

DISTRICT 751  
**AERO MECHANIC**

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# Boeing 'gag orders' hush union successes

While our District 751 President, Union Business Representatives and Stewards diligently fight to enforce members' contractual rights, they face a dilemma when it comes to reporting their successes. This "Catch 22" is called a settlement and release agreement, which essentially results in a gag order on union success stories.

Each month our business reps and stewards get Boeing to do the right thing and compensate members for contract violations. However, in nearly every instance where a settlement is reached on a contract violation, Boeing insists on inserting a clause that our union and members will not publicize, in writing or otherwise, the details of the settlement. This makes it virtually impossible to educate members on how our union works on their behalf to resolve issues. The result is a gag order on union success stories.

Why does Boeing insist on the gag order? Several possible motives come to mind as to why Boeing does not want these publicized.

1) The company hates to admit they are wrong or even have the implication they might be wrong. Boeing also hates bad publicity and the appearance that they may have mistreated an employee.

2) Boeing may not want other employees to know the circumstances that could also apply to their particular situation – especially, if these facts create additional grievances and settlements the company may have to pay.

3) Boeing does not want our union to publicize its successes. If it remains silent, they hope our members will assume our union is doing nothing.

Month after month, our business reps and stewards battle to overturn injustices such as misassignments, overtime violations, report time problems, suspensions, terminations, pay issues, temporary promotions and many other contractual provisions. Our business reps and stewards fight to gain back pay and benefits to ensure the member is made whole, as if the violation had not occurred.

Yet because of the gag order when our union successfully argues a case, we can only settle for a thank

you from the individual and cannot advertise this good work to the general membership.

Many members feel these settlements should be reported.

"Our job is to protect the rights of every member. How can we, as union leaders, jeopardize or delay a settlement that is beneficial to the member just to have the right to report that settlement?" said District 751 President Jon Holden. "If the company withdraws the settlement offer because we will not agree to not publicize the outcome, our union would then have to take the case to arbitration, which could potentially delay the outcome for months with no guarantee that we would prevail in arbitration. It is not a risk worth taking. How would we explain to the member they have to wait for potentially the same or worse outcome simply so we can tell others about it?"

The reality is countless contract violations are settled

with members receiving undisclosed amounts of back pay.

For those individuals who have won their cases, you know who you are and what our union did on your behalf. Tell others our union helped you, but be careful not to disclose details that would violate the "gag order." Defend your union, because it is here to defend you.

Union Reps report that recently Boeing has even insisted on the gag order simply to settle an overtime issue prior to a written grievance, which shows how ridiculous they have become, but again, our union would rather correct the issue for the member than have the ability to report on it.

Don't allow the company to trick you into believing that our union isn't there for you. Day in and day out the union is there, protecting members' rights, fighting for jobs and policing the contract – we just can't report it!



## Unjust corrective action prevented

In Renton, Union Steward Katie Eagleson takes a proactive approach in representing her members in Factory Service and continually emphasizes that our members need to ask for a steward anytime they "talk" with a manager.

That education paid-off recently when Katie was asked to attend a meeting where a member was asked to write a statement regarding an allegation that she swore at a manager during weekend overtime. At the start of the meeting, the manager indicated the member would receive a written Corrective Action Memo (CAM) because of this incident.

Katie quickly pointed out the manager was the one who did not follow Boeing's process. Katie emphasized our member did not swear. She also protested the manager's characterization of the incident and his actions.

The incident occurred during weekend  
*Continued on Page 5*



*Business Rep Rich McCabe thanks Steward Katie Eagleson for the great job she does representing our Factory Service members. Katie not only prevented a written CAM, but elevated the supervisor's inappropriate behavior for further action.*

## August Town Hall Meetings

In August, members again have a chance for candid, face-to-face two-way communication with union leaders through Town Hall meetings.

It's time we have more transparent discussions on the state of our union; what do we stand for; what do we believe in; how can we work together to achieve what we all need; how will we address job erosion and retirement security? Going forward, how will we stand up against new tactics used against us by our employers in the last three years?

These and other important issues

will be topics of discussion at the town hall meetings.

Your union is working on more communications through our eNews, *Dist. 751 President Jon Holden.*

Town Hall meetings are one of the best forums of face-to-face communication where you get to speak to your leaders directly.

Don't miss the opportunity!

**Mark your calendar and plan to attend August Town Hall meetings:**

- Aug. 15 - Renton Hall, 233 Burnett N 6 a.m., 11:30 a.m. & 3 p.m.
- Aug. 16 - Auburn Hall, 201 A St SW 6:30 a.m., 11:30 a.m. & 3 p.m.

- Aug. 17 - Everett Hall, 8729 Airport Rd at 6 a.m., Noon, & 3 p.m.



### Exemplifying Excellence

Gidget Tucker honored for more than a decade without a defect

5

### Burris appointed new Business Rep

Staff changes designed to better serve members and utilize expertise

7



### Inside Index

President's Message.....	2
Political Action.....	3
Community Service .....	8
Retirement.....	9
Want Ads.....	10
Eastern Washington.....	12

## REPORT FROM THE PRESIDENT

# August Town Halls to build our unity and our strength

By JON HOLDEN  
District President



In August, we will hold our next round of Town Hall meetings in Auburn, Everett and Renton, and I hope many of you will plan to attend.

As your District President, I believe these meetings are important opportunities for us to talk to each other – for me to update you on important developments, and for you to tell me about what's on your mind.

At the meetings, I want to talk about the state of our union. What do we stand for? What are our goals? And what are the best ways to achieve them?

To me, the most important thing a union should be is a united force working to improve the lives of our members – and our communities.

Looking out for our members' rights at work is and always will be Job One for our union. However, that is not our only mission. Part of our responsibility is also working to improve the standards for other workers in our community.

That's why our union has supported campaigns like Initiative 1433, the ballot measure that seeks to raise Washington's minimum wage and provide all workers a chance to earn paid sick leave.

If I-1433 passes, it would phase in a new state minimum wage of \$13.50 an hour by 2020. We have a few hundred members – some at Boeing, some at recently organized aerospace suppliers – who have starting pay lower than \$13.50 an hour. I-1433 would directly benefit our union brothers and sisters by raising their wages at the start of their careers, which would help them achieve middle class financial security more quickly.

But I-1433 also would help our communities.

When working people can earn more money, there is less demand for taxpayer-

funded social safety net services like emergency food aid or free school lunches for children. When working people earn more, they can contribute to their communities, instead of being reliant upon them. And when working people earn more, our communities become stronger and everyone benefits – whether we're directly impacted by the minimum wage increase or not.

Another way we can use our influence as a union is in the political realm.

AFL-CIO President Richard Trumka spoke to the delegates at the Washington State Labor Council convention last month, and noted that far too often, our elected officials do what's in the best interests of corporations, not in the best interests of the average citizen.

Our state Legislature's incentives of \$8.7 billion to Boeing and the rest of the aerospace industry are an example of this. It's one thing for a state and its citizens to choose to invest tax dollars into an industry if the return on that investment is good, family-wage jobs.

But in our case, Boeing accepts the tax incentive money from our state while creating jobs that increase capability and capacity outside of Washington in order to garner more incentives in other locations. Those locations will then compete against us for the next airplane program.

Our Legislative Committee works hard during every election cycle to research the voting records and policy positions of the candidates who seek our support.

They evaluate them on one over-arching set of criteria: Where do they stand on issues important to working families? On wages, job creation and collective bargaining rights, and -- more-recently -- will they support tax incentive accountability?

Please remember this fall, as you prepare to vote in our state and local elections, to refer to our union's list of endorsed candidates.

Still, representing our members – at the bargaining table and in the shop –

is our top priority. To be successful, we must be prepared, resolved and, above all, we must be unified.

We only need to look to the example of the Triumph Composites lockout to see that this is true. Our union members there knew exactly what they wanted to address in their collective bargaining agreement and they were determined to do what it took to improve it. Most of all, they were united. When 94 percent of a bargaining unit votes down an offer, that sends an incredibly strong message to an employer.

As a union, we invested the time and energy well ahead of the expiration in order for us to create the momentum we would need to be successful and made sure everyone had an opportunity to get involved. In the end, every member there had a positive impact that we can all be proud of.

The lesson we should all learn from our brothers and sisters at Triumph is that when we are united, we are stronger, and that strength translates into better bargaining agreements.

During the Town Hall meetings, I want to talk about ideas you and I may have to rebuild our unity and restore our strength so that we're successful in our next negotiations, whether that's the contract talks coming later this year at ASC Machine Tools, BAE Systems, DRG or Hytek Finishes – or the next round with Boeing whenever that occurs.

We have job erosion issues we are committed to fighting all around Puget Sound that need to be talked about. The Town Hall meetings are a good venue for that discussion.

At Boeing and at all the other units, we are constantly fighting for retirement security. The work we accomplished at Triumph allows us options for all other bargaining units as well, and we will continue to fight for improvements in retirement security for all members no matter where they work. In order to get there,

we have to have good educational discussions about what does retirement security look like and what we need to do together to achieve that.

The most direct way we can assist working people is to help them join our union and organize their own bargaining units.

Last month, we welcomed the maintenance workers of the Spokane Valley Fire Department as the newest members of District 751. They are a small group, but the work they do is essential in keeping more than 100,000 people safe. They deserve the benefits a union contract can bring.

*Continued on Page 5*

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

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Business Representative*

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## Who you didn't see at Farnborough air show

By ROBERT MARTINEZ JR.  
International President

Last month, the famed Farnborough International Airshow took flight in the United Kingdom. It's an exhibition for the aerospace industry's latest and greatest aircraft, and probably the most important week of the year for the sector, an essential and growing cog in the global economy.

Visitors saw the latest feats of aerospace engineering dance through the air. Corporate executives wined and dined each other in posh chalets, hoping to strike the next multi-billion dollar deal. Government officials dangled incentives -- tax breaks, low-cost labor, free land -- in front of any company considering moving aerospace work their way.

More than \$200 billion in orders were placed at the last show in 2014, a record. The top 100 aerospace and defense companies in the world made \$65 billion in profits that year.

Sounds like all is well, at least if you ask those at Farnborough.

But who is missing from the conversation? Who's not invited while the future of an industry worth trillions of dollars is molded?

The 8.7 million working men and women who actually make the aircraft

They weren't there to tell you about the effects that continued outsourcing to low-wage countries like China and Mexico has on all workers. You didn't hear about how existing trade deals-- and proposed ones like the Trans-Pacific Partnership-- are making it even easier to ship jobs elsewhere for, literally, pennies on the dollar. No one talked about how anti-worker politicians and their corporate allies around the world are weakening labor laws where they do exist and keeping them from being established where they don't.

For an industry that creates so much wealth, far too little of it finds its way to the working people who make it profitable.

That's why the union I'm proud to lead, the International Association of Machinists & Aerospace Workers, and other aerospace worker organizations around the world, are fighting back.

Under the umbrella of the Industrial Union of Marine and Shipbuilding Workers of America, which represents 50 million workers in 140 countries, we are advocating for a new model of globalization that puts people first.

One of our most powerful tools is co-operation.

We're forging global framework agreements that set baseline standards

for aerospace work, both within individual companies and up and down their supply chains. In April, trade unions representing workers at the Italian multinational Finmeccanica agreed to a set of common priorities -- restructuring, training, recruitment, outsourcing and more.

We're working together so that workers at Airbus in Alabama, Boeing in South Carolina, and other places throughout the world can enjoy the benefits of belonging to a union-- a fundamental human right.

Finally, we're making full use of global organizations, such as the International Labor Organization and the Organization for Economic Cooperation and Development, to hold governments and corporations accountable when they mistreat their workers.

The future of the aerospace industry depends on the hard-working men and women who work in it. We hope you paid attention to them, too, Farnborough.

*Robert Martinez Jr., a former aircraft assembler at Lockheed Martin, is the international president of the International Association of Machinists & Aerospace Workers, the largest aerospace union in the world.*

### 751 AERO MECHANIC

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## POLITICAL ACTION

# Trumka pushes for tax accountability

America's top labor leader gave a ringing endorsement to the idea of aerospace tax incentive accountability at the Washington State Labor Council's annual convention.

"These should not be partisan issues," AFL-CIO President Richard Trumka told convention delegates, including a contingent of IAM 751 Machinists.

"What we're talking about are good jobs, democracy at work and corporate accountability," Trumka said. "Anybody who calls themselves a conservative should embrace these ideas, and the ideas that public money should be used to encourage good-paying jobs here in Washington."

"I'm talking specifically," he continued, "about how Boeing executives act as if they have the right to take taxpayer money and run. They don't."

That got strong cheers from the Machinists in the audience, said IAM District 751 President Jon Holden, who shared the stage with Trumka.

"We've been making that argument for two years now in Olympia," he said. "It was great to hear a national leader speak the truth like that on our behalf."

As president of the AFL-CIO, Trumka leads a federation of 56 labor unions (including the International Association of Machinists & Aerospace Workers). In all, these unions represent nearly 12.5 million working Americans – about 400,000 of them from Washington State.

Since the Legislature approved the \$8.7 billion package of tax breaks for Boeing and the aerospace industry in November 2013, Boeing has eliminated the jobs of more than 6,700 Washington State residents.

At the same time, Boeing employment is growing



IAM 751 President Jon Holden (left) listens as AFL-CIO President Richard Trumka addresses the Washington State Labor Council convention in Wenatchee.

in states like Missouri, Oklahoma and South Carolina.

The difference, Holden said, is that legislators in those states put strong requirements for job growth in place before granting Boeing tax incentives – but Washington did not.

As a result, Boeing is able to meet its job "creation" targets in those states by simply moving work away from Washington. And as it qualifies for tax breaks there, it still gets to keep the full \$8.7 billion benefit here.

To counter this, District 751 and SPEEA have been working with allies in the

Legislature on bills that would require Boeing to maintain jobs in the state in order to receive the full tax benefit.

It makes sense for Washington to support the aerospace industry, Trumka said, "because Boeing Machinists and engineers play a huge role in the state and regional economy."

But the way Boeing and other companies have abused the spirit of those incentives isn't right at all," he said.

"For greedy CEOs to pocket state tax incentives and then kill good Washington jobs, after the sacrifices you and your union members made, it's just shameful," Trumka said. "It's wrong."

Trumka said Washington voters need to "elect leaders who will make sure this never happens again."

"Tax incentives must come with strong claw-back provisions," he said. "That's something all of us should agree on: Democrats, Republicans, independents – everybody."



District 751 President Jon Holden (far left) and 751 Legislative Director Larry Brown (far right) met with State Speaker of the House Frank Chopp, State Rep Joe Fitzgibbon and State Rep June Robinson on legislation for the 2017 session in Olympia.

## Strategy for upcoming legislation session

The work of passing important legislation does not stop just because the legislative session is over. During the interim, your union continues to talk to legislators, plans the strategy and builds support for our legislative priorities. This is especially true when trying to pass a bill as important as the Aerospace Tax Incentive Accountability Act. Persistence is an absolute requirement.

During the 2015 and 2016 legislative sessions the IAM and SPEEA pushed hard to change the law to require the aerospace industry to retain jobs in Washington in order to retain their huge tax breaks. In 2015 the Washington House of Representatives gave our bill a hearing. In 2016 we had a vote in committee and despite promises to vote yes from some, we failed to get the bill voted out of committee.

Recently, the IAM met with House leadership to discuss the strategy to move our bill in the 2017 session. The work continues as we push for accountability for giving tax breaks to the aerospace industry. We will see if the legislature will wake up to the fact that tax incentives should lead to jobs not job reductions for the state.

# Wage initiative backed by IAM 751 will be on November ballot

Volunteers with Raise Up Washington turned in enough valid signatures that "easily exceeded" the number required to qualify Initiative 1433 for the November ballot.

Washington's Secretary of State's Office certified the signatures for the ballot on July 22.

If voters approve, I-1433 would raise the statewide minimum wage to \$13.50 over four years and give all Washington workers the opportunity to earn paid sick and safe leave. The campaign is led by a coalition of workers, unions, business owners, faith leaders and community organizations.

"We've seen unbelievable grassroots support over the last few months in communities across Washington," said Carlo Caldirola-Davis, campaign manager for Yes on 1433. "This issue crosses geographical and political divides. When voters hear about Yes on 1433, they know it's good for our workers, our families and our economy."

After signatures with errors or missing information were removed, the secretary's office reported signatures from 345,907 Washingtonians who want to vote "Yes" on Initiative 1433 this November.

More than 1,000 individual volunteers – including dozens from District 751 -- joined the signature drive effort, which began in March.

Our union's District Council has endorsed I-1433.

"This initiative will directly benefit low-wage workers in the aerospace industry, including thousands of workers at companies that supply Boeing with parts," said IAM 751 Legislative Director Larry Brown. "It will help a few hundred of our members at Boeing, who have starting salaries below \$13.50. And it's the right thing to do for the tens of thousands of non-union workers who



Initiative 1433 backers address the media after dropping off petitions with 366,000 signatures to the Washington Secretary of State -- more than enough to put the wage and sick leave plan on the fall ballot. (WSLC photo)

don't have paid sick leave today."

I-1433 is sponsored by Ariana Davis, a Safeway grocery worker in Renton who also is a member of United Food and Commercial Workers Local 21.

"We've been out in communities across Washington every day for months, talking to voters about how we can lift up workers and boost our economies," she said. "This initiative will make a difference for more than 1 million Washingtonians like me. No one should work a full-time job like mine and still not be able to support themselves or their families, or not have the sick and safe leave to stay home when they need to without losing a paycheck."

By raising the minimum wage to \$13.50 over four years, Initiative 1433 would add \$600 to the pockets of more than 730,000 minimum wage workers across Washington – adding nearly \$2.5 billion to the economy every year. It would also allow more than 1 million workers without access to paid sick leave to begin earning it — a policy that a recent independent poll found 71 percent of Washington voters support.

The campaign will now begin connecting with voters across the state until the election on Nov. 8.

### What is I-1433?

- Ballot measure would raise Washington's minimum wage to \$13.50/hour by 2020 and
- It would allow all workers to earn up to seven paid sick days a year.

To learn more visit [www.RaiseUpWA.com](http://www.RaiseUpWA.com)

This effort to raise wages is "common sense," said Tanika Aden, a home care worker who lives in Olympia. "Too many Washingtonians are working harder than ever but struggling to make ends meet. They are single moms like me, working full-time to take care of others, but struggling to get by making less than \$13.50 an hour. Or moms who can't afford to stay home when their kids get sick, fathers with families to support, people in rural, urban, and suburban communities across the state."

The proposal to allow every Washington worker the opportunity to earn up to seven days per year in paid sick leave is critical for many, especially in the food and health care sectors.

"No one should have to choose between staying home to take care of themselves or a sick child or losing a paycheck," said Ron Cole, a nurse in Seattle. "I've seen it happen too many times – a patient can't afford to take the day off so they wait another day, another week, as their condition escalates and costs increase. We need to do better — we need to make our communities safer, healthier and stronger."

This sentiment is echoed by a growing number of small business owners endorsing the I-1433 campaign. In food and restaurant industries, where two-thirds of all food-related norovirus outbreaks start, independent studies show 1 in 5 workers report going to work while sick with flu-symptoms because they were afraid of losing their paychecks or their jobs.

Supporters see this as a win not just for workers earning more, but for businesses and local economies as well.

"I know first-hand what raising the minimum wage means for our local economy," said Jody Hall, owner of Cupcake Royale in Seattle.

# Machinists get ready to start negotiations with Hytek

Machinists Union members at Hytek Finishes are preparing to negotiate their second contract since joining District 751.

The process started July 13 with a barbecue on the sidewalk outside the company's plant in Kent, followed the next day by meetings where members picked up surveys asking about their top issues in the upcoming talks, and nominated people to serve on the committee that will begin bargaining with management later this year.

The four-year contract with Hytek expires in February 2017.

Getting that contract wasn't easy. After 16 months of negotiations, union members rejected Hytek management's first offer by nearly a 3-to-1 margin. They ratified an improved offer from the company a week later, but only by 52 percent.

Workers will need to present a strong and unified front to management in the months ahead, said IAM 751 Business Rep Joe Crockett, who will lead the negotiating team with Business Rep Patrick Bertucci.

"This isn't the Machinists Union's agreement," Crockett said. "It's the

Members from Hytek enjoyed the barbecue at the plant gate on July 13 to kick off the upcoming negotiations.



IAM 751 Business Rep Patrick Bertucci (left) listens as Business Rep Joe Crockett outlines next steps in the negotiation process for workers at Hytek Finishes, whose contract expires in February.

workers at Hytek's agreement."

One of the issues will be ensuring everyone eligible to join the union signs up.

Hytek is one of the rare IAM 751 bargaining units that doesn't have a union security clause in its contract, which means membership is optional.

However, non-members won't be able to participate in negotiations. Members, on the other hand, can be appointed as a shop-floor representative to take

part in actual bargaining, and they will get to vote on the final contract after negotiations are done.

Members also get to have a say in what the union negotiators pursue at the bargaining table, through surveys and meetings. Non-members don't.

"That's what your membership gives you – a voice," Crockett said.

"It's not up to me to make the final decision on your contract," he continued. "Our negotiating team will make a recommendation, but members – and only members – will have the final say."

It's in your best interest to invest in union membership, Bertucci told Hytek workers at the meeting.

The more workers who belong, the stronger the union is, he explained. That translates into more leverage in negotiations, which results in better contracts.

And the actual cost of joining the union is tiny compared to the

benefits union contracts bring, Bertucci added. Union members at Hytek pay about 29 cents an hour in union dues – the most-recent General Wage Increase added an average 58 cents an hour to everyone's paychecks.

Crockett agreed. While every union contract is different, statistical data consistently shows that the higher union membership is in a shop, the better the contracts are.

Bargaining units at companies with union security agreements – where everyone is either a union member or pays an equivalent fee for the service they get from the union – have the best pay and benefits, especially compared to non-union shops, he said.

"And if you're somewhere in the middle, with middle-of-the-road union membership rates, you get a middle-of-the-road union contract," Crockett said.

Because of that, it's in every individual's best interest to have everyone working together as union members, he said. "You need you as a member. You need to stand up for yourselves."



Local C Vice President Andy Schier dishes up hot dogs at the Hytek negotiations kick-off barbecue July 13.

## Union continues to represent JFC workers during sale

All 111 employees of Jorgensen Forge in Tukwila received 60-day layoff warnings in July – part of the process as the company tries to sell itself while it

is in bankruptcy. That includes some 63 members of District 751.

Jorgensen's parent company, Constellation Enterprises, went into Chapter 11 bankruptcy in May, the result of a steep drop-off in orders from oil and gas exploration companies, which are cutting back now that fuel prices have fallen.

Constellation is looking for a buyer that would continue to operate Jorgensen, according to a statement from the company, and is in talks with a potential new ownership group – called CE Star Holdings -- formed by companies that Constellation owes money to.

A new owner that would keep running the company could be good news for the workers, said IAM 751 Business Rep Joe Crockett, who represents the Machinists at Jorgensen.

"As a union, we have no way of knowing what a new buyer's plans would be," he said. "But our members are among the most-valuable assets the company has. They are the engines that drive profits."

Jorgensen CEO Mark Jewell agreed.

"We strongly believe our employees are our most valuable asset, and that any buyer will want to hire most or all of our



employees," he said in a press statement. "As we work with all potential buyers, we believe the sale process is

the best way to ensure the future success of the business, and its customers, vendors and communities."

The *Olympian* newspaper reported, in February, that workers at the company had recently completed advanced training at South Seattle College which allowed them to cut the average time to complete an order from 100 days to 13 days, which shows their value to a new company.

As part of the sales process, Jorgensen Forge will be sold at an auction on Aug. 9, with the deal expected to close in mid-September. Therefore, under the federal Worker Adjustment Retraining Notification Act, Jorgensen was required to issue the WARN notices on July 14.

"During this time, District 751 will do all it can to support hourly workers at Jorgensen," said IAM 751 President Jon Holden.

"We expect to remain the bargaining representative for this workforce. Once the sale is completed, we will work on behalf of our members to negotiate an agreement with the new company going forward," said Holden. "It would be our goal to maintain and grow the agreement we already have."

The Machinists at Jorgensen Forge are specialists who forge everything

from propeller shafts used in ships and submarines to large parts used in the aerospace, maritime and drilling industries. Their products are created from stainless steel, aluminum, titanium and other metals.

The workers at the plant, which is adjacent to Boeing facilities near Boeing

Field, had voted in August 2014 to join District 751. They ratified their first union contract – which established a uniform pay scale and grievance process and granted initial 3 percent raises – in April 2015.

## Machinists at BAE prepare for talks



IAM 751 members Dan McGill, Raymond Orton, Carl Reynolds, George Yankov and Mark Stroud after they voted unanimously to support strike sanction prior to the start of negotiations for a new contract with BAE Systems.

District 751 will enter talks this month with BAE Systems for a contract covering union members who work for the company in Puget Sound.

Union members at BAE unanimously approved a strike sanction measure on July 7. Talks are set to begin Aug. 15. The contract expires Aug. 30.

With the rising cost of health care, the Machinists members at BAE want to maintain coverage that's affordable, said IAM 751 Chief of Staff Richard Jackson. Jackson will lead the union bargaining team along with Everett Business Rep Dena Bartman. They're also looking for improvements in wages and employer contributions to the IAM National Pension Plan.

The contract covers a small number of BAE workers who test and install flight deck equipment. BAE supplies flight decks for all Boeing aircraft except the 787.

# Exemplifying Excellence: Member honored for decade without defects

Excellence and a perfect build the first time are things all our members strive for.

Recently, one member in Renton was recognized for her excellence on the job and quality workmanship that have made her legendary in the 737 strakelet area. The strakelet is the part that sits between the body fuselage and wings where landing lights go. Because the power system to the wing runs through the strakelet, it is a critical part to the plane and is far more complex than at first glance.

IAM 751-member Gidget Tucker is known as the “go to” person when it comes to building the strakelet. She has gone for more than a decade without generating a single pick up or defect in her work. Making it even more incredible is the fact that she has maintained this excellence while process changes were implemented and the factory has gone from building 14 737’s a month to 42 a month.

Business Rep Rich McCabe learned of her exceptional record from her co-workers and how she has helped many other members learn a quality build process for that part of the wing. McCabe gathered quotes on Gidget and recommended that Boeing recognize this quality and commend her for her excellence.

“Gidget exhibits a high level of integrity in her workmanship and produces first time quality, on time every time,” said McCabe in nominating her for an award. “She consistently day in and day out has quietly produced defect-free, high-quality strakelet builds for more than a decade. Gidget is a true expert in her craft and a tremendous asset and example for us all here in the 737 Program.”

On July 21, Gidget was honored with the 737 Program Exceptional



Business Rep Rich McCabe (l) was proud to submit 751-member Gidget Tucker for a quality award recognizing her efforts building 737 strakelets without a single defect for more than a decade. Gidget’s husband Tom, a former 737 wingline mechanic now AOG mechanic and also a 751-member, was there to congratulate her as well.

Workmanship Award. Her husband, Tom, who is also a Machinists Union member who now works AOG after years on the Renton wingline, was there to celebrate her recognition, as well.

“Gidget is like a living legend in strakelet, and I didn’t know why when I first came to the shop,” said Alfonso Gonzales, a 751-Union Steward in the spars area. “She started training me on the job she does every day and the first thing I heard from her lead was ‘she hasn’t created an NCR in over 10 years so don’t screw up!’ After training with her, it felt like I was able to do it by myself quicker because she taught me so well. After I left the area, I realized she is not only a top-notch mechanic, but she was also one of the nicest people here at Boeing. She would do anything to help make your job easier.”

Gidget’s praises are echoed in others on the strakelet team.

“I have worked with Gidget for a total of about 14 years. She has always

been an excellent co-worker and a great mechanic,” said Garry Carlson, strakelet team leader and IAM 751 member. “She does her job every day and never misses her goal due to some sort of outside influence. I’m sure she will continue to do great defect-free work for another 10 years.”

“I have known Gidget since 2007, and she has always been a rock solid, steady worker. She is an employee that truly cares about the work she puts out,” said 751 union member Robin Rangel, who is the 737 Spars Team Lead, Leading Edge/Strakelet Rework. “Even with the significant changes in the build and the team, she has persevered and grown. She also has an outstanding ability to keep up with safety and commitments in Going 4 Zero.”

Congratulations Gidget on such an impressive record of excellence that makes us proud to have you as a Machinists Union member!

## Solidarity Night at Everett Aquasox

Join IAM members for a Solidarity Night at the Everett AquaSox, Thursday, Aug. 4. Free tickets for the minor league baseball game against the Tri-City Dust Devils are available at the IAM 751 union halls.

**Thurs, Aug. 4**

Game at 7:05 p.m. – Doors open at 6:05 p.m. Everett Memorial Stadium

Again, free tickets are available at IAM 751 halls for members/families.

Remember to wear an IAM shirt in solidarity!



## August Town Halls to build our unity and our strength

*Continued from Page 2*

We have a strong unionizing team at District 751 and we’ve helped a lot of workers in recent years to improve their work lives. At the August Town Hall meetings, I want to talk more with you about how to make our union stronger, and how we could use that renewed strength to benefit our members, our families and our neighbors statewide.

Our Town Hall meetings promote two-way communication so we can have transparent discussions with each other on issues and how to address these issues going forward. Town Hall meetings are your chance to bring ideas, suggestions and issues forward and have candid discussions with union leaders; so seize the opportunity and attend the meeting most convenient for you.

## Unjust corrective action prevented

*Continued from Page 1*

overtime when a female 751-union member was cleaning the men’s restroom. Per the process, she posted two closed signs at the entrances.

Ignoring the closed signs (which would get our members corrective action), the manager not only entered the men’s restroom, but proceeded to relieve himself in front of the female factory service attendant – disrespecting the job she was there to do and creating a hostile work environment that made her very uncomfortable.

“We only close the restrooms one hour a day for cleaning and never during high traffic times like lunch. Our members would get in trouble for disregarding a closed sign so why is the manager exempt?” asked Katie. “We use chemicals and have to wear personal protective equipment so this was also a safety issue. Managers should be held to a higher standard and most certainly should obey these rules.”

“Cleaning the restrooms is unpleasant enough without having someone disrespect our process and create a threatening and uncomfortable work environment,” said Katie. “We have a job to do and people should respect that.”

Katie’s proactive efforts prevented a written CAM from being issued. Business Rep Rich McCabe, after learning of the incident, brought the manager’s actions to the attention of Boeing Human Resources to explore discipline regarding the “threatening” environment the manager created that weekend.

“Katie does a great job representing our members in Factory Service. She speaks up and is a continual advocate for our members,” said McCabe.

## Member gets \$7,000 in back pay with help from his union steward

Recently, Union Steward Steve Brown helped ensure a member in his shop received more than \$7,000 in back pay (after taxes) to correct a pay issue - demonstrating the value of union membership.

The member had been working as a team lead for the past two years, but only recently became aware that he was not being properly compensated. After being assigned as a temporary manager he was talking with a co-worker about his pay as an IAM member. When they mentioned their hourly rate (both were at maximum rate), both were surprised they were making the same hourly rate since one member was a team lead and should have been receiving an additional \$2 an hour in premium pay.

Upon learning of the discrepancy rather than trying to navigate the system and get it corrected on his own, he immediately turned to his union steward to act as his advocate. Steve brought the information to Boeing Human Resources and noted that management should have ensured the proper team leader pay was added to the member’s paycheck. After reviewing the facts, HR



Business Rep Dan Swank (l) thanks Steward Steve Brown for his work to deliver more than \$7,000 in back pay to correct a team leader pay issue for a member.

agreed that the pay rate was incorrect. The pay difference for his time as a team lead showed up on the very next paycheck, delivering more than \$7,000.

“Steve did a good job in getting the pay situation resolved quickly for our member,” said Business Rep Dan Swank. “Any time members think there might be a problem with their pay rate, they should always bring it to the attention of their union steward.”

# DRIVING THE GREEN FOR GUIDE DOGS

One hundred thirty-two golfers comprising 33 teams converged on Willows Run on July 17 to drive home the green for Guide Dogs at the 25th annual Guide Dogs of America golf tournament. Even with fewer participants, the tournament delivered more than \$17,000 for the worthwhile charity.

A shotgun start and best ball format kept the tournament competitive with one stroke separating the first place team of Jerod Gillies, Marvin Rosales, Casey Schmidt and Scott Chord from the second place team of Ben Baker, Rob Larson, Mark Cotter and Tyler Erickson.

Kevin Shewfelt won men's longest drive while Abbie Braun won women's longest drive. Linda Madigan won women's closest to the pin while men's closest on three different holes was won by Dale Hartford, Tyler Erickson and Jon Lindsay.

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



751-member James Hinton chips a shot in for an eagle while Al Bello, John Rice and Dave Dressler watch intently.



Tim Bailey lines up a putt with Brad Taylor looking on.



Individual winners were L to R: Linda Madigan, Jon Lindsay, Tyler Erickson, Kevin Shewfelt, Abbie Braun, Dale Hartford



First place team with a 56 score consisted of L to R: Jerod Gillies, Marvin Rosales, Casey Schmidt and Scott Chord.



The second place team with a 57 score L to R: Ben Baker, Rob Larson, Mark Cotter and Tyler Erickson.



Phil Wolff sinks a putt.



### Thanks to Our Sponsors

- Grand Lodge
- GVP Gary Allen
- Jon Holden
- Susan Palmer
- Mike Hill
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- Dan Swank
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- Gayl Bailey
- District 751
- Mark & Peggy Clark
- GVP Mark Blondin
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- Garth Luark
- Rod Sigvartson
- Paul Veltkamp
- Grace Holland
- Spencer Burris
- Stosh Tomala
- Locals 751-A, 751-C, 751-E & 751-F
- Joint Program North Site Coordinators
- Atkinson Zones Financial Plng.
- Les & Shelley Mullen
- Howard & Shelley Carlson
- John Lopez Jr.
- Richard Jackson
- Jason Redrup
- Local 751-C Officers
- Dena Bartman
- Joanna Lake
- Moss Adams, LLP
- AJAC

## Puppy Putt roars through Puget Sound for Guide Dogs

The 14th annual Puppy Putt on July 9 had motorcycles roaring throughout Puget Sound to raise money for Guide Dogs of America. The event delivered thousands for Guide Dogs, with money still coming in as the paper went to press.

Riders started at opposite ends of Puget Sound from either Northwest Harley in Lacey or Sound Harley in Marysville. Riders met at the Seattle Union Hall where they were treated to live music from Sir Real featuring 751-member Mark Severson, delicious food provided by Dennis Railing and Teresa Winslow and various activities that included motorcycle competition, games, and a huge raffle.

The event culminated with the raffle of a new Harley Davidson Sportster XL1200C which was won by Sherrie Curtis, an

IAM Local Lodge officer for Local 1759 in Herndon, VA. Sherrie bought the ticket from Puppy Putt Committee member Rachel Sarzynski at Placid Harbor training center.

Thanks to all who helped make the event a success.



Above: Jim Bo Meany bowling.

Left: Brent Scott won the slow race.



IAM Local 1759 officer Sherrie Curtis poses with her new Harley Davidson Sportster 1200 won in this year's Puppy Putt motorcycle raffle, along with (back, from left) IAM 751 Business Reps Wilson Ferguson and Patrick Bertucci, Lawless Harley Davidson General Manager Jason Farmer, and Puppy Putt committee organizers Terri Myette and Rachel Sarzynski.



The Puppy Putt Committee poses with winners from each of the categories

### Thanks to our sponsors:

- Sarzynski girls
- Jon Holden
- Susan Palmer
- Terri Myette
- Richard Jackson
- Larry Brown
- Pat Bertucci
- Dan Swank
- Garth Luark
- Grace Holland
- Dena Bartman
- Rob Jones
- Robley Evans
- Greg Campos
- Jason Redrup
- Les Mullen
- Chuck Craft
- GVP Mark Blondin
- Christine Fullerton
- Wilson 'Fergie' Ferguson
- Org Dept (Jesse Cote & Loren Guzzone)
- 751-A, 751-C, 751-E, 751-F
- Jackie Boschok, 751 Retirement Club
- MVP Subcommittee North
- District Lodge 751
- Fat Tony
- Master Nails



# Burris is new BR; other changes to better service members

The month of July brought several new assignments for District 751 staff members, as well as a new Business Rep assigned to the Everett Flight Line and EMC with the appointment of Spencer Burris. All of the changes are designed to provide better representation for the members.

While Spencer is new to the role as Business Rep, he has been a strong union leader and advocate for members throughout his career at Boeing. Spencer brings a wealth of experience to the job.

In 1988, he hired in as an assembly mechanic in the IRC, went onto work as a mechanic in 767 change incorporation and 747 final assembly. In 1996, Spencer accepted a job on the Everett Flightline for 11 years until he moved to Everett AOG QA where he supported the LCF Program. Then in 2014, he accepted an IAM-Boeing Joint Programs coordinator position, and for the past year, served as an Everett IAM Work Transfer Rep fighting potential Boeing offloads. In each position, Spencer fought to actively enforce the contract and protect members' rights, which has won him broad-based respect from his co-workers.

Spencer also has extensive experience in leadership roles within the Union – serving as a Union Steward for nearly two decades, Union officer in Local A, a District Council delegate, a Grand Lodge Delegate, an HSI Site Committee member, and he serves on the Snohomish County Labor Council.

Spencer is eager to aggressively enforce the contract in his assignment

and looks forward to meeting the stewards and members who work in his area of assignment.

“Over the last 28 years it has been a pleasure and great honor getting to know and working with all of the members, lodge officers, and district staff that I have met in various roles throughout my career,” said Spencer. “I really look forward to serving our membership in this new role in an effort to help grow a stronger IAM membership, preserve the benefits, enforce contractual rights, and job security that our past and present union membership has collectively fought for since the IAM was organized.”

The retirement of Joint Programs Administrator Gloria Millsaps was the catalyst for the new union assignments.

Tommy Wilson transferred from business representative to the open position at Joint Programs. Tommy has served as the District 751 Safety Coordinator for more than 10 years and has been passionate about trying to ensure the workplace is safer for our members with the goal that members return home each day in the same condition as when they arrived to work. With the record production rates in Renton, two new airplane programs coming into production and pressure in every shop to do more work with less people, safety is even



Business Rep Spencer Burris (second from left) talks with Steward Phil Voyk, Steward Roger Walker, Tony Craig and Michael McKervey about job erosion issues on the Everett flight line.

more important.

This move will allow Tommy to focus almost exclusively on making the workplace safer throughout the Puget Sound corridor. For the past 15 years, Tommy has served as a union business representative with assignments at the Auburn, Frederickson and Renton plants over the years.

Wilson ‘Fergie’ Ferguson has served as business rep for the Everett Flight Line and EMC for the past two years and welcomed the chance for a much shorter commute to his home in Tacoma, so he will have more time to spend on the shop floor helping our members.

While the Auburn assignment may be new, Fergie has long been a strong leader in our union, serving years as union

steward, working his way up through the membership ranks of Local A until he was elected Local A president in 2012.

In addition, District 751 President Jon Holden appointed Christine Fullerton and John Kussy to serve as IAM-Boeing Joint Programs coordinators effective July 29 to fill openings in those positions. Both are eager for the opportunity to further serve the membership in these new positions.

“Each of these changes are designed to better represent our members harnessing the experience and expertise of the individuals. Spencer, Fergie and Tommy are all passionate in advocating for our members to enforce the contract and make the workplace safer,” said District 751 President Jon Holden.



Stewards and members talk with Business Rep Wilson ‘Fergie’ Ferguson about current issues in the Auburn plant. L to R: Paul Stagner, BR Fergie, Hieu Nguyen, Shawn Wilson and Todd Colden.



IAM-Boeing Joint Programs Administrator Tommy Wilson, Business Rep Spencer Burris and Steward Jon Ross discuss safety concerns with Boeing plans to purposely elevate the temperature in the EMC paint hangar to dangerous levels.

## Retirement planning workshops set for union members at Boeing

District 751 members who work at Boeing can learn how to maximize their retirement benefits at a series of free retirement-planning workshops scheduled for the fall.

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

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



The schedule is:

- September**  
 Thursday, Sept. 8 -- noon to 2 p.m. and 3 to 5 p.m. at the Renton Union Hall, 233 Burnett Ave. N.  
 Thursday, Sept. 15 -- 11:30 a.m. to 1:30 p.m. and 2:30 to 4:30 p.m. at the Everett Union Hall, 8729 Airport Road.  
 Wednesday, Sept. 21 -- 9:30 to 11:30 a.m. and 2:30 to 4:30 p.m. at the Auburn Union Hall, 201 A St. SW.
- October**  
 Tuesday, Oct. 11 -- noon to 2 p.m. and 3 to 5 p.m.

- at the Seattle Union Hall, 9125 15th Place S.  
 Wednesday, Oct. 19 -- 9:30 to 11:30 a.m. and 2:30 to 4:30 p.m. at the Auburn Union Hall.  
 Thursday, Oct. 20 -- 11:30 a.m. to 1:30 p.m. and 2:30 to 4:30 p.m. at the Everett Union Hall.
- November**  
 Wednesday, Nov. 9 -- noon to 2 p.m. and 3 to 5 p.m. at the Renton Union Hall.  
 Wednesday, Nov. 16, --9:30 to 11:30 a.m. and 2:30 to 4:30 p.m. at the Auburn Union Hall.  
 Thursday, Nov. 17 -- 11:30 a.m. to 1:30 p.m. and 2:30 to 4:30 p.m. at the Everett Union Hall.
- December**  
 Tuesday, Dec. 6 – noon to 2 p.m. and 3 to 5 p.m. at the Seattle Union Hall.  
 Wednesday, Dec. 14 – 9:30 to 11:30 a.m. and 2:30 to 4:30 p.m. at the Auburn Union Hall.  
 Thursday, Dec. 15 – 11:30 a.m. to 1:30 p.m. and 2:30 to 4:30 p.m. at the Everett Union Hall.
- The workshops are offered by Money Management Educators and sponsored by District 751. To reserve a seat, call (888) 223-8311 or e-mail [mmepugetsound@mmeducators.com](mailto:mmepugetsound@mmeducators.com).

## August meetings feature barbecues

District 751’s annual Membership Appreciation Barbecues will be in August for members in Puget Sound.

In Western Washington, local lodges will hold their barbecues in conjunction with the August local lodge meetings at the Seattle Union Hall, 9135 15th Place S. Members are encouraged to bring their families to the events, and they are also invited to stay for the business meetings.

- Barbecues will be:
- Wednesday, Aug. 3**
- Local E second and third-shift barbecue at 10:30 a.m., continuing after the business meeting.
  - Local E first-shift barbecue at 4:30 p.m.
- Thursday, Aug. 4**
- Local A first-shift barbecue at 5 p.m.
- Wednesday, Aug. 10**
- Local F first-shift barbecue at 5 p.m.
- Thursday, Aug. 11**
- Local A second and third-shift barbecue at 10 a.m., continuing after the business meeting.
  - Local C first-shift barbecue at 5 p.m.
- Friday, Aug. 12**
- Local F second and third-shift breakfast at 10 a.m., continuing after the business meeting.
- Thursday, Aug. 18**
- Local C second and third-shift breakfast/barbecue at 10 a.m., continuing after the business meeting.
- “The annual barbecues are always fun, and a great chance for us to share some time with our children – and our union brothers and sisters,” District President Jon Holden said. “I encourage everyone to stop by for some food and drink, and a chance to learn more about our union.”
- In Eastern Washington, local lodges hold picnics and barbecues in September in the Tri-Cities and Spokane.

## SERVICE TO THE COMMUNITY

# MVPs help the homeless connect with Everett community

The Machinists Volunteer Program's North-end Subcommittee played its part in helping homeless people in Snohomish County at Project Homeless Connect on July 14.

The MVPs – teamed with other Snohomish County United Way labor volunteers – were among more than 670 volunteers who provided services to more than 900 homeless people – and 140 pets -- during the five-hour event at Everett High School.

Nearly one-in-five of the homeless people who got help on that day were children.

Project Homeless Connect is a one-day event that aims to help homeless people make contact with government agencies and other organizations that can provide services they need, including housing assistance, mental health screening and

both health care and dental services.

In all, 14 members of District 751 and their family members took part. Some of them managed parking – ensuring clients had preferred spots next to the services – and helped run the shuttle pick-up and drop-off stations. Other IAM 751 volunteers helped clients with the registration process.

Afterwards, several spoke about how rewarding it was to take part.

“Project Homeless Connect is something that needs to happen more,” said Everett Union Steward Wes Heard.

“We had 933 people come through,” he continued. “To see a man so happy about getting new socks and shoes was touching. Seeing his smile and being able to help make his day ... it makes you appreciate what you have.”

Union Steward Shane Van Pelt



District 751 MVPs were part of a contingent of nearly 200 Snohomish County union members who helped out at Project Homeless Connect in Everett.

volunteered along with his daughter and two sons.

“We had a wonderful time,” he said.

“It made us appreciate all that we have and realize we are blessed to be able to help others.”

# Machinists Union volunteers help build better communities



Photo above: Union Stewards James Manivong and Adrian Camez were part of a District 751 group that handed out union information and helped to staff the Snohomish County Labor Council's booth at the Mill Creek Festival, July 9.



Photo left: MVPs Rob Curran and Vennie Murphy prepared meals at The Rescue Mission in Tacoma.

IAM 751 volunteers continued to make a difference in their communities in July at community events, preparing meals at area missions and building wheelchair ramps.

The Machinist Volunteer Program Committee provided volunteers to help with District 751 events like the Puppy Putt motorcycle ride and the Guide Dogs Charity Golf Tournament, while also helping with other community events.

To find out how you can help make our communities better places to live, call the Seattle Union Hall at (206) 764-0335.

Photo right: On July 23, Chris Schorr, Jason Chan built a wheelchair ramp for a Bonney Lake resident. Robley Evans and Jim Hutchins also helped but are not pictured.



## Portland jet-painting contractors vote to join IAM

Painters who work for a Boeing subcontractor in Portland have voted to join the Machinists Union.

Workers at Commercial Aircraft Painting Services (CAPS) voted on July 9 to join Machinists Union District Lodge W-24, which is based in Portland.

The 165 new members work in large hangars at Portland International Airport where they paint new Boeing aircraft, mainly 777s and 747s, before final delivery to customers.

Workers reached out to the IAM for representation due to many of the company's policies regarding work schedules, advancement and benefits. The work involves hazardous chemicals, and turnover rate is very high. Additionally, wages average about half those of IAM Boeing employees doing similar work in Everett.

The IAM began the organizing campaign in March and a request for a National Labor Relations Board election was issued in June. CAPS followed that request by launching an anti-union campaign and hired several highly paid out-of-state consultants, including Spanish and Vietnamese speakers to conduct one-on-one meetings.



IAM members and staff assisted in a campaign to organize 165 new members at Commercial Aircraft Painting Services in Portland, Ore. Workers there paint 747s and 777s, but are paid about half what an IAM 751 painter makes.

“We just stuck to our message during this campaign,” said IAM W-24 Business Rep Will Lukens. “The workers wanted some dignity and better treatment from the company. They are tired of the false promises.”

“I am proud of this group of workers who have endured intimidation and

union busting tactics by this employer,” said IAM Western Territory General Vice President Gary Allen. “Now we can get down to the business of securing them a good IAM contract.”

District W-24 is helping the workers form a negotiating committee and prepare for talks.

## Lockheed Machinists ratify new contract

Members of Machinists Union District Lodge 776 voted by a 75 percent margin on July 9 to ratify a new agreement with Lockheed Martin.

The contract covers about 2,900 workers in Texas, California and Maryland.

The five-year, eight-month agreement delivered a \$4,000 ratification bonus, \$4,800 in COLA supplements and a 16-percent wage increase over the life of the deal.

Current workers keep three choices of health care, with the same cost share as the previous contract. In retirement, the workers covered by the pension plan will see an increase of 11 percent from \$90 to \$100 per month per year of service. The contract also improves the 401(k) plan benefits for those workers not covered by the defined benefit plan.

“Being able to have a comfortable retirement is a huge issue in America, and a major objective for the IAM. We want to keep and improve our defined-benefit pensions where we can, and improve the 401(k) plans where we don't,” said Southern Territory General Vice President Mark Blondin. “This contract was a big step forward on both fronts.”

# RETIREMENT NEWS



L to R: Ted Camouris, Jerry Seidel, and Calvin Doss celebrated July birthdays while John and Helen Mah celebrated their anniversary.

## IAM 751 Retirement Club business meeting minutes

The meeting was called to order on July 11 by President Jackie Boschok. Carl Schwartz led the prayer. Jackie Boschok then led the club in the flag salute and singing of God Bless America.

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

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

**Financial Report:** Tom Lux gave the report. It was M/S/P.

**Health and Welfare:** Helen Pompeo gave the report. A moment of silence was observed for the following deceased IAM 751 member: Jerold Sherry. A sympathy card was sent to the next of kin.

**Legislative Report:** Carl Schwartz gave the report. He reminded everyone that this is primary election time. Ballots are being mailed to

voters this week and must be returned by August 2nd. Be sure to vote and check the recommendations in our *Aero Mechanic*. We have evaluated candidates, especially on worker and senior issues.

The national conventions of both the Republican and Democratic parties will take place in the next few weeks. Again, be aware of the positions that they take on issues that are important to us and to all Americans.

The Boeing Company is celebrating its 100th birthday. They had a big insert in the July 10 *Seattle Times*. Most of us retirees have been part of that for at least 50 years – half of that time, some even more! We are the ones who have contributed time and time again to the success of Boeing. It needs to be said that a stable, dedicated, skilled workforce is the one basic ingredient to a successful enterprise. So hats off to ourselves.

Carl also spoke about news items in the Friday Alert including the fact that the ARA's executive board voted to endorse Hillary Clinton for

*Continued on Page 10*

### RETIRED CLUB OFFICERS

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

## UPCOMING EVENTS

### IAM 751 Retirement Club Potluck Picnic - Aug. 8 at Seattle Union Hall

Mark your calendars and plan to attend the annual Retirement Club picnic which will be held on Monday, August 8 at 11 a.m. at the Seattle Union Hall (9135 15th Pl. S.). This will be a potluck picnic and District 751 staff and reps will provide the chicken. So, make your favorite dish and plan to be there. There will be

live music, games and lots of fun. Grandchildren welcome!

NOTE: Based on the survey results, there was not enough interest to hold a second event in Everett. We hope those who wanted to attend the Everett event will join us in Seattle on August 8 at the Seattle Union Hall.

### IAM 751 Retirement Club Argosy Dinner Cruise on the 'Celebrations' Aug. 22

The IAM 751 Retirement Club is offering a chartered Argosy dinner cruise on Monday, August 22nd from 3:30 p.m. to 7 p.m. leaving from AGC Marina (1200 Westlake Ave N, Seattle) on South Lake Union. The 'Celebrations' ship will cruise for three hours serving dinner and musical entertainment with non-hosted bar.



The 'Celebrations' offers a fully enclosed lower deck, more enclosed room on the upper deck and outdoor deck space. Board at AGC Marina at 3:30 p.m. Ship departs at 4 p.m. and returns at 7 p.m.

For more info or to purchase tickets, contact Tom Lux 206-551-1371.

## RETIREES

Congratulations to the following members who have retired from the Union.

Sandra Acker	John Feldman	Theresa Layton	Ernesto Rangel
Rebecca Adams	Mark Fitzgerald	Gregory Lee	Dennis Rasler
Allen Albertson	Joe Flaig	Stephen Lee	Andrew Reynolds
Elbert Allen	Floyd Forges	Marc Leevey	Marilyn Reynolds
Billynda Anderson	Grace Forysiak	Russell Lefevre	Steven Rickerson
Bruce Anderson	Bruce Frayer	Ronald Leggett	Jackie Ritter
Phillip Angel	Craig Fruehauf	E.R. Leskovar	Duane Roberts
David Archer	Marcia Gale	Douglas Lever	Jay Roberts
Claude Alexander	Mark Garland	Kim Lewis	Glenn Roberson
Michelle	Mary Garrett	Orlin Liebelt	James Robinson
Almoslino	Miguel Garza	Larry Linder	John Robinson
Scott Anacker	Steven Geffre	Sun Lindsay	Gary Rogers
Bruce Anderson	Gilbert Geyman	Bruce Loop	Jeffrey Rogers
Gustavo Aramburu	Ricky Gibbs	Cindy Love	Bayani Roldan
Timothy Armstrong	Matthew Goetz	David Love	Mateo Romero
Reynato Alvarez	Nadine Goin	Lawrence Lovin	Victor Romero
Jeffrey Anderson	Jose Gonzalez	Paul Lowrey	Ricardo Rooke
Chang Bahng	Gary Gotz	Henry Lozada	Lee Russell
James Bailey	Robert Graham	Darlene Ludington	Tom Rutledge
Carol Baker	Katherine Grant	Mary Luong	Vince Sabatino
Jamie Bartholomew	William Gregg	Gary Lyons	Jessamine Salido
Ricky Baker	Gary Gregory	Marlon Mahavier	Steven Sanderson
Robert Batiuk	Mark Grubenhoff	Penny Mahmood	Ronald Schmidt
Morris Bean	Pamela Gulling	Michael Mai	Thomas Schroeder
Daniel Beebe	Gerald Guzik	Susan Markle	Bryn Schueler
Katsuko Becker	Wayne Haddenham	Richard Marley	Delia Schumacher
Marc Beijer	Bryan Hagglund	Russell Martin, Jr.	Kim Searcy
Richard Belden	Mark Hains	John Mashak	Gerald Seek, Jr.
Cynthia Bell	John Hammell	George Mason	Gregory Shaw
Steven Bell	Jerald Hancock	Robert Matetich	Randy Siesper
Linda Bentley	Michael Hanmer	Jan Mathieson	James Simpson
Richard Beutz	Maxwell Hanna	Steven May	Gary Sinclair
Robert Beauchesne	Paige Harper	Gail Maxwell	Valerie Sloboden
Michael Boatz	Dennis Hart	Darrel McBane	Joseph Smazik
Daniel Boggs	Miles Hauer	Patti McDonald	Dale Smith
James Boileau	Ken Heinle	Randy McFadden	Ronald Smith
Thomas Boulanger	Gregory Helvy	Michael McGhee	Steven Smith
Richard Bowman	Charles Hernandez	James McGregor	Tracy Smith
Kim Branton	Zola Herrick	Kimberly McKean	William Smith
Robert Bristol	Mary Herrmann	Jiselle McKenzie	William Snyder
Scott Broughton	Scott Heyd	Keith McMurrin	Majid Soltani
Dale Brown	Douglas Hirsch	Sukari Mdogo	Clayton Spah
Eric Brown	Gary Hoff	Dianne Miller	Alan Spradling
James Brownell	Russell Hoggatt	Raymond Miller	Michael Stevens
Terry Bruce	Richard Hoidal	Larry Mills	Joseph Stoll
Calvin Buchanan	Susan Hoisington	Gloria Millsaps	Wesley Stout
Robert Burns	Billie Holcomb	Constance Morgan	Roger Stuber
Gregory Burr	Penny Holttum	Dennis Mosolf	Thomas Sullivan
Roy Britten	Michael Hopkins	Glenn Mounts	Sherry Summers
Chan Bui	Mary Howlett	Geraldine Muir	Monte Sweeney
Leslie Bunting	George	Robert Mullen	Craig Takenaga
Walter Cain	Huddleston-Kohle	Charles Murray	Deborah Taylor
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Sandra Desimone	William Kirk	Douglas Petersen	Richard White
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Karen Dobbins	Gary Kohtala	Tyree Perry, Sr.	Gary Whittemore
Arnold Dotson	David Kunkel	Linda Peterson	Barbara Wiley
James Dowell	Samphuong Kuocho	Mark Pettit	Kenneth Willey
Daren Doyea	Cathleen Kushner	Steve Pewitt	Mary Williams
David Dudley III	Soon Kwon	Lan Pham	Sun Williamson
Michael Earls	Gordon Laborde	Gilda Phillips	Nels Williamson Sr.
Jonny Edgecomb	Jeffrey Laird	Lauris Plorins	Veronica Witt
David Ellis	Mollyne Lalonde	Douglas Pompey	John Woodward
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**Deadline For Next Issue Aug. 23rd**

EVERETT-STUDIO APT available 10/01/2016. 2 miles to Boeing, full kitchen, utilities included, cable separate, located on quiet dead end street. Non-smoker, no pets. \$850 month, 1st, last, damage deposit. 425-931-1897

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FOUR CEMETERY LOTS for sale in Floral Hills Memorial Gardens located in Azalea Garden, Lynnwood, WA. Value \$12,000 each. Sell for \$30,000 for all four. 520-663-1322

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## July 751 Retirement Club business meeting minutes

Continued from Page 9

President.

**Good & Welfare:** Mike Keller spoke about a scam involving home alarm systems.

Jim Hutchins said it was announced at a District Council meeting that the Health and Benefits office can help with decisions regarding retirement.

**President's Report:** Jackie Boschok spoke about the upcoming dinner cruise on Monday, August 22 and asked who would be interested in taking the union van from the Seattle Hall to the Argosy Cruise location on Lake Union. Several raised their hands so Jackie will make arrangements to reserve the van. There was also discussion about what type of music to have.

Jackie then spoke about the retiree picnic on Monday August 8 at the Seattle Union Hall. Carl Schwartz asked for a motion to allow up to \$500 to hire a union band to play at the picnic. M/S/P

Jackie stated that a survey of the 4,000 retirees living north of the Snohomish County line asking if they would like to attend a picnic at the Everett Union Hall resulted in only about 50 responses so the decision was made to not

hold a picnic in Everett.

Jackie announced that the new non-disposable silverware had arrived and will be used for the first time today. It came in \$1,700 under budget, is better for the environment and will save costs in the long run, so enjoy using the new cutlery. Mike Keller asked if dessert dishes could be purchased with the remaining funds. Jackie said she would look in to it.

Jackie said there will be District elections this fall. Information about the election is in the July Aero Mechanic. One of the privileges of retiring with the union is the ability to vote in District elections. But note that retirees are not able to use the excuse of being on vacation to request an absentee ballot.

**Old Business:** None.

**New Business:** None

**June Birthdays & Anniversaries:** Ted Cambouris, Calvin Doss, Jerry Seidel and John and Helen Mah celebrated their anniversary. The club sang Happy Birthday to them.

Meeting was adjourned at 11:50 a.m.

The Fred Meyer gift card was won by John Mah.

## LABOR HISTORY HAPPENINGS

August 2 - Ginger Goodwin General Strike, Vancouver, B.C. 1918

August 6 - USA A-bombs Hiroshima, 1945

August 8 - Nixon resigns, 1974

August 9 - USA A-bombs Nagasaki, 1945

August 16 - "I Have A Dream" MLK, Jr., 1963

August 26 - Women's Suffrage in US, 1920

Information taken from the PNLHA

Labor History Calendar



# FINANCIAL \$ENSE: Carefully weigh the value of upgrades to your home

“Home renovations can be a stressful, time-consuming, and expensive process,” according to Laurie March, home improvement and remodeling expert. Having an idea of the return you’ll receive on your investment at sale time is one way of deciding whether or not the project is worth the cost, or it can help you prioritize projects.

## General estimates of how much you could get back

In an average residential market, several kinds of projects can recoup more than 80 percent of the investment for the cost of the job, notes *Remodeling Magazine’s* “2014 Cost vs. Value Report.” The report details more than two dozen typical renovations in the midrange or upscale category, from replacing doors or windows to adding rooms. For example, if you install upscale fiber-cement siding to your house, expect to recoup up to 87 percent of the cost of the job, notes the report. You can search the report for trends over time, for regions, or even city-specific data.

## Small changes, big results

“In every market, sprucing up your front door has surprisingly good results,” notes March. Put in a new steel door and you can expect to recover 96 percent of the cost of the investment, according to *Remodeling Magazine’s* report. “Add in a refresh on your outdoor lighting, doormat, and colorful landscaping, and you can really change how your home is perceived from the street,” she adds.

Remember, home buyers will likely first see your place pictured online, notes Brendon DeSimone, real estate expert and author of *Next Generation Real Estate: New Rules for Smarter Home Buying & Faster Selling*. “If your home does well in a photo shoot, it will get more people in the door,” he says.

## More buyer-minded advice

• “Kitchens and bathrooms sell homes,” says DeSimone. High-impact and higher-cost investments here include new countertops, appliances, and cabinet hardware in the kitchen and new fixtures and grout in the bathroom.

## SCOTT

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• Be stylish, but not edgy, he advises. White cabinets in the kitchen or hardwood floors in a dining room will hold their value for longer periods of time than the latest fads. Add a fresh coat of paint where it’s needed.

• Keep bedroom changes reversible. “Taking out a bedroom and replacing it with a walk-in closet can sometimes be a huge selling point,” says DeSimone. Turning a bedroom into a home office can also be appealing. Both of these transformations can be undone if a buyer wants to regain the room as a bedroom.

## Live in the present

Selling your home might not be in your near-term plans. “While financial data tells half the story, many remodeling decisions stem from personal family circumstances,” says March. Adding a

bathroom might only recoup 60 percent of the investment for the cost of the job, according to *Remodeling Magazine’s* report. But if the addition could better accommodate your growing family, it might be worthwhile.

The same holds true for other jobs. If you open up an area and create a kitchen that flows into a living space, you might recoup 70 to 80 percent of the financial investment, notes March. “But creating a space your family can gather in — and connect in — might be priceless.”

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## Guide Dogs fundraisers: Fun for a great cause

Our union plans a series of fundraising events, which promise a lot of family fun while also raising money for Guide Dogs of America.

District 751 is one of the top fundraisers for Guide Dogs of America. Over the past seven years, our union has raised more than \$2 million for the charity.

### Shoes for Puppies

The 13<sup>th</sup> annual Shoes for Puppies horseshoe tournament will return to Maple Valley on Saturday, Aug. 13.

The tournament, which is sponsored by Local E, will start at noon Aug. 13 at the Red Dog Saloon, 18606 Renton-Maple Valley Rd. SE.

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

Raffle tickets for a big screen TV are available from Local E officers for \$5 each. You need not be present to win.

### Pacific Raceways

District 751 is teaming up once again with Pacific Raceways for our 11th annual joint charity fundraising event.

Our union is selling discount \$5 tickets for drag racing on Aug. 19-21 at the track, which is at 31001 144<sup>th</sup> Ave. SE in Kent. Tickets are on sale at all IAM 751 union halls around Puget Sound. They are good for entry on any one day of the

event. Children under 6 are free.

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

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

This will be the 11th year that District 751 and Pacific Raceways have teamed up for the “Dog Days” event. The previous ten race weekends have raised more than \$59,300.

“A lot of Machinists Union members come out to race at this event, and with the help of the folks at Pacific Raceways, we have a whole lot of fun raising money for a great cause,” said event chairman Robley Evans.



### Local A Car Show

The Bill Baker Memorial Steel & Wheel SuperShow is coming to Everett again this year.

Local A’s annual show for classic cars, hot rods and custom motorcycles will be from 10 a.m. to 3 p.m. Saturday, Aug. 20, at District 751’s Everett Union Hall, 8729 Airport Road.

Along with displays of custom cars and cycles, there will be food and live

music, and two dragsters, including The Assassin, will be on display.

Check-in for exhibitors will be from 8 to 9:30 a.m. on Aug. 20. Registration costs \$25 on the day of the event, or \$20 in advance. Registration forms are available at all District 751 union halls around Puget Sound.



### Local F Karting Challenge

Local F will hold its fourth annual Guide Dogs Karting Challenge on Sept. 10 at PGP Motorsports Park at Pacific Raceways in Kent.

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

The cost is \$400 per team, and each team can have up to four drivers. Lunch is included in the registration fee. For registration information, call Robley Evans at (253) 350-6725.

**Check the union bulletin boards for flyers on all upcoming fundraising events**

## Elvis impersonator show Aug. 13 to benefit Guide Dogs

Elvis impersonator (and IAM 751 member) Tracy Alan Moore and his band, Rising Sun, will perform a benefit concert in Seattle in August.

Moore’s show will be at 7 p.m. Saturday, Aug. 13, at the Seattle Union Hall, 9135 15th Place S.

Tickets cost \$25 for adults and \$10 for children under 15. VIP tickets are \$35. The ticket includes a spaghetti dinner, which starts at 5 p.m. at the hall. Tickets will be available at all IAM 751 union halls in Puget Sound.

The concert will be a fundraiser for Guide Dogs of America.

Moore is a Machinists Union member who works for the Boeing Co. in Everett, where he builds emergency stow bins.

But for more than 20 years, he has performed professionally as Elvis, including a three-week stint in Las Vegas a decade ago.

His band, Rising Sun, is comprised of professional musicians. Their stage show is patterned after Elvis’ Las Vegas shows in his later years, and covers everything from Elvis’ early rockabilly/rock n’roll songs to his later pop hits and ballads.

This is the second year in a row for Moore and Rising Sun to put on a benefit

concert for Guide Dogs of America. Last year, more than 200 people came out for their show at the Historic Everett Theatre, which raised \$2,900 for the charity.

“Tracy put on an incredible show for more than two hours,” said Les Mullen, who is the president of Machinists Union Local Lodge 751-A. “He and his band are great performers who put out a lot of energy to make sure the audience has a good time.”

“The fact that he did all this for charity says a lot about who Tracy is,” Mullen concluded.

### NAS Whidbey Golf Tourney

Machinists Union members who work for contractors at Whidbey Island Naval Air Station are planning their fourth annual charity golf tournament.

The four-man scramble tournament will begin with a shotgun start at noon, Aug. 6, at Avalon Golf Links, 19345 Kelleher Road, Burlington. The cost is \$110 per player, which covers cart rentals, lunch and 18 holes of golf.

Entry forms are available at all District 751 union halls in Puget Sound. To request a form, call the Everett Union Hall at (425) 355-8821.

This year’s event will benefit two non-profit agencies: North Whidbey Help House and Helping Hands Food Bank in Sedro-Wooley.

District 751 represents more than 180 civilian workers at NAS Whidbey, employed by Delaware Resources Group, Doss Aviation and URS Corp.

### Local C MNPL Golf Tourney Sept. 24, 2016

Golfers will want to save the date of Sept. 24, 2016 to take part in the 14th annual Local C Golf Tournament to benefit the Machinists Non-Partisan Political League (MNPL). The event will take place at Auburn Golf Course (29630 Green River Rd SE, Auburn) with a scramble format and shotgun start at 8 a.m. Cost is \$100 per player, which includes 18 holes of golf, cart and lunch with a raffle and prizes for closest to pin and longest drive. Entry forms are available at all union halls.



751 Steward Tracy Alan Moore and his band, Rising Sun, will perform a benefit concert for Guide Dogs at the Seattle Hall on Aug. 13.

## EASTERN WASHINGTON

# Team at ASC preps for negotiations

Local 86 officers are preparing for their next major round of contract talks – at ASC Machine Tools in Spokane Valley.

District 751 represents 99 hourly workers at ASC's plant in Spokane Valley, who build tooling and machines used in the metal building, can manufacturing and metal stamping industries worldwide.

Dates have not been set, but negotiations are expected to get underway this fall. Their current three-year contract expires on Dec. 31.

The negotiating committee – Business Rep Steve Warren and Union Stewards Bill Boone, Rick Coffman, Allen Eveland and Kevin Nunn – spent a week in July in a leadership training workshop at the IAM&AW's William W. Winpisinger Center in Maryland.

Their training included sessions on team dynamics, strategic planning, collective bargaining and membership mobilization.

They learned that preparation is key, Nunn said. Negotiators need to be on top of their contract's details, and know the history of the agreement, and of the bargaining unit. They've got to know what members want, and how to communicate with them.

There's a lot more that goes into a contract than "just the big things, the



The ASC leadership team -- Business Rep Steve Warren and Stewards Kevin Nunn, Allen Eveland, Rick Coffman and Bill Boone meet -- with instructor Edmondo Osario at the IAM&AW's William W. Winpisinger Center in Maryland.

pensions and the raises," he added. Their instructors encouraged them to "look at what's important to the employer, and what's important to the union, and how they correlate to each other."

They also learned that they will have a lot of support when they go to the table – not just from the Local 86 officers and staff in Spokane, but also from District 751 staff in Seattle and even the Grand Lodge staff in Maryland, which includes experts in contracts and benefit plans.

"Everyone will be supporting us so we can get a fair agreement," Warren said.

The week of training will be very helpful, the stewards said.

"I'm glad we had this opportunity to come and learn," Eveland said.

"I think they're surprised at how much they learned in that week," said Warren. "Everybody got their knowledge buckets filled up."

## Fire department mechanics say yes to union

Mechanics and couriers for the Spokane Valley Fire Department are the newest members of Machinists Union District Lodge 751, after a favorable ruling that clarified who will be members of the new bargaining unit.

The ruling by the state's Public Employment Relations Commission means that all of the department's fleet maintenance workers will be included in the union, said IAM 751 Organizer Jesse Cote.

"With that issue clarified, we'll be able to move ahead with negotiations toward a first contract for these workers," he said.

The department had argued that one of the workers, who holds the title of "fleet operations supervisor," should be excluded from the union because he's a manager.

But District 751 argued – successfully – that since he spends less than an hour a week doing administrative tasks, can't hire workers on his own and doesn't have authority to discipline them, he's really part of the regular workforce.

District 751 had filed a petition to represent the workers with the state commission in August 2015, after nearly all of them had signed authorization cards calling on the fire department to recognize them as a union bargaining unit.

The International Association of Fire Fighters represents the department's fire fighters, but the maintenance shop workers have not had union representation.

The workers do maintenance on the Spokane Valley Fire Department's fleet of 14 fire trucks and other emergency vehicles, while also maintaining equipment used by fire fighters including generators, chain saws, snow blowers and hydraulic rescue equipment.

They also maintain fire trucks and emergency vehicles for

## Fourth annual Local 86 charity trap shoot set for August

Local 86 Machinists will hold their fourth-annual charity trap shoot on Aug. 20.

The event will start at 9 a.m. on Saturday, Aug. 20, at the Spokane Gun Club, which is at 19615 E. Sprague Ave. in Greenacres.

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

To register, call Local 86's Spokane Union Hall at (509) 534-9690 or e-mail aeveland28@msn.com.

Last year's trap shoot attracted more than 80 shooters and raised more than \$5,600 for Guide Dogs of America.



Maintenance mechanics and couriers who work for the Spokane Valley Fire Department have joined District 751. (Spokane Valley Fire Department file photo.)

the Northern Lakes Fire Department in Kootenai County, Idaho.

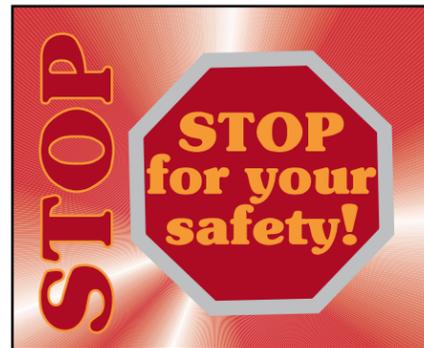
The group includes two master-level certified emergency vehicle mechanics.

While District 751 represents bus and truck mechanics, the new group at the Spokane Valley Fire Department will be the union's first emergency vehicle mechanics, noted IAM 751 Business Rep Steve Warren.

"The jobs these workers do are absolutely essential to the safety of everyone who lives in the Spokane Valley and on the Rathdrum Prairie," said IAM 751 President Jon Holden. "This has been a long process, but we are proud to have them as part of our union and I'm confident we'll be successful in helping them negotiate a collective bargaining agreement."



More than 80 shooters came out for last year's event, which raised more than \$5,600.



## Unions stop work over safety issues

The Hanford Atomic Metal Trades Council (HAMTC) issued a stop-work order on July 11 at the Hanford tank farms until workers are supplied with air respirators to protect them from toxic chemical vapors.

Currently, the protective gear is required only on work around the older single-walled tanks, but the HAMTC coalition of 15 unions working at the nuclear reservation is demanding that air respirators be mandatory for all work — including around double-walled tank farms — after recent incidents of chemical leaks.

District 751 Machinists – members of Richland-based Local 1951 – are part of the Metal Trades Council, which represents some 2,000 union members working at the Hanford site.

The council says that 55 union workers at the site have been sent for health examinations after reporting symptoms of chemical vapor exposure in recent months. The National Institute for Occupational Safety and Health – part of the Centers for Disease Control -- sent a team to Hanford to investigate in late July.

Local 1951 Union Steward Brian Hudson was to be involved in the investigation.

HAMTC President Dave Molnaa told The Tri-City Herald he would not lift the stop-work order until employer-supplied air respirators are mandatory for all work in Hanford tank farms: "I am not backing off. At all. It is nonnegotiable."

Company officials for Washington River Protection Solutions (WRPS), the contractor that operates the tank farms for the U.S. Department of Energy, say they don't believe the respirators are necessary around double-walled tanks.

The workers were sent for medical checks after smelling suspicious odors or having respiratory issues where vapors were suspected to have been released, near both single-shell and double-shell tank farms. Although nearly all of them were cleared to return to work, the workers are concerned about the long-term lung and nervous system issues that could result from chemical exposure.

"I believe there is a safety risk to workers inside the tank farms," Molnaa said.

Last week, WRPS asked HAMTC to make nights and weekend work the standard shifts at the tank farms, claiming it would reduce vapor exposure to workers. But if HAMTC agreed, employees would not receive the premium pay of one and a half times or double currently earned for the evening and weekend shifts.

Both HAMTC and WRPS have to reach an agreement before lifting a stop-work order, although Molnaa says work can continue in the meantime, if workers are using employer-supplied air respirators.