with I-732 is that it creates new taxes on fossil fuels without providing any clean-energy alternatives.

"The point of climate change policy and carbon pricing isn't just to pay more for fossil fuels," Brown said. "It's also to give ourselves choices so we need less of them. Without investments in affordable clean-energy alternatives, we just end up paying more for what we've got instead of making the clean-energy transition we need."

I-732 also doesn't provide for what the Washington State Labor Council calls a "Just Transition" away from fossil fuels - one that protects the thousands of workers whose livelihoods are dependent upon oil and coal -- by encouraging investments to create jobs in clean-energy industries.

"A clean-energy economy can reduce carbon emissions while also creating family-wage jobs," Labor Council President Jeff Johnson said. "But I-732 doesn't do any of this."

Continued on Page 4

751 RECOMMENDED CANDIDATES FOR November 8th

VOTE IN THE GENERAL ELECTION

Tuesday, Nov. 8

FEDERAL RACES

U.S. Senate

✓ Patty Murray

U.S. House

- ✓ 1st Dist. - Suzan DelBene
- ✓ 3rd Dist. - Jim Moeller
- ✓ 5th Dist. - Joe Pakootas
- ✓ 6th Dist. - Derek Kilmer
- ✓ 7th Dist. - Pramila Jayapal
- ✓ 8th Dist. - Tony Ventrella
- ✓ 9th Dist. - Adam Smith
- ✓ 10th Dist. - Denny Heck

STATEWIDE RACES

ATTORNEY GENERAL

✓ Bob Ferguson

Lieutenant GOVERNOR

✓ Cyrus Habib

Secretary of State

✓ Tina Podlodowski

TREASURER

✓ Duane Davidson

AUDITOR

✓ Pat McCarthy

SUPER. OF PUBLIC INST.

✓ Chris Reykdal

INSURANCE COMM.

✓ Mike Kreidler

SUPER. OF PUBLIC LANDS

✓ Steve McLaughlin

STATE LEGISLATURE

- 1st District
- ✓ Senate Guy Palumbo
 - ✓ House 1 Derek Stanford
 - ✓ House 2 Shelley Kloha

- 2nd District
- ✓ House 1 Amy Pivetta Hoffman

- 3rd District
- ✓ Senate Andrew Billig
 - ✓ House 1 Marcus Riccelli
 - ✓ House 2 Timm Ormsby

- 5th District
- ✓ House 1 Jason Ritchie
 - ✓ House 2 Darcy Burner

- 6th District
- ✓ House 1 Lynnette Vehrs

- 10th District
- ✓ Senate Angela Homola

- 11th District
- ✓ Senate Bob Hasegawa
 - ✓ House 1 Zack Hudgins
 - ✓ House 2 Steven Bergquist

- 17th District
- ✓ Senate Tim Probst
 - House 1 Sam Kim

- 18th District
- ✓ Senate Eric Holt

- 19th District
- ✓ House 1 Teresa Purcell
 - ✓ House 2 Brian Blake

- 20th District
- ✓ House 1 Richard DeBolt

- 21st District
- ✓ House 1 Strom Peterson
 - ✓ House 2 Lillian Ortiz-Self

- 22nd District
- ✓ House 1 Laurie Dolan
 - ✓ House 2 Beth Doglio

- 23rd District
- ✓ Senate Christine Rolfes
 - ✓ House 1 Sherry Appleton
 - ✓ House 2 Drew Hansen

- 24th District
- ✓ Senate Kevin VanDeWege
 - ✓ House 1 Mike Chapman
 - ✓ House 2 Stephen Tharinger

- 25th District
- ✓ House 1 Jamie Smith
 - ✓ House 2 Michelle Chatterton

- 26th District
- ✓ House 1 Larry Seaquist

- 27th District
- ✓ Senate Jeannie Darneille
 - ✓ House 1 Laurie Jinkins
 - ✓ House 2 Jake Fey

- 28th District
- ✓ Senate Marisa Peloquin
 - ✓ House 1 Mari Leavitt
 - ✓ House 2 Christine Kilduff

- 30th District
- ✓ House 1 Michael Pellicciotti
 - ✓ House 2 Kristine Reeves

- 31st District
- ✓ House 2 Lane Walthers

- 32nd District
- ✓ House 1 Cindy Ryu

- 33rd District
- ✓ House 1 Tina Orwall
 - ✓ House 2 Mia Su-Ling Gregerson

- 34th District
- ✓ House 2 Joseph Fitzgibbon

- 35th District
- ✓ House 1 Irene Bowling
 - ✓ House 2 Patti Craig

- 36th District
- ✓ House 1 Noel Frame
 - ✓ House 2 Gael Tarleton

- 38th District
- ✓ House 1 June Robinson
 - ✓ House 2 Mike Sells

- 39th District
- ✓ Senate Kirk Pearson

- 40th District
- ✓ Senate Kevin Ranker
 - ✓ House 1 Kristine Lytton

- 41st District
- ✓ Senate Lisa Wellman

- 43rd District
- ✓ House 1 Nicole Macri
 - ✓ House 2 Frank Chopp

- 44th District
- ✓ House 2 Katrina Ondracek

- 45th District
- ✓ House 1 Roger Goodman

- 46th District
- ✓ House 1 Gerry Pollet
 - ✓ House 2 Jessyn Farrell

- 47th District
- ✓ House 2 Pat Sullivan

- 48th District
- ✓ House 1 Patricia Kuderer
 - ✓ House 2 Joan McBride

- 49th District
- ✓ House 2 Monica Stonier

COUNTY POSITIONS

Pierce County Executive

✓ Rick Talbert

Snohomish Co. Council

✓ Pos. 5 Hans Dunshee

Spokane Co. Comm

✓ Dist. 1 Candace Mumm

Spokane Co. Comm

✓ Dist. 2 Andrew Biviano

JUDICIAL POSITIONS

State Supreme Court

- ✓ Pos. 1 Mary Yu
- ✓ Pos. 5 Barbara Madsen
- ✓ Pos. 6 Charles Wiggins

King Co. Superior Court

- ✓ Pos. 43 John McHale
- ✓ Pos. 44 Cathy Moore
- ✓ Pos. 52 Kristin Richardson

Pierce Co. Superior Court

✓ Pos. 5 Shelly Speir

Snohomish Co. Superior Court (dual)

- ✓ Pos. 3 Tessandore Rico
- ✓ Pos. 3 Kevin McCabe

INITIATIVES

Statewide

✓ YES - Init. 1433 - Raise Up Washington raises state minimum wage to \$13.50 by 2020.

✓ NO - Init. 732 - Carbon Washington regressive tax on energy

City of Seattle

✓ YES - Init. 124 - Hotel housekeeper safety initiative

Recommendations based on reviews of voting records and responses to questions on workers' issues.

Machinists Council picks Jayapal for Congress

The Washington Machinists Council, which represents union workers in the aerospace, manufacturing and forest products industries, announced in August that it had endorsed Pramila Jayapal in the Seventh Congressional District race.

Prior to the primary election, the Machinists Council had made a split endorsement of both Jayapal and Brady Pinero Walkinshaw.

The Council is putting its full support behind Jayapal in the November general election, said Machinists Council President Dan Morgan.

"We are big fans of Brady Walkinshaw," said Morgan. "He has proven himself to be a young progressive leader, and we

believe he has a bright future.

"But we're even bigger fans of Pramila Jayapal," Morgan continued. "We believe her values are shared by the vast majority of voters in the Seventh District, and we are confident she will be a passionate and effective representative for our community and a leader of the progressive movement in Congress."

The Washington Machinists Council is the umbrella group for all Machinists Union organizations in the state, including District 751. In all, it represents more than 45,000 Machinists Union members statewide, working in aerospace, shipbuilding and ship repair, auto and truck repair, forest products and related industries.



Candidate Pramila Jayapal

Seattle council adopts Secure Scheduling law supported by IAM 751

The Seattle City Council voted Sept. 19 to adopt a Secure Scheduling ordinance that had been backed by local labor unions -- including District 751.

"Everybody deserves certainty," IAM 751 Legislative Director Larry Brown testified before the Seattle City Council during a Sept. 7 public hearing on the proposal.

Under the new ordinance -- one of the first



Brown

of its kind nationally -- retailers and fast-food companies with more than 500 employees worldwide would be required to provide workers with their schedules at least two weeks in advance and compensate them with "predictability pay" when they're scheduled to work but don't get called in or are sent home early.

In addition, the ordinance would require employers to allow workers at least 10 hours' rest between opening

and closing shifts while also requiring them to offer additional hours to existing employees before hiring new staff.

While the ordinance would not affect Machinists Union members themselves it would help their family members, Brown said after the hearing.

"Many of us have children or siblings who are working in Seattle while they attend college or get career training," Brown said. "When they don't have secure schedules it makes it very hard for them to plan for

child care, or even to attend the classes they need to complete their educations -- and it makes it impossible for them and their families to plan budgets."

The secure scheduling ordinance will provide them with tools that will help them be better parents, hold second jobs or get educations that will help them move into higher-paying jobs, Brown said.

"This ordinance will be an important step in making Seattle employers more-humane places for humans to work," he said.

Agreement ensures proper pay for work performed on Everett flight line

Continued from Page 1

erosion and degradation of labor grades. While the union does not assign the work, we can ensure those doing it are paid the proper labor grade."

"I'm happy we got the agreement and hope this puts an end to this issue," said Steward Roger Walker, who has filed multiple grievances on this issue. "I'm proud of the agreement and how our union is fighting for the members. I hope this inspires others to stand up and be assertive when they see an issue in their work area. You can't wait for someone else to do it -- every member needs to document and take action."

The MOA noted the Company and Union agreed upon areas of responsibility

for statement of work to ensure proper classifications of employees performing Aviation Maintenance Technician and Inspector (97109) work duties.

Below is a summary of the agreement:

- Location of the aircraft does not define work. Grade 9's are still responsible for fueling, pre-flight, troubleshooting, post flight, intermediate, and delivery operations. If there aren't enough Grade 9's available, management can upgrade individuals for the work.



First shift Everett flight line stewards review the Memorandum of Agreement to ensure members are paid the proper labor grade for work with District President Jon Holden, Business Rep Spencer Burris, and Chief of Staff Richard Jackson.

- Traveled work is as previously defined and remains unchanged.

- Called out defects through flight squawks, in-flight pickups, or customer walks are Grade 9 flight line work with minor exceptions like vinyl repair or supplier warranty items. At times, subject matter expert input may be needed for critical rework. In those instances, unless work is actually performed by the SME, they would remain in their original classification.

- Once the airplane begins pre-flight & delivery all jacking and towing is performed by grade 9 flight line

- Factory employees will continue to have the ability to perform the movement of planes from the factory to fuel docks, stalls or hangers as they currently do today when the plane is still under factory

oversight; or as a part of the preservation crew responsibilities.

- Work performed after the airplane is ticketed is Grade 9 work. At times, subject matter expert input may be needed for critical rework. In those instances, unless work is actually performed by the SME, they would remain in their original classification.

Stewards have been holding meetings with their flight line mechanics to review the MOA so everyone is aware of the agreement and looking to document any deviations from it.

"I appreciate all the hard work our business reps and stewards are doing to stop job erosion issues. While we can't solve what happened in the past, we can work to make it better going forward," Holden added.



Second shift Everett flight line stewards review a Memorandum of Agreement to address job degradation when factory mechanics are working on planes on the field to ensure members are paid the proper labor grade.

District 751 backs Seattle ballot measure protecting hotel workers

Continued from Page 3

them reporting some kind of chronic pain from work-related injuries.

Yet surveys among workers at hotels statewide show that housekeepers are among the least likely Washington State workers to have employer-provided health insurance.

Most disturbing, one 2008 report showed that 82 percent of hotel workers had reported being sexually harassed or abused by guests. A separate study showed that nearly all housekeepers had been the target of a guest's unwanted sexual advance.

Local 8 reports that union hotel housekeepers can make up to \$35,000 a year; the average at non-union hotels is \$22,000.

"No one should have to work under these kinds of conditions," Brown said. "As trade unionists, we have a responsibility to look out for our sisters, and to give them tools to help them take care of themselves."

I-124 would:

- Require hotels to provide panic buttons

to housekeepers, post anti-harassment policies in all guest rooms and create a process for documenting sexual harassment and assault reports; hotels would be required to give workers advanced notice when known harassers return to the hotel, and could ban repeat offenders;

- Require employers to either provide affordable family health insurance or pay workers extra so that they can purchase their own;

- Put limits on either the number of rooms or total square footage housekeepers are required to clean in an eight-hour shift, thus reducing unsafe workloads and slowing down the pace of work to a more-safe level; and

- Provide workers with rights to keep their jobs when their hotels are sold or placed under new management.

I-124 has been endorsed by a number of Puget Sound-area unions, including the Teamsters, Office and Professional Employees, United Food and Commercial Workers and Service Employees

International, along with the Martin Luther King County Labor Council.

"This is the kind of legislation that unions should be pursuing," said IAM 751 President Jon Holden. "I-124 would

I-732: Another Boeing tax giveaway?

Continued from Page 3

In addition, I-732's promise to be "revenue neutral" would actually cause great damage to Washington's State budget, Brown said.

State budget experts estimate that I-732 would require cuts of about \$800 million over the next six years to the state's general fund budget -- at a time when the Legislature needs as much as \$5 billion more to meet court mandates to fully fund public schools and mental health care.

Because of all this, organized labor is opposed to I-732. So are environmental groups like the Sierra Club, Washington Environmental Council and Washington Conservation Voters, the worker advocacy group Fuse Washington and a

broad coalition of faith-based and social justice groups. "Even setting aside the fact that it would give hundreds of millions more of our tax dollars to Boeing, I-732 is a seriously flawed proposal that creates some major problems for our state," Brown said.

"I-732 would increase our fuel costs, jeopardize jobs and send hundreds of millions of dollars to Boeing headquarters in Chicago," he continued. "Washington State can and should be a leader on climate action, but we need the right policy. I-732 is not it. That's why our union is urging all of you to please vote "No.""

Machinists forge deal with plant's potential new owners

Machinists who work at the former Jorgensen Forge plant in Tukwila have ratified a proposed contract with their potential new employer.

The vote is a key step forward as the potential new owners -- CE Star Holdings -- attempt to bring Jorgensen Forge out of bankruptcy, and it clears the way for the new owners to make employment offers to Jorgensen's existing workforce.

"The best thing about this agreement is that it preserves the jobs of our members, and does it on their own terms," said IAM 751 Business Rep Joe Crockett. "This vote ensures that they'll have the protections of a union contract for the next three years, as they work to get the company back on its feet."

Union members approved the agreement with a 67-percent "Yes" vote on Sept. 21.

The deal would not take effect until CE Star Holdings completes its purchase



Union members Keith Felt and Dave Plute count ballots after Machinists at the former Jorgensen Forge plant voted on a contract offered by the company's potential new owners. The offer was approved with a 67-percent "Yes" vote on Sept. 21.

of the bankrupt company, and re-launches the business as Star Forge LLC. It would remain in effect until the third anniversary of Star Forge's first day of business -- presumably sometime in the fall of 2019.

The agreement establishes a wage scale similar to what union workers had under their previous contract, and provides for 2 percent wage increases after one year and 2 percent more after the second year. Those could become

3-percent increases if the company meets agreed-upon profit targets.

The agreement provides for a joint union-management committee to work out details of a proposed production bonus system for the workers, and it establishes a health and safety committee, spells out paid time off benefits and provides for a grievance and arbitration procedure.

There are more than 60 Machinists working at Jorgensen, who specialize in

casting and forging very large structures used in the maritime, aerospace and petroleum exploration industries.

Workers at the plant voted to join District 751 in August 2014, and they ratified their first union contract in April 2015.

Jorgensen's parent company -- Constellation Enterprises LLC -- filed for Chapter 11 bankruptcy protection in May. The owners cited a downturn in the oil and gas industry that led to fewer orders.

IAM 751 President Jon Holden thanked everyone who served on the negotiating committee.

"The past few months have been an unsettling time for our members at Jorgensen," Holden said. "But this vote should bring some stability to their workplace, and help them to build a stable and prosperous future for themselves and their company."

Machinists at NAS Whidbey approve bargaining agreement

Agreement improves worker wages, retirement security

Members of IAM District Lodge 751 who work for Delaware Resource Group at Whidbey Island Naval Air Station have won pay increases and enhanced retirement benefits with a new collective bargaining agreement.

The workers approved the agreement with a 92-percent "yes" vote on Aug. 27.

"This collective bargaining agreement recognizes the important contributions our members make in support of the United States military," said IAM 751 Chief of Staff Richard Jackson, who led the union's negotiating team.

District 751 represents 15 simulator

technicians and related workers at the company, which is commonly called DRG. They maintain flight simulators used to train crews of P-3 Orion maritime patrol aircraft based at NAS Whidbey.

Under the terms of the agreement, workers will receive:

- 3-percent general wage increases each year, along with 25-cent-an-hour increases in shift differentials and increased in-lieu cash payments for workers who don't use company-provided health benefits;
- New contract language introducing company contributions into the IAM



Volunteers count the ballots after Machinists who work for Delaware Resources Group at Whidbey Island Naval Air Station voted on the company's contract offer on Aug. 27.

National Pension Plan; and

- Improved language covering sick leave, seniority and grievances.

This is the second collective bargaining agreement for the Machinists at DRG, who joined District 751 in 2013. In all, District 751 represents more than 175 civilian workers at NAS Whidbey,

employed by DRG, Doss Aviation and URS Corp.

"All of our members at NAS Whidbey do work that's vitally important to America's national security," said IAM 751 President Jon Holden. "We are all proud to have them as part of our union."

Hytek stewards talk contract

Stewards at Hytek Finishes met with Business Rep Joe Crockett on Sept. 15 to discuss the results of this summer's survey of union members about their priorities for the upcoming contract talks, and ways they could be incorporated into proposals for a new contract.

At the table, from left are Stewards Smith "Smitty" Larson and Mark Lopez, Crockett and Stewards Dee Fox and Jay Lang. The current collective bargaining agreement expires in February. Only union members at Hytek will get to take part in surveys leading up to the talks, or vote on the company's final offer.



Karting Challenge Drives in the Green for Guide Dogs

On Sept. 10, IAM 751 members drove in the money for Guide Dogs of America with the fourth annual Local F Karting Challenge at PGP Motorsports Park. While there were fewer teams competing, participants and sponsors delivered more than \$6,200 for Guide Dogs.

Drivers teamed up for a two-hour endurance race to raise money for this worthwhile charity. Starting positions were determined by the money raised for Guide Dogs. For the second year in a row "The Bad Axes," with drivers Ron Jarvis and Sean Lambert, took first in the race and fundraising. Thanks to all our sponsors and volunteers who ensured a day of fun was had by all.



Thanks to Our Sponsors

- | | |
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| Paul Veltkamp | |



For the second year in a row the "Bad Axes" with Ron Jarvis and Sean Lambert took first place.



Second place went to "Team Roc" with drivers Chad Munsch and Joseph Lind.



Drivers and volunteers had a great day at the Karting Challenge.

Historic change for a stronger future

Continued from Page 1

see at the IAM Grand Lodge Convention and specifically what revisions should be made to the IAM Constitution. Never before had District 751 (or any other district or local) solicited this type of input so early to ensure what was presented accurately represented the will of the members.

Holden encouraged members to channel their anger over the divisive contract vote into constructive action that would make our union stronger going forward and prevent events like the forced contract vote over the holidays, when 8,000 members couldn't vote, from happening again in the future to us or any other IAM members.

While many Constitutional revisions were discussed, the consensus was to focus on drafting a Membership Bill of Rights since accomplishing such a revision had never been done in the 128 year IAM history.

From the Town Hall meetings, concepts and ideas were the basis for an initial draft of the Membership Bill of Rights. Each local lodge held committee meetings (that were open to all members) for two months to get additional input and find language that everyone could support. The language was continually revised and changed and shared between our seven local lodges.

Our Local Lodges began voting on the proposals in April (a month earlier than required), which provided a second month to pass additional tweaks and suggestions that members brought forward (new revisions were passed at May meetings).

In addition, all IAM 751 members attending IAM conferences, going to the IAM Education Center or any other labor events, went armed with flyers on our Membership Bill of Rights and made it their mission to tell our story to IAM members from across the U.S. and Canada.

District 751 President Jon Holden initiated conversations with IAM Law Committee members to explain our position

and what we were trying to accomplish. Our District and Local Lodge leaders talked with newly elected International President Martinez conveying the importance of passing a Membership Bill of Rights.

"Our members told others if we don't enact the Membership Bill of Rights to return power to the membership on the shop floor, then we face continued tactics that divide our union and destroy membership solidarity and power forever," said Holden. "Since this tactic worked, it will be used continuously by other employers who now know that the key to takeaways and concessions is to open up the contract midterm, under threats of job loss to avoid the union's main and most effective tool – a strike."

"I'm so proud of our 751 delegates and our membership who worked tirelessly to affect this positive change to make our union stronger for the future. So many told us we were wasting our time and energy, but never underestimate the power of solidarity, which is alive and well in the IAM," said Holden. "I hope our delegates bring back the energy from the convention and it reinvigorates our unity on the shop floor. While this doesn't change the divisive outcome of our Jan. 3 vote, it was historic and shows what can happen when you focus on a goal, execute a strategic plan and stay united."

Passage of the Membership Bill of Rights became the highlight of the convention. Speaker after speaker expressed how they were inspired by the change and refreshed to have new International leadership that invited new ideas to be brought forward and implemented to strengthen our union.



IAM 751 delegates listen to IP Martinez' opening speech that vowed to no longer have long-term contracts. Left: 751-F Charles McGrew addresses the delegates.



"We accomplished passing the Membership Bill of Rights to make sure our 751 family will be stronger and better for everyone. This made us stronger for all our members." -- Wes Heard, 751-A



Les Mullen presented the Aerospace Committee report.

"My most memorable moment was after the Bill of Rights passed. The support we got from all the local unions gave you a feeling that you were part of history and part of a progressive union movement." -- Fran Moran, 751-C



Jerry Banks expresses his thoughts at the microphone.

"My most memorable moment was when one of our brothers from 751 spoke about Guide Dogs and the importance of them – knowing that his own daughter was more than likely going to be in need of one!" -- Wallace Pleasants, President LL 1123, Grand Coulee Dam, WA



751 delegates listen to debate on various amendments.

"I got to use the words 'proud Machinists' again on my 40th anniversary as a member, which happened while at the convention." -- Roy Wilkinson, 751-E

"Before I went I was told by three former delegates who attended previous conventions, 'there's no way you guys can get anything done there.' Well, I'm proud to say we DID get something done. We moved mountains, with the support of IP Bob Martinez, GVP Gary Allen, our District 751 President Jon Holden, all of the local presidents and the delegates, and the moving speech by Jason Chan.

Our members are now in charge of their own destiny with the passage of the Bill of Rights. Our contract cannot be opened and dissected prior to expiration. We will be back to the bargaining table again.

This legislation is for the younger members. What's happened has happened, and we have to live with it until 2024. There have been dark days, but there are now brighter days ahead for the members of 751. We are the Fighting Machinists. Our members can hold their heads high with the knowledge of the ability to bargain and if need be, strike.

It was an honor to be chosen by our members to be a delegate, I did my best not to let them down."

-- Jim McKenzie, 751-C

"It was an honor to have been elected as a Grand Lodge Convention Delegate and to represent IAM District 751. The passage of the Membership Bill of Rights will forever be a memorable moment for me."

-- Don Donovan, 751-C

"With one eye on the past and one eye on the future, we can now move forward hand in hand with our brothers and sisters to build a better tomorrow for all of our members."

-- Amanda Hines, 751-A



751 delegates listen to debate on amendments.

"I will never forget how the entire delegation, 1,200+ people, just lit up when the Law Committee chair started reading the Bill of Rights amendment. The prior two days of voting on amendments and resolutions was really mundane. There are six microphones set up throughout the room. For most proposal and resolution debates two or three delegates would stand up to the microphones and Martinez would go around one time to let six people comment. The room was usually quiet. When the Law Committee chair started to read our proposal number, the place erupted! There were probably 35-40 people lined up at each microphone. 751's proposal got more attention than almost all the others combined! It definitely was the highlight of the convention."

-- Todd Campbell, 751-A



Left: Don Bykonen gives testimony to the Law Committee.

"My most memorable moment was talking to the Law Committee. I thought I would be able to just get up and speak about how angry our members still are more than two years later and how members still come to us and want to withdraw from the union and how hard it is for members to understand without the union to protect us, the company would take everything else away.

Even though I talk to our members everyday about what happened to us with our contract and how the past International President was wrong to force the second vote, I still got choked up when talking to the Law Committee because it is so personal to me and the rest of us at 751. So many people at Grand Lodge had no idea what happened to us with that contract vote. We had to educate a lot of delegates. I spoke at the microphone a few times in favor of some resolutions about how unhelpful some politicians were and that we should not support them."

-- Terri Myette, 751-F



Our delegates lined up to speak.

"When our Bill of Rights was overwhelmingly accepted, I was surrounded by people yelling and patting me on the back and shaking my hand. As I looked around at the faces, I was surprised to see that I wasn't the only one with tears in my eyes. I still get choked up when I try to tell people about it. I know it will be very hard for most to understand just what an epic moment this really was, but for the IAM, history was made. Not only was this Bill of Rights the greatest event of this, the 39th convention, it most likely is one of the greatest events in the history of all 39 conventions."

Ken Ruether, IAM 751 Local C Steward



751 delegates pose for a group photo with IP Bob Martinez and GVP Gary Allen, who were supportive of our Membership Bill of Rights.

"My memorable moment was speaking on our "Members Bill of Rights." As the past International President sat just 100 feet from me, I told how it was unconscionable for my top union leadership to negotiate a contract around my negotiating team and force a vote when the members of 751 were not available for us to communicate and educate them on what they would be voting on. I explained how nearly 8,000 members did not get to vote – noting that many local lodges don't even have that many total members. I urged the delegates to vote in favor of the Members Bill of Rights.

As I made my way back to my seat, I received many hugs, high fives, and "thank you to 751 for proposing this." I was overwhelmed by the line-up of people at the microphones wanting to speak and could not contain my emotions. We have been part of a historic moment in the IAM and can be proud that out of 1,212 delegates there was only one lone voice voting "no." All of the months of work and networking and telling our story had paid off. I will never forget the feeling of that moment. I had been part of the healing process and made sure that what happened to us would never happen to anyone else."

-- Les Mullen, 751-A

"After all the work we had done in preparation to pass our Membership Bill of Rights, it was heart warming and a great relief that not only did we do something for us, but for every local in our Union. No one should ever have the right to decide on any contract without the membership's vote. The new IP made it clear to me that he was a man of his word. I respect him, and we are definitely moving forward. The membership can definitely make a change. Our votes do count!"

-- Chris Schorr, 751-C

"We, the 39th IAM Convention delegates from 751 thank all our 751 sisters and brothers who worked hard to get us here. We now have a Membership Bill of Rights and it is our victory together. Every 751 member who stood up and put their essence into this hard and sacred work! Those of us who devote our time, thoughts and souls into the betterment and support of the Labor Movement understand how much goes on behind the scenes of getting this work done. That is what true unionists do: We take our anger and turn it into historic action. We speak for those who are voiceless and take action for those who can't or won't.

We cower to no one! Forward together! Solidarity!"
--Patric Boone, 751-A

"This Bill of Rights reform started in August 2015. There were a lot of emotions that flooded over the 13-month long journey. When the entire floor of the Grand Lodge Convention yelled 'YES' to adopt this protection for our membership across the world, my heart jumped and my knees got weak. Moments later, while still in shock, was the realization that all the hard work that our team put into this endeavor paid off."

-- David A. Wyatt, 751-C

IP Martinez, GVP Allen, and Holden signing Bill of Rights banner with our delegates that will be displayed in our meeting hall and IAM headquarters.



"My most memorable moment of the Grand Lodge convention was listening to the various delegates speak in support, and seeing every microphone in the hall with very long lines on our Membership Bill of Rights. The vote confirmed what the delegates wanted, and what all IAM&AW members deserve."

-- John Coolidge, 751-C

"Besides our Bill of Rights being passed my memorable moment was my talk with former IP Buffenbarger who got on the elevator with myself and two other 751 delegates. Comments were made about what he did to us, and he smirked as we started to get off, but I decided to stay and respectfully asked why he did this to us. He offered only excuses we had heard already. I asked why he changed our bylaws as one of his last acts as International President. He smirked and began to walk away. I could not be silent. I told him his legacy would be that of a corporate puppet. He turned to answer me, but I was already back on the elevator and just smirked back at him.

The last day of the convention IP Martinez and GVP Gary Allen thanked us for behaving in a professional manner. Martinez and Allen both praised Jon Holden for the work he has done putting our union back together after this travesty. It brought tears to my eyes.

Delegates from all over the nation congratulated us for bringing the Bill of Rights forward and fighting for not only our members, but all union members from across the country. We have put the "Fight" back in the Fighting Machinists!"

-- Tom Keller, 751-F



Bill Langlois testifying on our bill.

"While testifying before the Law Committee, we had their full attention. I knew they believed something like this could happen to them, and I reminded them of that in my testimony. The fact that they were really listening and taking notes was very encouraging."

-- Bill Langlois, 751-F

"My experience at the 39th Grand Lodge Convention showed Unionism is alive and well. Our 751 Delegates with great enthusiasm worked as one and came away with a win for our members back home and across the U.S. and Canada. I welcome the future. Everyone working at Boeing right now, especially the younger brothers and sisters, regardless of how you voted in the past, should be proud. Securing this Membership Bill Of Rights in the IAM shows how our District and the International worked together and passed this historic Bill. Our new leadership in the IAM is supportive of everything we accomplished at this convention. Being a first time Delegate opened my eyes and brought a sense of accomplishment for me and everyone else on our team. Bring it on We Are The Fighting Machinists when we work as one!"

--Donald Bykonen, 751-F

"There was a lot to take in at this convention. Our main focus was passing our Membership Bill of Rights. When this hit the floor, there was an indescribable amount of emotion. Most of the body was in favor with only a small number voting against it. We were able to convince those who were on the fence that the Membership Bill of Rights can work for all. I was proud to be a part of it. This is a huge success! District 751 is now a great part of history in bringing back something that our membership can really build off of in the future."

-- Rob Jones, 751-C

"The Membership Bill Of Rights was a win for all of our union brothers and sisters all over North America. It could not have been accomplished without the support of every delegate at the 39th IAMAW Grand Lodge Convention. It represents what can happen when our union brothers, sisters, and leadership move together toward a common goal. This should be our lighthouse that shines with a beacon bright enough to cut through the darkness of apathy and inspire all of our brothers and sisters to come together as we move forward into a challenging future."

-- Andre Trahan, 751-C

"One of the things that stuck out most in my mind was when IP Robert Martinez visited our delegation in the morning on the last day of the convention. He said 'You all were done wrong. I'm sorry. That will never happen again – Not on my watch.'"

-- Paul Schubert, 751-A

"Having worked on the Membership Bill of Rights the past several months, I wasn't sure how it would be received when the vote was brought to the floor. Hearing the overwhelming "Yes" response from over 1,200 delegates was very emotional for me. Being part of this process gave me hope again. The support District 751 received from the other delegates and the Executive Council was amazing!"

-- Christine Fullerton, 751-F

"On the Membership Bill of Rights, every microphone was lined with people to talk. Both Jason Chan and Les Mullen gave a great supporting argument. When IP Martinez asked for all those in favor to say 'yes,' it was loud and clear everyone was in favor of this much needed Bill of Rights. Once we knew that we had made history and it had passed; our section was filled with high fives, hugs and smiles from ear to ear. You could feel the energy in the air; it was a great feeling."

-- Allen Eveland, Local 86



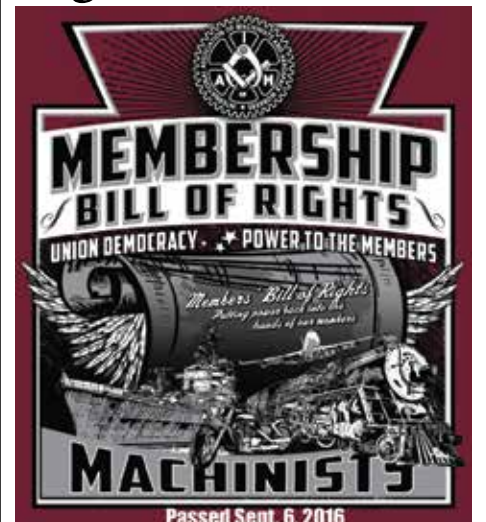
"I was honored to be elected to go and be a part of the history making legislation that we passed to change the constitution for the better of all IAM members. I learned that if we all work together for a common goal we can succeed in achieving that goal. As one of the speakers said, "the Bible says that two are better than one." I got to meet some great folks from around this country and Canada. Thanks to Western Territory GVP Gary Allen and our IP Robert Martinez for their support in our endeavor."

-- Roger Walker, 751-A

"It was surreal after I spoke on the Membership Bill of Rights. As I returned to my seat and couldn't believe how long the lines were and the applause, support, high fiving and shaking my hand. I couldn't hear anything. This was over two years in the making. We really hit it hard and to see the people we talked to at the IAM Education Center saying 'We got your back' even before they heard the revisions because they knew the intent of what we were going to bring, made me proud."

-- Jason Chan, 751-A

"Membership Bill of Rights" T-shirts \$10



District 751 is offering "Membership Bill of Rights" t-shirts for members to purchase for \$10. To pre-order, please visit: www.iam751.org

SERVICE TO THE COMMUNITY

Machinists to make Halloween sweeter in White Center

District 751 is once again teaming with the Salvation Army to make Halloween sweeter for the children of White Center.

Union members are collecting candy for the Salvation Army's annual Halloween party in White Center, which provides a safe alternative to trick-or-treating for children in that community.

Donations of unopened, individually wrapped candy can be dropped at any IAM 751 union hall in Puget Sound through Friday, Oct. 28.

Last year, union members collected close to 600 pounds of candy, which provided plenty of treats for the Halloween party with enough left over to cover their Christmas party too.

"Lots of kids and families benefited from your organization's generosity," said Maj. Raymond Erickson-King, the Salvation Army's senior officer in White Center.



Local A President Les Mullen (left) helps deliver more than 600 pounds of candy collected by District 751 members during last year's candy drive.

Union-made candy

Many popular kinds of candy are made by members of the Bakery, Confectionery, Tobacco Workers and Grain Millers Union (BCTGM), and the United Food and Commercial Workers (UFW), including:

Baby Ruth, Butterfinger, Clark Bar, 5th Avenue chocolate bars, Ghiradelli Chocolates, Halloween Candy Corn, Hershey's Kisses, Kit Kat bars, Jelly Belly, See's candies and Tootsie Roll.

In addition, Almond Roca candy is made by members of BCTGM Local 9 at Brown and Haley in Tacoma.

Union workers at Just Born Inc. in Pennsylvania -- makers of brands like Peeps, Hot Tamales and Mike and Ike -- are on strike, and the AFL-CIO is urging union members not to buy those brands.

For a comprehensive list of union-made candy, go online at www.unionplus.org/union-made/halloween-treats.

Team 751 to make strides against breast cancer in Everett

Team 751 will once again take part in the American Cancer Society's annual Making Strides Against Breast Cancer walk.

This year, the union group will be part of Making Strides Snohomish County, which will start at 9 a.m. Oct. 15 at the Port of Everett jetty landing, at 600 10th St.

Walkers will meet at the starting line at 8:30 a.m. for a team picture.

Individuals can donate to Team 751 by placing donations with any member of the Women's Committee at Machinists Union District Lodge 751 or by going online to Team 751's donation site, which can be found from a link at the union's website, www.iam751.org.

In addition, the union is selling Team 751 T-shirts, with all money from shirt sales going to the effort. The long-sleeve shirts are \$20, come in two designs and will be available on a first-come basis at IAM 751 local

lodge meetings in October.

The walk is a fundraiser for the American Cancer Society to help fund breast cancer research and provide mammograms for women who need them.

Team 751's participation in the walk is part of an effort by the union's Women's Committee to promote breast cancer awareness during October.

"Great strides have been made to ensure that more birthdays are celebrated each year," said IAM 751 Secretary/Treasurer Susan Palmer. "But the battle is not over."

The Cancer Society recommends that women older than 40 should get annual mammograms and breast cancer exams. In addition, everyone can reduce their breast cancer risks by maintaining a healthy weight, being physically active on a regular basis and by limiting alcohol consumption.



Union volunteers take part in last year's Making Strides Against Cancer walk in Everett.

North-end MVPs build two wheelchair ramps in one day

A team of six members of the Machinists Volunteer Program's North-End Subcommittee built a pair of wheelchair ramps in one day for families in Snohomish County.

It was a full day of work, but it helped two families in Marysville and Tulalip gain a measure of mobility and independence, said Everett Union Steward Adrian Camez, who headed up the effort on Saturday, Aug. 27.

"Both families needed the ramps, and August was a busy month for volunteer activities, so doing them both the same day was really our only option," he said.

Getting the two ramps installed on one day took coordination and planning.

The volunteers met at the Everett Union Hall after work on Wednesday, Aug. 24, to pre-fabricate some of the sections for the ramps. The following Friday, they came back to the hall to load the pre-assembled sections into their pickups, which allowed them to deliver them directly to the worksites the next day.

The United Way of Snohomish County helped out with cash assistance to pay for the materials for one of the ramps.

The North-End Subcommittee will meet at 12:30 p.m. Wednesday, Oct. 13, at the Everett hall to discuss upcoming projects. The full MVP Committee will meet



Top left: (From left) MVPs Adrian Camez, Derek Gottschalk, Paul Richards, Brian Butler, Rachel Sarzynski and Jim Hutchins pose on their completed Marysville ramp. Top right: The volunteers after they completed their Tulalip ramp project. Far right: Gottschalk, Richards and Camez pre-fabricate sections of the ramp at the Everett Union Hall.



at about 6 p.m. on both Oct. 11 and 25 at the Seattle Union Hall, following the District Council meeting.

MVP Committee meetings and activities are open to all members who are interested in community service. For information about upcoming events, call the Seattle Union Hall at (206) 764-0335.



Players and the dealer at the final table from the 2014 Local C poker tournament.

Local C plans Hold 'Em tournament at Muckleshoot

Local C's fourth 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, Nov. 12, at the Muckleshoot Casino in Auburn. Registration will start at 5:30 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 Chris Schorr (253) 797-2288; in Renton from Scott Daniels (206) 372-7078; and in Seattle from Dave Bridgman (206) 632-3658.

Local C has reserved a block of rooms at the LaQuinta Inn in Auburn. To book a room, call the inn before Oct. 22.

RETIREMENT NEWS

September Retirement Club Meeting Minutes

The meeting was called to order by President Jackie Boschok. John Guevarra led the prayer. President Boschok then led the club in the flag salute and singing of God Bless America. A moment of silence was held in remembrance of September 11, 2001.

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

Minutes: The July meeting minutes were approved.

Financial Report: Tom Lux gave the report.

Health and Welfare: No report.

Legislative Report: Carl Schwartz gave the report. Our approaching

presidential election is dominating the news. We, retirees and Machinist Union members, past and present, have a lot at stake. We

depend, for instance, on Social Security, for most if not all of our income, and on Medicare for most of our basic health care. As presently organized these are non-profit (government) programs. These programs were enacted – after widespread citizen advocacy and support, by the Presidential and congressional support of the Democratic Party leadership. There is widespread opposition to these programs being non-profit led by Republican presidential and representative candidates, with no other goal than giving management of them to for-profit organizations. Remember this when you vote.

The strengthen Social Security Act (HR5952), has been introduced in the House of Representatives by friends of retirees. If passed it would gradually eliminate the “cap” on taxed income and correct the way cost-of-living is calculated for seniors. We support this bill and ask our members to urge all of our Representatives to support it. Carl made a motion to support HR5952 and President Boschok amended the motion to also send letters to Rep. McDermott and Larsen to thank them for supporting this bill and send letters to the rest of our representatives to encourage them to support the legislation as well. **M/S/P.** More than 100 co-sponsors are needed. Jackie said it probably won’t pass this year but work will continue to get it passed next year.

Carl announced the Machinists Union and our retirees are opposed to enactment of the Trans Pacific Partnership (TPP), especially by a “quick” lame duck congressional vote. Let a new Congress work on such an agreement and come up with an American worker-friendly pact. September 14 is designated as a call in day to our congressional



September birthdays included: John Mah, Robert Smythe, Vennie Murphy, Louise Burns, Ruth Render, Margaret Gallagher and Lawrence Wade.

RETIRED CLUB OFFICERS

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

representatives to tell them not to vote on the TPP until the next session.

Our state Alliance for Retired Americans has made an endorsement

of Mike Kreidler for state insurance commissioner. We recognize the efforts that he has made to protect and assist seniors, especially in receiving fair and accurate treatment in all matters involving their various insurance coverages. We urge you to vote for Mike Kreidler.

Executive Board Report:

Motion to purchase a table for eight at a cost of \$400 for the WSARA-EF fall “Senior Champions” award banquet to be held October 29. **M/S/P**

Motion to purchase up to five tickets to the Guide Dogs of America’s 36th Annual William W. Winpisinger Charity Banquet honoring the 2016 recipients of the Gift of Sight award, one of which is GVP Gary Allen, at a cost of \$875 for members who attend. But they will pay other expenses related to the event. **M/S/P**

Good & Welfare:

Tom Lux spoke about a forum on September 24 at the Seattle Labor Temple concerning ways to improve Social Security. Two candidates of the seventh congressional district will also be there.

President Boschok spoke about a Lunch and Learn meeting regarding Social Security to be held September 26 at the Kent Senior Center, sponsored by the South King County chapter of PSARA.

District Secretary-Treasurer Sue Palmer thanked everyone for all they do. She also spoke about the Bill of Rights that was passed at the Grand Lodge Convention and what an accomplishment that was.

A moment of silence was held for Sue’s sister who recently passed away.

Carl Schwartz referenced an article in the most recent Friday Alert about Senate Majority Leader Mitch McConnell (R-KY) who said he was a friend of the

coal miners when he was running for reelection a few years ago but now he is blocking a vote of the Miner’s Protection Act since last December. If this bill is not passed by the end of the year, thousands of mineworkers will lose their health care and pension benefits at the end of the year.

Helen Lowe asked for new ideas to get more involvement from new retirees. If you have any ideas, please share them.

Larry Wade asked if we send communications to our legislators on a regular basis. President Boschok said no, we just do so when there is an issue of importance to our members.

Vennie Murphy asked how we can get Congress to vote on only one issue at a time. Jackie Boschok said she isn’t sure how we can change it but petitions could put some pressure on the legislators.

Ron McGaha noted the way it works now we can see what is added on to bills.

Max Templin said the United States Chamber of Commerce is a business organization with a secret board, and it is not part of the government. The chamber sponsors judges which is not a good thing.

Jackie Boschok said the Washington State Labor Council and District 751 Legislative Department interviewed candidates to determine their stand on issues we care about so their recommendations are a good place to get information.

President’s Report: Jackie Boschok thanked everyone who helped make the retiree picnic in August a success. She also said everyone who went on the dinner cruise last month had a good time.

She said next year marks 60 years for the Retirement Club and we will plan some special events to celebrate.

September Birthdays & Anniversaries: Ruth Render, Robert Smythe, Lawrence Wade, John Mah, Vennie Murphy, Louise Burns & Margaret Gallagher. Vennie Murphy also celebrated his anniversary. The club sang Happy Birthday to them.

The Fred Meyer gift card was won by Joe Pinczes.

Meeting was adjourned at noon.

RETIREES

Congratulations to the following members who recently retired from the Union:

- Linda J. Ayala
- William E. Barksdale
- Ronald A. Bradley
- Douglas L. Brayer
- Michael P. Brooks
- James V. Brown
- Terry K. Brown
- Robert O. Bussard
- Arturo C. Canlas
- Gerald C. Cochran
- John M. Collins
- Ricky A. Cook
- Christena L. Dotloe
- Thomas W. Durham
- John L. Erhart
- Diane Felder-Martin
- Gordon C. Ferguson
- James F. Gallagher
- Alice M. Green
- May A. Green
- Danny L. Grieve
- Jeffrey S. Gripp
- Ronald L. Halvorsen
- Jack D. Hoggarth
- Ben L. Henry
- Cam-van T. Huynh
- Darlene J. Iverson
- David M. Jahns
- Mark K. Jenkins
- Clark B. Jenson
- Howard L. Johnson
- Steven C. Johnson
- Kimberly A. Jones
- Robert H. Kannitzer
- Dean C. Krogstadt
- Jon A. Lang
- Peter A. Larson
- Eddie-tong G. Lau
- Louis M. Levaur
- Ronnie B. Little
- Wendy J. Lyons
- Danny W. Marden
- Kevin F. Marshall
- Robert T. Mattox
- Kay C. McClimans
- Willard R. McElwain
- Earl T. Miller
- Kevin D. Milonas
- Bradley H. Myers
- Van H. Nguyen
- Samuel S. Owen
- Calvin W. Parks
- William L. Perkins
- Steven M. Peterson
- Raymond C. Phair
- Nathan L. Piper
- Betty A. Rautio
- Debra L. Ross
- Suthara Say
- Ross E. Smith
- Thomas D. Stake
- James E. Stinson
- David G. Strasser
- Debbie D. Tachell
- Richard F. Trenowski
- Dewayne F. Wendt
- Diane L. Wright

Local 1951

- Joseph Tindall, Edwards Equipment
- Garry Shane, Republic Services
- Daniel McVicker, Monarch Machine
- Michael Artz, MSA
- Danny Hexum, Republic Services
- Brad Wynhoff, Republic Services

Local 86

- Fred Melville, Triumph
- Gayle Stewart, Triumph
- Donovan Nell, Triumph

Local 1123

- Randy Mitchell, UPS

Retirees support state workers in Olympia

IAM 751 Retirement Club members took part in the “Invest in Washington” rally on August 31 at the Capitol in Olympia. Participants urged Gov. Jay Inslee to improve pay for state workers. Salary surveys show 99 percent of state workers are paid below market rates for their fields. Joining the state workers in the capitol rotunda 751 retirees Jim Hutchins, Jackie Boschok and Vennie Murphy.



FREE WANT ADS FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

NOS BOSS 302 BLOCK, oil pan, Windage tray & oil pickup tube. All in original Ford boxes \$5500. 1965 427 block STD bore \$3500. And other stuff. 360-563-2422

BOATS

WILL TRADE 1983 18' BAYLINER w/ inboard, w/1991 Caulkins trailer - for 16' to 18' aluminum V-Hull fishing board w/ outboard and trailer. Call 425-255-7963.

1991 26' RINKER 3 axle trailer, very nice. Also 1991 29' Sea Ray loaded, call for details. Rinker 10K, Sea Ray 25K. Illness forces sale. Sea Ray - Port of Everett. Call Dave 425-754-0949

JOIN SEABACS (Boeing employee's boat club) for fun cruises and get together. Over 60 reciprocals! Call Craig Waffle at 253-631-3020.

COTTAGE INDUSTRIES

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 or text at 425-359-0165 or email at von@skylineproperties.com

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

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

ELECTRONICS & ENTERTAINMENT

SEEBURG JUKE BOX 1947, plays 2 sizes of records. Asking \$3,000 valued at \$4,500. Illness causes sacrifice. 253-735-1272

FURNITURE & APPLIANCES

OAK ROLL TOP DESK (Winners brand) from the Cannery. Matching chair. \$600. 2653-561-4100

RASCAL POWER CHAIR, cost over \$4,000, sell for \$1,000. Red, 400 lbs capacity, less than 25 miles. Like new. 425-255-7963

HOUSING

MOBILE IN SENIOR PARK 300 yards to beach at Redondo between Federal Way and Des Moines. In wonderful shape. \$38,950. 253-839-9169

ONE PERSON ONLY wanted to rent 2 bedroom plus private bath in quiet Maple Valley for \$1,000 monthly. Application fee \$25. Call for details. 425-433-6782

LABOR HISTORY HAPPENINGS

October is Native American Awareness Month

October 3, 1915 - World Federation of Trade Unions

October 6, 1918 - First National Conference of Trade Union Women

October 18, 1919 - Canadian Women become legal "persons"

October 24, 1940 - US 40 hour work week takes effect

October 29, 1929 - New York Stock Market Crash

Information taken from the PNLHA Labor History Calendar



AD RULES

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

Deadline For Next Issue Oct. 19th

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaaliicove.com Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 30 days. !0% discount to Boeing employees. \$2850-\$3500/month. Amenities include designated parking. DSL for Wi-Fi, pool, Jacuzzi and much more. 206-459-3444

PRIVACY ON 5.8 ACRES, 3 bedroom, 1 3/4 bath, 1198 square feet home. Granite countertops, 2 car garage, fenced, near Kayak Point County Beach Park. 360-460-4868

MISCELLANEOUS

RASCAL POWER CHAIR, cost over \$4,000, sell for \$1,000. Red, 400 lbs capacity, less than 25 miles. Like new. 425-255-7963

HONEY BEE THINGS various. 10 books, literature, all left over things. \$50 OBO 253-852-6809

BABY STROLLER \$20 call 253-852-6809.

JARS - 24 oz. and various sizes of Prego jars, label free, good covers, use for jam and open kettle canning. Work great, have several dozen. \$1 a dozen. 253-852-6809

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

TABLE - GREEN MARBLED FORMICA 29 1/2" wide, 52" long - including leaf which is 10" wide. \$125. 253-852-6809

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

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

McCULLOUGH CHAIN SAW model 250, cut down 2 trees. 509-787-1871 asking \$75.00

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

DECORATIVE PLATES: Large collection of older decorative plates of American Rose Society, Rockwell and many others. Porcelain figurines, Ashton Drake dolls with boxes. 425-353-0153

OAK ROLL TOP DESK (Winners brand) from the Cannery. Matching chair. \$600. 2653-561-4100

OVERSIZED DRY INDOOR STORAGE BAY AREA 12' by 10' by 30' in residence home. \$299.00 per month 253-852-6809

PROPERTY

MOBILE IN SENIOR PARK 300 yards to beach at Redondo between Federal Way and Des Moines. In wonderful shape. \$38,950. 253-839-9169

4 CEMETARY PLOTS \$3,600 each. Abbey View Cemetery, section Psalms, lot 1103, graves 5, 6, 7 & 8. Must sell all four. 425-238-6754.

2 MEMORIAL PLOTS at Bonney Watson Washington Memorial. Garden of Light, Sec. 20/Row B/ Blk 12/ Lot A/ Spaces 3 & 4. \$2,990 each. Call 206-9194-7285

2 BURIAL PLOTS at Greenwood Memorial Park in Renton. Rhododendron Garden, \$5,000 a piece or best offer. 509-445-0337.

1 BURIEL PLOT located at Abbey View Memorial Park in Brier-Lynnwood. Selling for only \$1,700 (valued much higher). Call 352-263-1406 (Everett)

SPORTING GOODS

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

TOOLS

HONDA 1000 WATT GENERATOR - like new, low hours. Recent tune up & new carburetor installed due to gas left too long. Asking \$550 (\$1,000 new). Negotiable within reason. 360-653-7150 Ask for Bill.

CRAFTSMAN TOOLS - 1/2 HP Craftsman Bench Commercial Grinder. Totally enclosed ball bearing capacitor start motor 8 inch with light. Model 397.1951. \$95. Craftsman table saw 10" 3/4 HP motor with parts and on table saw dust box large 34" long - good condition. \$225. 3/4 hp Craftsman electric motor model J-253 1157534 \$75. Call 253-852-6809

VEHICLES

1979 DODGE LITTLE RED EXPRESS TRUCK very good original condition. Includes major maintenance records and spares. Price: \$9,500. Call 206-595-1324

2014 328d BMW. Glacier Silver. Pre-Certified. 28000 miles. \$30,000 OBO 243 549 5276

2008 HARLEY DAVIDSON anniversary special F150, excellent shape, 85,000 miles. One owner. Electric hide away steps. Bed cover (H.D.) Asking \$24,000. 360-907-7010 Goldendale, WA

2008 BMW 328i, no special packages, single CD player, RETIRING Nov 3. I need car until after work on 3rd. Approximate mileage-125,000. \$7500 OBO. 360-888-5437

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

Ad (25 word limit. Please print). _____

Phone (or Address) _____

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

Name _____ Clock Number _____

Address _____ Shop Number _____

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Oct. 19th!

Generating Green for Guide Dogs of America

Photo right: L to R: Les Mullen, Mark Clark and District 751 President Jon Holden display the big check generated from this year's golf tournament, which raised \$18,553.63 for Guide Dogs of America.

Below: The 15th annual Flight for Sight Fun Run raised \$5,230 for Guide Dogs of America. The District 751 Women's Committee presented the check at a recent District Council meeting.



Photo left: L to R: Les Mullen, Jill Saunders, Helen Lowe, Rachel Sarzynski, Dena Bartman, Grace Holland, Denise Strike, Jackie Boschok, Sara Baumgardner, Terri Myette, Kathy Jude, Hazel Powers, and Jon Holden.

FINANCIAL \$ENSE: Consider consolidating your financial accounts

If you've changed jobs a few times over the years or possibly relocated, chances are you've left behind a string of retirement and other accounts along the way. This can make your financial life complicated and difficult to manage. More importantly, maintaining a number of accounts at a variety of different financial institutions is not the same thing as diversification. All good reasons why consolidating your assets with one financial service provider can provide some key benefits.

First let's consider two obvious benefits of consolidation: convenience and simplicity. Fewer accounts equal fewer statements, less paperwork at tax time, etc. Additionally, if you're investing with several providers, you may be paying more fees than necessary. Generally, financial providers set fees based on account size – accounts with larger balances may qualify for break points and lower fees. Merging smaller accounts with one financial institution may provide opportunities to reduce account and transaction fees.

Consolidation also allows you to take control of your portfolio and manage it more effectively. If you have investments in a number of accounts, it's difficult to see your overall asset allocation, ensure that your holdings are properly diversified, and effectively manage risk. By maintaining multiple accounts, you may be overexposed to certain holdings while leaving others underrepresented. Bringing your investments under one umbrella can provide a better view of your financial picture and allow you to see where investment opportunities – and potential risks – exist.

Another investment-related benefit of consolidation focuses on tax efficiency. Bringing retirement accounts and investment accounts together with one service provider may make it easier to implement a tax-efficient investing strategy. With all your assets in one place, you can be sure the least tax-efficient assets are in accounts that offer tax-deferral or exemption.

If you're age 70 1/2 or older, you must take required minimum distributions (RMDs) from Traditional, SEP, and SIMPLE IRAs, as well as from any 401(k) or other retirement plan accounts left with former employers. Failure to take RMDs on time or in the right amount can subject you to a 50 percent IRS penalty tax. Having all retirement assets in one place can help simplify RMD calculations and payments.

Consolidation also can help you keep beneficiary paperwork current. It's important to always make sure all of your investment and savings accounts have up-to-date beneficiary information. This is especially important for retirement accounts, because beneficiary designations on retirement accounts supersede any instructions in

your will or trust. Having fewer accounts to keep up with can help make it easier to manage this information.

If you decide to consolidate your accounts, make sure you consider all of the implications. Consolidating accounts might force you to liquidate certain investments that could result in unintended tax consequences. For instance, if you own appreciated employer stock in a 401(k) or other workplace retirement plan, you may no longer be able to take advantage of favorable tax treatment because of net unrealized appreciation (NUA) if you move those assets into an IRA. Other investments may carry surrender charges or other fees if you liquidate prematurely.

Consult with your tax professional and/or financial advisor before taking any action. Consolidating assets can offer a number of benefits but should only be done after careful consideration. The potential benefits of greater control, tax efficiency, lower fees, and convenience may make sense for you.

If you are considering rolling over retirement plan assets from a previous employer, please keep in mind that rolling over assets to an IRA is just one of multiple options for your retirement plan. Each of the following options is different and may have distinct advantages and disadvantages:

- Roll assets into an IRA.
- Leave assets in your former employer's plan, if plan allows.
- Move assets into a new employer's plan, if plan allows.
- Cash-out or take a lump-sum distribution.

When considering rolling over assets from an employer plan to an IRA, factors that should be considered and compared between the employer plan and the IRA include fees and expenses, services offered, investment options, when penalty free withdrawals are available, treatment of employer

stock, when required minimum distributions begin, and protection of assets from creditors and bankruptcy. Investing and maintaining assets in an IRA will generally involve higher costs than those associated with employer-sponsored retirement plans. You should consult with the plan administrator and a professional tax advisor before making any decisions regarding your retirement assets.

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Accepting the oath of office

L to R: Business Rep John Lopez administers the oath of office to Local C Officers Andy Schier (President), Rob Jones (Conductor-Sentinel) and Mark Mason (Vice President)



Retired Business Rep Ron Bradley administers the oath of office to Local E Communicator Linda Ramos at the September meeting.



District 751 President Jon Holden administers the oath of officer to Local C Council Delegate Mark Mason.

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	(2) Free or Nominal Rate In-County Copies Included on PS Form 3541		
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* If you are claiming electronic copies, go to line 16 on page 3. If you are not claiming electronic copies, skip to line 17 on page 3.

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I certify that 50% of all my distributed copies (electronic and print) are paid above a nominal price.

17. Publication of Statement of Ownership
 If the publication is a general publication, publication of this statement is required. Will be printed in the Oct. 2016 issue of this publication. Publication not required.

18. Signature and Title of Editor, Publisher, Business Manager, or Owner
 Connie Kelliher, Co-Editor
 Date: Sept. 26, 2016

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

EASTERN WASHINGTON

Spokane school bus techs OK deal

The technicians who maintain more than 200 buses for Durham School Services in Spokane have approved a new three-year contract.

The bus mechanics approved the deal with a 100-percent "Yes" vote on Sept. 27.

IAM Local 86 represents a small group of Durham technicians who maintain all the buses used to transport children in the Spokane Public Schools.

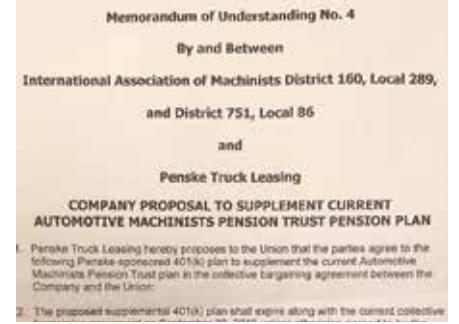
The new agreement provided "significant" wage increases, union officers said. It also established a bonus pay program for mechanics who earn their Automotive Service Excellence (or ASE) certification.

"Our members at Durham are hard-working and highly skilled specialists in a high-demand field," said IAM 751 President Jon



Technicians with Durham School Services in Spokane discuss the company's contract offer prior to voting on it.

Holden. "Our team negotiated a contract that recognizes those facts and rewards our members for it."



The memorandum of understanding that adds a 401(k) savings plan to supplement pensions for Machinists Union members at Penske Truck Leasing.

Machinists at Penske add 401(k) benefit

Truck mechanics working at Penske Truck Leasing in Spokane and Seattle now have a 401(k) savings plan to supplement their union pensions.

That was the result of some mid-contract bargaining between negotiators from IAM Locals 86 and 289 and representatives from the company in August.

Under terms of the new memorandum of understanding, all union mechanics at Penske's shops in Eastern and Western Washington who have been with the company at least 90 days will be eligible to start putting money into the savings plan.

After workers have been with Penske for one year, the company will start contributing as well, with automatic contributions equal to 1.5 percent of workers' wages, plus a 50 percent match on employee contributions to their 401(k) -- up to a maximum of \$500 a year.

"Depending on each person's specific pay, it works out to almost \$2,000 in company contributions to the 401(k) each year," said Local 86 mechanic Randy Sprague, who took part in the negotiations with Penske in Seattle. "It was a pretty good deal for us."

There are more than 60 Machinists Union members working at Penske Truck Leasing shops statewide. The mechanics in Eastern Washington are members of Local 86, which is part of District 751. The mechanics in Western Washington are members of Local 289, which is part of IAM District 160.

The mechanics from both locals currently are working under a collective bargaining agreement that runs through September 2019.

URM mechanics approve new agreement

Machinists Union members who maintain the trucks that deliver groceries to URM Stores outlets across the Inland Northwest have ratified a new collective bargaining agreement.

The workers voted unanimously Sept. 19 to ratify a new five-year agreement with Business Rep Steve Warren leading the negotiations for the union.

The agreement increased workers' wages while maintaining their health and retirement benefits. IAM Local 86 represents the mechanics who service URM's fleet of 60 trucks and 130 trailers.

URM is the warehouse and distribution company that supplies the Rosauers, Yoke's, Super 1, Harvest Foods and Family Foods grocery store chains. URM also provides fresh and frozen food to close to 1,000 restaurants, convenience stores and smaller groceries across Eastern Washington, Eastern Oregon, Idaho and Western Montana.

"URM operates the largest food-distribution network in the Inland Northwest," said IAM 751 President Jon Holden. "The work our members do maintaining those trucks and trailers is essential for the well-being of hundreds of thousands of people,



Local 86 members Mike Pangerl and Joe Scott work on a truck at the URM shop in Spokane. The workers ratified a new five-year contract with the grocery distribution company on Sept. 19.

from Bozeman to the Boise suburbs to Browne's Addition in Spokane. This contract helps recognize their very important contribution to those communities. I congratulate the negotiators for their hard work and success."

Union members at Safeway ratify contract

Truck mechanics and facilities maintenance workers who run Safeway's Spokane Distribution Center have ratified a new five-year contract.

The agreement included wage increases, while the company agreed to maintain pension benefits and caps on health care cost hikes.

The workers voted unanimously to approve the new agreement in August.

The workers maintain Safeway's 289,000-square-foot warehouse in Spokane, along with the fleet of trucks that stocks more than 40 Safeway stores in Eastern Washington, North Idaho and Western Montana.

"Business Rep Steve Warren did a great job helping our members at Safeway win a good new bargaining agreement," IAM 751 President Jon Holden said.



Union members Joe Carroll and Tom Rowland were part of the negotiating team during the talks at Safeway.

Spokesman-Review outdoors blogger reports on Guide Dogs trap shoot

IAM Local 86 is part of an Inland Northwest tradition of marksmanship -- and community service, noted long-time *Spokesman-Review* outdoors writer Rich Landers.

Landers reported on Local 86's success with its fourth-annual Guide Dogs Charity Trap Shoot in his blog at www.spokesman.com on Sept. 20.

"Shooting sports are a tradition in the Inland Northwest," Landers wrote.

"And the shooting often is for a cause beyond personal bests in hitting bullseyes or breaking clay targets," he continued. "Clubs and other organizations can raise cash for good causes by putting on a good shoot."

This year's Local 86 shoot smashed its targets for fundraising and attendance, bringing in a record \$7,546 while attracting a record 83 shooters.

"It's nice to see our union recognized for what it truly is, an important and generous part of the Spokane community," IAM 751 President Jon Holden said.

OUTDOORS BLOG



ASC subcommittee meets to discuss upcoming talks



Machinists who work at ASC Machine Tools in Spokane Valley met Sept. 21 to talk about priorities for their next union contract. Their current agreement expires on Dec. 31.