

DISTRICT 751 AERO MECHANIC

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Business Rep Dan Swank (r) thanks Steward Paul Richards for his work ensuring a manager could not simply create a new shift without having to pay our member overtime for time worked outside the contractual shift.

Union ensures pay is by the book

"Time is money" is certainly true especially when you are talking about a Union contract.

Thanks to efforts by Union Steward Paul Richards in Everett a member on his second shift crew was properly compensated when a manager pressured him into working a "different" shift. Paul ensured the member was paid overtime for ALL the time worked outside of his normal shift. This resulted in 33 hours of overtime pay to ensure the contract was followed.

The member had reluctantly agreed to work a unique shift when asked by management because he didn't want to make waves. Being an observant Union Steward, Paul noticed the manager had assigned this member to work 10:30 a.m. to 7 p.m. each day. However, Section 5.3 of our contract with Boeing clearly outlines shift start times. Second shift start time must be between 1:30 p.m. and 6 p.m.

Even after Paul showed the manager our contract language, this manager believed he did not have to abide by our contract. Paul then asked how the member was being compensated. The manager replied straight time for his "shift."

Paul informed the manager this was a violation of Article 5.3 of our contract and added that the member would need to be paid overtime wages for all hours worked prior to the 1:30 p.m. start time authorized in our contract. The manager argued the member agreed to that shift and continued working him on the shift even after Paul had provided him a copy of Section 5.3 of our contract.

Recognizing this was a clear violation of our contract, Paul proceeded to file a grievance. Once the grievance reached Boeing Labor Relations, they immediately agreed to pay the overtime and ensured the member worked a shift that complied with the contract.

"Our contract sets clear times for first, second and third shift at Boeing. But without strong Union Stewards policing the contract, management will attempt to set different shifts to suit their own needs," said Business Rep Dan Swank. "I appreciate the fact that Paul ensured the member was properly compensated and the contract was enforced."

200 union members lobby legislators for accountability

Nearly 200 current and former aerospace workers came to the Washington State Capitol on November 20 to urge legislators to take steps to ensure the nation's largest corporate tax giveaway meets its original intent to "maintain and grow Washington's aerospace industry workforce with good-paying jobs."

The response was very positive from legislators in both parties, said IAM 751 Legislative Director Larry Brown.

"Our members were able to have good conversations with a lot of important legislative staff, and in many cases, legislators themselves," Brown said. "Whether they were Democrats or Republicans, in almost every case, our lawmakers were interested in what we had to say."

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Senator Steve Conway (far right) agrees with 751 members that the aerospace tax accountability legislation must be passed to hold Boeing accountable and has pledged his support in the senate.

Lack of a safe process really 'stinks'

Stewards and Site Committee push for clean-up and decontamination procedures going forward

When a large sewage spill occurred in the tunnels beneath the 40-26 building in Everett, quick action by Union Stewards and our Site Safety Committee ensured contamination and exposure were kept to a minimum.

Union Stewards Joe Freia and Andrew Dennis teamed with Business Rep Jason Redrup and Site Committee

m e m b e r s Amanda Hines and Shane Van Pelt to secure the area. In addition, they ensured those exposed were instructed on decontamination procedures and allowed to go home, shower and return in clean clothes and shoes. Just as important is the push to get a process in place to deal with any future incidents, as well as discover the root cause of the spill.

The tunnel is the daily route for hundreds of Boeing employees from the parking lot to the factory. The fact the tunnel floor was covered with raw sewage at shift change increased potential exposure.

Most people do not realize the dangers of exposure to raw sewage, not to mention the safety issues associated with water and electricity. Our Stewards and Site Committee members understood the dangers and immediately took

action to barricade the area to stop further foot traffic.

"As a factory service worker, I was appalled that management did not provide proper training, personal protective equipment or tools to deal with such hazardous waste. Management seemed to treat it more as a 'dirty' job than a dangerous one. The members assigned to the clean up were relatively new to Boeing and didn't feel they could question the assignment," said Amanda. "There are numerous blood borne pathogens in sewage waste making the potential threat very real yet no one was telling our

members of the risks or advising them to take precautions and minimize spreading the contamination."

"It was a perfect storm with no protective equipment, no training, the wrong tools and no process for decontamination. Our members assigned to the spill were dressed in tennis shoes that were soaked through and the bottom of their

pants were wet as they tried to clean up the waste with the mops and squeegees management provided," added Amanda. "I asked what is the process for workers who get contaminated and was surprised to learn there is no procedure. As Site Committee members, we will ensure one is put into place going forward and shared with employees assigned to these tasks."

However, it wasn't just the workers on the clean-up

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In the tunnels beneath the Everett factory L to R Shane Van Pelt, Business Rep Jason Redrup, Amanda Hines and Andrew Dennis ensured workers contaminated by a sewer spill were allowed to go home and worked to minimize exposure to other workers. They are pushing to develop a set procedure for clean-up and decontamination going forward.

Ratified at Republic



Members in Goldendale approve new four-year contract 12



Helping Hands

Machinists step up to help others throughout Puget Sound

6 & 7



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REPORT FROM THE PRESIDENT

Our union is blessed to have dedicated stewards

By JON HOLDEN
District 751 President

No one in our union works harder than our stewards. In the shop, they are leaders, counselors and fighters for your rights. At our union halls, they are volunteers who do the essential work of our union in community service and in politics, in helping other workers form new unions where they work and in carrying out day-to-day local lodge business.

And on top of all that, they have jobs in the shop, with quality and production metrics to meet. They stand up for their co-workers, the contract and our union when others don't have the strength to do so. Each steward takes on the pressures of representing our membership every day and they never get thanked enough.

We are going to have elections for stewards on January 20. These elections were ordered by the former international president of the IAM, R. Thomas Buffenbarger, before he retired from office on Dec. 31 after he recalled and rewrote our District bylaws. We are trying to get a fair process so members have confidence it was conducted with fairness, but the details are still being worked out by the International.

We've always had a process where stewards were appointed by the union's



district president, with a recommendation from business representatives and from people who work on the shop floor with the steward. Once selected, our stewards have been required to attend meetings, get training and volunteer for service to the union or community – almost all of it on their own time.

This process has served District 751 well for eight decades now, but the revised bylaws change that process.

Our district is blessed with the strongest corps of stewards anywhere, in any union. The work they do helps us as union members and so many others in our community.

One of the important things our stewards do is their involvement in our union's political action committee. In November, almost 150 of our stewards joined with 50 officers from SPEEA to head to Olympia and meet with their legislators face-to-face to urge them to support aerospace tax incentive accountability.

They did a fantastic job on our behalf. The sight of 150 IAM 751 stewards walking through the halls of the Capitol Building in their black union jackets created a buzz. The fact that every one of them took a day off without pay to do

this drove home the message that we, as aerospace workers, take this issue very seriously – and that we expect our elected representatives to take it seriously as well.

Our union is fighting the good fight on this issue.

We are fighting for Washington taxpayers, who as it stands today are on the hook for \$8.7 billion worth of tax cuts whether Boeing grows in our state or continues shipping our work outside of our state.

We are fighting to recover some of the nearly 4,000 jobs that Boeing has already shipped away, to states like South Carolina, Missouri, Alabama and Oklahoma, which all require Boeing to add to the workforces in those states in order to get tax incentives.

We are fighting to raise the wages of some 6,000 Washington aerospace workers who work at non-union plants where they are paid less than \$15 an hour – wages so low that they can't afford to buy food, clothes and housing for themselves, let alone support a family.

And we are fighting to ensure that our children and grandchildren have the opportunity to someday work in this industry, earning the kind of middle class wages and benefits that can support both their families and their communities.

Boeing, of course, has dozens of

highly paid lobbyists and millions of dollars to spend to defeat this issue.

But when hundreds of our stewards go knocking on Capitol office doors, that has a huge impact. And if thousands of you answer our call next year, to call or e-mail your legislators to insist on their support, that too will help move the needle in our favor.

Our strength remains today what it has always been – the power of many individuals coming together to speak with one voice, in solidarity.

As long as we retain that power and work in solidarity, we as Machinists will be able to achieve great things for ourselves, our children and our communities.

International orders steward elections on January 20

As a result of charges filed in the District Vice President election earlier this year, International President R. Thomas Buffenbarger recalled and rewrote our District bylaws prior to his retirement on Jan. 1. A requirement of the new bylaws orders District 751 to hold Union Steward elections in the month of January. The election date has been set for January 20 at lunch time in the shop.

District 751's goal is to ensure it is a fair election. Following are the guidelines that will be used to conduct the steward elections.

Any member wanting to be a Union Steward must self nominate between Jan 4 through 5 p.m. on Friday, January 15. Members can self nominate online, by email, fax, in person at the hall or over the phone. To self nominate, you must provide: Name, phone #, email address, Employee # or BEMSID, Employer, Work Location (city), Area/Shop/Building #, Shift, Job Code, Organization and 'green sheet area code' (if known).

Optional information: Provide the

name of a member from your shop to be a potential teller and that person's contact information.

NOTE: Tellers will be excused on paid Union business the day of the election Jan. 20. Tellers will be tasked with coming to the hall prior to shift start time for brief training and to pick up ballot box, ballots, and lists. They will set up a poll area in the plant, verify eligibility of voters in the work area, provide a ballot to each member who signs the list and shows picture ID, tally completed ballots in ballot box, return ballot box with tally sheet and voter sign in list to the halls with signatures of each teller.

Elections will only be held if there is more than one candidate in a shop/area on January 20 in the shop during lunch (location and time to be determined). Check the Union's website for the self nomination form starting January 4 (www.iam751.org).

Members can obtain a copy of the revised District bylaws at any Union Hall.

Accepting the oath of office



Local A President Les Mullen (l) administers the oath of office to Local A Audit Committee Jereme Wise and Local A Educator Amanda Hines.

Member education classes continue in 2016

District 751's members education classes continue in 2016. Knowledge is power and that power grows as more members take advantage of the classes to make our Union stronger.

Classes can be taken in any order and are open to all members. The classes are recommended for stewards and are open to all members who want to learn more about our union, our contract with Boeing in particular and the labor movement in general.

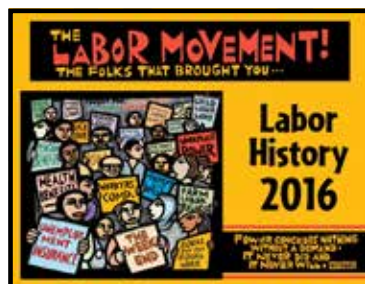
To sign up for these free classes, which are taught by instructors from the Washington State Labor Education and Research Center at South Seattle College, go online at www.IAM751.org/pages/memberclass_signupQ115.html.

Classes offered the first quarter of 2016 include:

- Unit 2: The Contract
- Unit 3: Grievances and Representation
- Unit 4: Communication and Mobilization
- Advanced 1: Labor, the Economy, and Addressing Income Inequality.

Labor History Calendar \$5

You can get your labor history all year long by purchasing a 2016 Labor History Calendar for just \$5. Nearly every day of this full-color calendar features photos of events from labor's history. The District 751 Labor History Committee has these calendars available for purchase at the Everett, Seattle, Renton and Auburn Union Halls.



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

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POLITICAL ACTION

200 members lobby legislators for accountability

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"A lot of people in Olympia are asking the same questions we are," Brown continued. "Why isn't the nation's largest tax incentive package creating good-paying aerospace industry jobs? And how come Boeing gets to keep taking our tax dollars, even as it moves our jobs to other states and even other nations?"

Passed in a special legislative session in November 2013, the Washington aerospace tax preference law extends \$8.7 billion of tax incentives to aerospace companies.

"The Boeing Co. has been able to exploit loopholes in the tax incentive law that allows it to move Washington jobs to places like Oklahoma, Missouri and even China while still collecting tax breaks here," Brown said. "Our state has already lost nearly 4,000 jobs as a result -- including 300 jobs eliminated just in November. More job losses are on the horizon, unless legislators act."

At the same time, nearly 6,000 Washington aerospace workers are earning less than \$15 an hour working for Boeing suppliers, who are also getting a share of the massive tax break, said Chelsea Orvella, legislative director for SPEEA.

"Their wages are so low that many of them rely on food banks and taxpayer-funded public assistance programs to feed their families and keep roofs over their heads," Orvella said. "As a matter of public policy, it makes no sense for our state to subsidize manufacturing jobs that are actually a drain on community resources."

The two unions -- which combined represent more than 51,000 workers -- are calling on the Legislature to approve two bills that were introduced in the 2015 session:

House Bill 2417, sponsored by Rep. June Robinson, (D-Everett), would require Boeing to maintain the Washington State workforce of 83,295 -- the number on its payroll the day the Legislature approved the \$8.7 billion tax break. As Boeing moves jobs out of the state, their tax incentive reduces incrementally.

House Bill 1786, sponsored by Rep.



Above: 200 members of District 751 and SPEEA traveled to Olympia Nov. 20 to talk with legislators about the importance of adding accountability measures to Washington's \$8.7 billion aerospace industry tax breaks. Left: Rep. Linda Kochmar (R-Federal Way) meets with a delegation of Machinists from her district.

Mia Gregerson (D-SeaTac) would give aerospace suppliers who receive the tax break the option of either paying their workers who have three years seniority a living wage -- defined as the median wage for all workers in Washington State -- or paying the same tax rate as non-aerospace manufacturers.

Polling earlier this year showed overwhelming support for amending the tax preference from Washington State residents:

67 percent of registered Washington voters statewide who are likely to vote in 2016 said they support tying tax incentives to job numbers;

64 percent of self-identified Republican and independent voters (and 71 percent of Democrats) support the idea; and

60 percent of Eastern Washington voters (and 70 percent from Puget Sound) are supporters.

Union leaders said Washington should follow states like Alabama, Missouri, Oklahoma and South Carolina, which all required Boeing to meet job-creation targets, wage standards -- or both -- in order to receive preferential tax advantages.

"Other states did it right," said Jon Holden, president of Machinists District 751. "We need our Legislature to be responsible."

SPEEA President Ryan Rule said that unless we keep these high-skilled engineering and manufacturing jobs, Washington will see its prominent position as a leader in aerospace slip away.

"Adding accountability puts our state on a level playing field with others competing to build or enhance their own aerospace industry," Rule said. "It's right for workers. It's needed by our state. And, it's right for Boeing."

There are now 4,000 reasons why it's needed

A new Boeing Co. report shows that the company has slashed nearly 4,000 jobs from its Washington state workforce since the state's Legislature approved an \$8.7 billion tax break for the aerospace industry two years ago.

The company's latest workforce report shows it eliminated another 342 jobs in November on top of the 3,619 jobs it had cut in the first two years since the tax cut was signed into law on Nov. 3, 2013.

The total means that 3,961 Washington state residents have lost jobs at Boeing, despite legislative efforts to boost aerospace employment through massive tax cuts.

Boeing's job cuts are having a real impact on the Washington state economy, leaders from SPEEA and Machinists Union District Lodge 751 said.

Washington aerospace workers -- including mechanics, engineers and executives -- earn on average \$89,000 a year. Given that, the 3,961 lost jobs represent \$352 million in lost wages annually.

In addition, economists often talk about a "Boeing multiplier," which reflects the number of jobs created in the service and retail sectors when Boeing workers spend their paychecks at local businesses.

The most-commonly used figure is a multiplier of 1.7, meaning that each Boeing job supports 1.7 jobs in the community. That implies the 3,961 jobs lost because Boeing moved work out of Washington will lead to job losses for 7,733 additional state residents -- affecting nearly 11,700 people in total.

This is not what the Washington Legislature had in mind when it approved the nation's largest corporate tax incentive package, leaders of the two unions said.

"What happened to 'maintain and grow' our aerospace workforce?" the unions asked. "Aerospace tax incentive accountability cannot wait any longer."

Accountability is responsible and necessary, Holden tells media

District 751 and SPEEA hosted a joint press conference at the Seattle Union Hall on Nov. 9, which was the second anniversary of the day Gov. Jay Inslee signed an \$8.7 billion aerospace tax incentive extension into law.

The goal of the press conference was to point out that in the two years since, Boeing has moved thousands of jobs out of Washington State, and announced that thousands more are going to fly away in the future.

The press conference was successful, drawing coverage from all four Seattle television stations, stories in the Seattle Times, Everett Herald and Puget Sound Business Journal, and even an Associated Press report that ran in newspapers nationwide.

Here are IAM 751 President Jon Holden's remarks from the press conference:

"Two years ago, our union went to Olympia to ask elected leaders to support \$8.7 billion in aerospace tax incentives, because we believed it was an investment



District President Jon Holden speaks about the need for tax incentive accountability at a press conference held Nov. 9, which was the two-year anniversary of the signing of the \$8.7 billion tax cut extension.

that would grow our state's aerospace industry.

These incentives were first installed in 2003 and were worth \$3.2 billion. They were amended in November 2013, exactly two years ago, which added an additional \$8.7 billion in tax incentives to

maintain and grow good aerospace jobs in Washington.

Unfortunately since then we have seen announcement after announcement where good aerospace jobs are being sent to other states in order to secure more tax incentives-- in those states. Over the

past two years, our state has lost more than 3,600 Boeing jobs.

Our Machinists Union and SPEEA aren't waiting for local officials to step up -- we're here today to call on our leaders in Olympia to take action to fix the flaws in our state's aerospace tax incentive system.

The aerospace industry itself is not shrinking. We are seeing record revenues and record production right now. Our aerospace workers are delivering more airplanes a year at levels previously thought unattainable.

However, Boeing has made a series of purposeful decisions to move jobs out of Washington state because that was the easy way for it to meet job "creation" targets that other states have required Boeing to meet in order to receive their tax incentives.

Other states did it right. Missouri, Oklahoma, Alabama and South Carolina already require a specific amount of jobs and capital investment for the tax

Continued on Page 4

Union steward selected for political training institute

By LARRY BROWN
IAM 751 Legislative Director

All too often, our union backs politicians who, after they get elected, turn their backs on us and other working people.

What can be done to ensure politicians remain loyal when they get elected with the backing of our union? We can do that by electing union members to public office. But that is easier said than done.

As a worker, how do you get your start in politics? How can you get to know the intricacies of governance, the function of various agencies? How does the roles of local, state and federal government play out? What does it take to know the structure of the judiciary branch of government for example?

And once you know something about the way government works, how do you get yourself elected? These questions and many more will be answered for Local F officer and steward Charles Cesmat. Brother Cesmat applied for and was selected for the 2016 class or cohort of the Institute for a Democratic Future (or IDF).

The IDF was founded here in Washington State in 1997 by political and civic leaders Dean Nielson, Javier Valdez and Lisa Witter.

The IDF program is designed to develop and promote young emerging leaders with progressive and Democratic values. This is an effort to grow political leaders for Washington State.



District 751 President Jon Holden (l) congratulates Union Steward Charles Cesmat on his recent appointment to the Institute for a Democratic Future.

The program lasts for six months and consists of 11 intensive weekends of study. The members of the IDF class will meet with elected officials, leading experts, labor leaders, business owners, lobbyists, nonprofit leaders, and people making a difference in their communities.

The class meets in towns and cities across the state and in Washington, D.C., learning just how government works. IDF

graduates will be engaged in the political process while the program is introducing them to the people and issues that are affecting our state and communities.

Cesmat, at age 25, has shown he is a leader. He is already a local lodge officer and a steward. In 2008, he graduated from the inaugural class of Highline School District’s Aviation High School.

While he has attended college, he

is always anxious to learn more and contribute to the success of his union.

When asked why he was interested in IDF he said, “I believe you can change the world through public policy and legislation.”

He really knew he wanted to get more involved when he attended last year’s IAM National Legislative Conference.

“You can’t help but be inspired when you see our country’s national monuments, the White House and the Capital Building in Washington, D.C.,” said Cesmat.

He also knows the value of the union.

“I am glad Boeing was not my first job,” said Cesmat. “I worked non-union before and I could really tell the difference having the Machinists Union representing me at Boeing.

“Before my Machinists Union job, I was an at-will employee,” he continued. “Now I have rights on the job. It is only because of politics and legislation that I have the right to belong to a union. That is what I want to fight for with the help of IDF.”

IDF has produced numerous elected officials. State Senators Cyrus Habib (D-Bellevue) and Marko Liias (D-Everett) are some recent examples of IDF alumni.

Time will only tell if Brother Cesmat will be joining them as an elected official. But whatever you do, don’t bet against him.

Union backs Seattle ordinance giving Uber drivers a voice



Larry Brown

The legislative director for Machinists Union District Lodge 751 was the first person to testify in favor of a proposed Seattle city ordinance that would give drivers for app-based companies like Uber and Lyft collective bargaining rights.

The Seattle City Council voted 8-0 to pass the ordinance — the first of its kind nationwide — after the public hearing on Dec. 14.

Here is the text of IAM 751 Legislative Director Larry Brown’s testimony:

“My name is Larry Brown. I am the legislative and political director for the aerospace machinists union, District Lodge 751.

I am here speaking in favor of the ordinance that would give Uber and Lyft drivers the right to join a union and collectively bargain.

Technological advancement is a wonderful thing. It creates convenience for our very busy lives.

However, just because we have a new tool, businesses cannot be allowed to use that tool to deny workers their rights under the law. That law, the National Labor Relations Act, must be allowed to work for these drivers.

I urge your support for Council Member O’Brien’s legislation to give these workers a voice.”

Accountability responsible and necessary, Holden tells media

Continued from Page 3

incentives they were willing to spend. This was responsible of them. We need our state to be responsible as well.

The latest kick to the teeth was Boeing’s announcement in September of a deal to create thousands of jobs in China by moving work that would have otherwise been done by Machinists Union members here in Puget Sound.

Now I’ve heard some analysts and politicians say it’s no big deal that thousands of new Boeing jobs will be created in China instead of Renton. As a labor leader, I’m here to tell you there’s no way I’d ever look one of our members in the eye and tell them it’s okay for Boeing to give away the job they rely on to keep their family in the middle class, or the job that their children might someday need to build a secure future for themselves and their families.

And as taxpaying citizens of Washington, we all should be outraged that -- even after we’ve committed to paying another \$8.7 billion on top of the original \$3.2 billion commitment we made in 2003 — Boeing is using our tax dollars to create careers for workers in other states, and other nations.

Every job Boeing moves out of our state diminishes our ability to compete for the next new airplane program.

Our union believes that job requirements should be attached to the aerospace tax incentives, as detailed in Rep. June Robinson’s bill, House Bill 2147. This is a responsible proposal that will ensure that the citizens of Washington prosper with the jobs the incentives were meant to maintain and grow.

In addition, these tax incentives were meant to maintain and grow good aerospace jobs. There must be a wage standard for companies that accept the tax incentive should meet. Too often these tax incentives are going to highly profitable companies that are paying two-thirds to three-quarters of their employees \$15 an hour or less.

That’s why we are also supporting House Bill 1786, to establish this wage standard.

Aerospace jobs should be the type of jobs that bring workers into the middle class, but all too often when a worker is stuck at \$10 to \$12 dollars per hour they are not making enough to participate fully in the economy. Unfortunately \$10 to \$12 an hour jobs are the type of jobs that force families

to use already-scarce public resources like subsidized housing, state-funded healthcare plans, subsidized school lunches, and the area food banks. These programs are already strapped.

Aerospace jobs are meant to lift families and communities out of poverty, so they can save for the future, buy a home and send their kids to college. But our state has more than 6,000 workers stuck in low-wage aerospace jobs while their employer reaps big tax incentives that are supposed to grow our economy.

Given these realities, we can’t afford aerospace industry tax incentives that don’t grow good jobs in our state. It’s time for the Legislature to act to establish firm employment standards

in our aerospace tax incentive law, to ensure Washington’s taxpayers earn an adequate return — in the form of a specific number of good-paying jobs — for the \$11.9 billion we’ve committed to investing in the industry since 2003.

Aerospace tax incentive accountability is responsible. Aerospace tax incentive accountability is necessary. The time for aerospace tax incentive accountability is now.

We’ve already lost more than 3,600 jobs. Let’s not wait until we’ve lost 3,600 more before we decide it’s time to act.

Win for workers: Ex-Im Bank back in business

U.S. workers can breathe a bit easier after a bipartisan bill to reauthorize the U.S. Export-Import (Ex-Im) Bank passed both houses of Congress and was signed into law by President Obama. The independent federal credit agency issues loans to foreign buyers of U.S.-made exports, including aircraft built by District 751 members.

The bank had been unable to issue new loans since July after right-wing

members of Congress targeted it for extinction. An onslaught of reaction from IAM members and allies in the labor and business communities ratcheted up pressure to get the bank back on its feet.

The Ex-Im Bank has sustained more than 1.3-million private sector U.S. jobs since 2009. It generated a \$675 million surplus for American taxpayers in 2014 alone.

Helping members is top priority for Luark and Sigvartson

In November, Garth Luark was officially appointed as a Business Rep for 751 – a position he had been temporarily filling while Ray Baumgardner was on medical leave of absence. With Ray's retirement in November, Garth officially assumed the role of Business Rep, and Rod Sigvartson will serve as Health and Benefits Rep. Both had been serving the membership temporarily in these roles since earlier this year.

While both Garth and Rod have new assignments this year, they bring a wealth of experience to represent the membership.

Garth originally hired into Boeing in 1996 as an MPRF in Everett and immediately became involved in the union by serving as Steward in his shop. He worked his way up through the leadership ranks in Local F holding various officer positions including Local F President and District Council Delegate. Garth was active on various committees including Finance, Legislative, Organizing, and the Snohomish County Labor Council, as well as taking a leadership role in both the 2005 and 2008

strikes. One of his passions has been serving on the Machinists Volunteer Program, which he chaired for several years and he continues to serve by building wheelchair ramps for area residents several times a year.

For the past five years, Garth has been helping members with their leave of absence, medical bills, pension and other health and benefit questions. In May, he returned to Everett as a Business Rep to again help enforce the contract daily for members and Stewards in his area of assignment.

"I really enjoyed helping members in the Health and Benefits office. I look forward to ensuring the contract is enforced and members' rights are protected in my area of assignment. I want to help restore our members' faith in our Union," said Garth. "I plan to build a strong working relationship with the Stewards and members in my area. Communication is key to ensuring management abides

by the contract and members get the proper representation!"

Rod Sigvartson was appointed to assist in our Union's Health and Benefits office when Garth moved to Everett as a Business Rep. He joined 751 in April of 1989 when he hired into Boeing as an environmental control technician. He became active in the Union serving as a Union Steward, as a Local C Officer and District Council Delegate, as well as serving on the HSI Site Committee, District Health & Safety Committee and chairing the Governor's Aerospace Panel. Rod also served on ECF as a Trustee and President. In addition, Rod has also been actively involved in organizing fundraisers for Guide Dogs of America and serves on the board for Victim Support Services.



Business Rep Garth Luark (r) talks with Steward Amanda Hines and Adrian Camez on issues in Everett.

In July of 2008, Rod was appointed to serve as a coordinator at IAM-Boeing Joint Programs for LOU 28 – Continuous Productivity Improvement. In this role, he facilitated classes so members could better see the connection between broad business issues and their daily work. He strived to give members a voice and an avenue to apply their skills and knowledge to make changes in their shop to make it more productive and have a better quality and safer work environment.

In 2012, Rod moved into another role to serve the members as an IAM Work Transfer Rep in Everett. In this capacity, he helped put together viable alternatives aimed at keeping IAM work in-house to stop Boeing's proposed offload of our work to outside vendors.

"I am honored to serve the membership in our Health and Benefits office. It is great to be able to help a member navigate through the retirement system or get a medical bill paid that had been denied," said Rod. "I encourage members to call our office and utilize the Union resources to help with their leave of absence and other health and benefit issues."



Rod Sigvartson (r) helps a member complete his retirement paperwork in our Health & Benefits Office.

Renton shop talk

On Dec. 8 after the 737 MAX rollout, District President Jon Holden spent the remainder of the day walking through parts of the Renton factory to give members access to Union leadership. He commended all on their hard work, innovations and dedication that have ensured the 737 MAX was delivered on time and with top quality.

Holden took the opportunity to talk with 751 members working in the 4-20 building, wingline, P8, the 4-75 building in the 'marketplace' and the second shift flight line crew.



Second shift Renton flight line members asked District 751 President Jon Holden a variety of questions ranging from the contract extension to our International leadership.



District 751 President Jon Holden hears from members in the Renton "marketplace."



Dist. 751 President Jon Holden answers questions from a 737 wingline crew.

Lack of a safe process to deal with spill really "stinks"

Continued from Page 1

and our facilities plumbers who were at risk. Shane discovered five second shift members from 777 had walked through the sewer water to get to their work area. Credit goes to 777 senior manager Chen-En for not only sending those workers home to shower and get decontaminated but agreeing to buy them shoes to replace those contaminated with the waste water.

"Because of the location of the spill and the time of day, I'm concerned about how many people walked through the raw sewage on their way out and potentially spread the contamination into their homes and exposed their families," said Shane. "Putting the proper procedures into place

and educating others will diminish the chances of that happening in the future."

"The contamination was not just in the tunnel, but transferred to the elevator and other areas. We made sure to go to every floor and placed tunnel closed due to raw sewage signs to prevent any further spread of contamination," Joe said. "I also worried about the respiratory aspect since the smell was overwhelming and the cleanup crew had to breathe it for a long while."

In a company as large as Boeing, there must be proper training for such spills that include the correct personal protective equipment (PPE) and tools, as well as steps for decontamination if a

person is exposed. Further contamination can occur if the affected area is not properly contained and ventilated, making the cleanup procedure even more important. Our Site Committee members are determined to ensure procedures are put into place and communicated to members.

"There was no clear leadership on this situation so our Stewards and Site Committee stepped up and took charge. I commend Joe, Andrew, Amanda and Shane for ensuring a minimum number of people were exposed," said Jason. "People saw the yellow tape and many tried to simply go under it and ignore the warning, which is a lot like people

who drive through flooded streets only to have their car swept away. People are so focused on getting to work on time to avoid a CAM, they ignore the caution tape and potential danger. The pressure workers feel from management often affects their decision making, which puts them at risk for injury."

Any members faced with a potential dangerous situation at work should not hesitate to contact our Site Committee members or a Union Steward and ask questions to ensure it is handled in the proper, safe method with correct PPE and tools.

SERVICE TO THE COMMUNITY

Machinists' helping hands felt throughout our region

Throughout the Puget Sound, District 751 volunteers are making a difference by offering a helping hand. Volunteers recently built wheelchair ramps, assisted with the Snohomish County Toys for Tots pickup and distribution, helped with Salvation Army bellringing, prepared and served meals at area missions, donated turkeys to the less fortunate, performed adopt-a-road clean-up as well as other community service projects.

If you would like to get involved, please email Kay Michlik at kaym@iam751.org and request to be added to the MVP email list.



Above L to R serving meals at the Everett Mission: John Allen, Chris Louie, Mike Hill, Scott Janacek, and Joe Hubach. MVPs help at the Everett Mission the second and third Sundays of each month.



Machinists took over Salvation Army kettles at the Figgy Pudding contest.



Machinist volunteers pose with the finished ramp for a Marysville resident.



Volunteers built a ramp for a man injured in a motorcycle accident. L to R: Eugene Langei, Clark Fromong, Jim Hutchins, the family receiving the ramp and Lucas Litowitz. Robley Evans also helped but is not pictured.



Machinists install a mini-ramp and handrail for the front door of the Marysville resident.



Machinists frame one of the two ramps for the Marysville resident.



Everett adopt-a-road crew Adrian Camez, Brian Butler, Derek Gottschalk, Rodney Jenny, John Kussy, Danny Trombley, Wally Ciszek, and Dan Detton.



Above: Helping with the Toys for Tots Snohomish pick up were Jereme Wise, Rob Carver, Shane Schneider, and Scott Kreider.

Right: George Braun picks up donated turkeys for The Rescue Mission.



Rob Curran delivers turkeys to the Rescue Mission. Machinists donated 61 turkeys that were donated to the north and south end area missions.

Photo right: Machinists, IBEW and SPEEA volunteers helped with Snohomish County Toys for Tots.



Ramona Greenhaw and Joe Hubach prepare the food at the Everett Gospel Mission.

SERVICE TO THE COMMUNITY

Machinists turn out for Home Team Harvest

More than 75 Machinists braved rain and wind on Dec. 5 to ensure the Home Team Harvest, which benefits Northwest Harvest, was a success.

Machinists helped out in two-hour shifts at Northgate, Everett, Southcenter, Tacoma, and South Hill Puyallup. Efforts throughout Puget Sound brought in food for more than three million meals. In addition, substantial monetary donations were also collected.

Our volunteers not only helped load the food and collected donations, but presented donation checks at Everett Mall and the Tacoma location.

The folks at Northwest Harvest were excited to partner with Machinists again and noted, "Thank you! We are in awe of your commitment to the fight against hunger because we could not have done this without you!"



Machinists at the Everett Mall presented Northwest Harvest with checks for the Home Team Harvest.



Machinists reminded drivers by the Everett mall to donate.



Outside Tacoma's LeMay Car Museum, 751 volunteers present King 5 and Home Team Harvest with checks to help with the effort.

751 member Danilo Lobo joined his father Union Steward Rey Lobo at the Northgate location.



Above: Machinists volunteers were key to helping load the more than one million pounds of food donated at Home Team Harvest locations throughout Puget Sound.



L to R: Gwen Kearse, Shane Schneider and Mike Kearse were among the many volunteers helping at the Everett Mall.



Wes Heard high fives one of the kids making a contribution to Northwest Harvest at the Everett mall location.

Right: Union Steward Monico Bretana brought his daughter, Lauren, and wife, Jan, to help with the effort in Tacoma.



Charlie and Carolyn Romeo helped with the early hours in Tacoma.



One of the many Machinists volunteers at the Everett Mall on Dec. 5.

Machinists help with Toy N Joy event

Machinists volunteers again helped bring joy during the holidays by helping ensure the Salvation Army Toy N Joy event went smooth. Machinists brought trucks and helped with the toy pickup from various donation locations on Dec. 15. Then on Dec. 16, Machinists turned out to help with the toy distribution and serve as personal shoppers for the recipients.

L to R: A Salvation Army helper poses with Machinist volunteers Princie Stewart, Suzi Olebar and Mike Olebar.



Machinists helped with the Salvation Army Toy N Joy distribution in December. L to R: Rich McCabe, Ed Lutgen, a volunteer from Bartell Drug, Les Mullen, Charles Cesmat and Gabby Rogano.

Clothing drive in January

The Machinists Volunteer Program will sponsor a clothing drive to raise funds for the District 751 Hardship Fund. The drive will take place from January 18 through January 29, 2016.

The following items (in good repair) will be accepted:
Clothing/Shoes Accessories such as belts
Hats Bedding: sheets/pillow cases
Purses/Wallets Towels: kitchen and bath
Scarves/ties Tablecloths/cloth placemats/napkins

Donations can be dropped off at any of the four Puget Sound union halls (Auburn, Renton, Seattle and Everett) during regular business hours 8 a.m. to 5 p.m. Remember that the Auburn, Renton and Everett halls close from noon to 1 p.m.

At the end of the drive the union will transport the donations to designated Value Village stores to be weighed and the District 751 Hardship Fund will receive 20 cents for every pound of material that is donated.

So, if you are cleaning out your closets or dressers in the next few weeks consider bagging or boxing up what you don't need and plan to donate it for a good cause.

RETIREMENT NEWS

Retirement Club meeting minutes for November

The meeting was called to order by President Jackie Boschok. John Guevarra led the prayer which was followed by the flag salute and the singing of God Bless America.

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

Minutes: The November *Aero Mechanic* was not available so the review of the October meeting minutes will take place at the next business meeting.

Financial Report: Tom Lux gave the report. He had not received the October bank statement yet but gave an overview of expenditures. The report was **M/S/P**. He announced that the December holiday lunch expenses will come from the main account.

Health and Welfare: Helen Lowe gave the report. A moment of silence was observed for the following deceased IAM 751 retiree Franklin Molina. A sympathy card was sent to the next of kin. A get well card was sent to Irene Tilford. Carl Schwartz added that Alan Walker, former Grand Lodge Rep had passed away.

Legislative Report: Carl Schwartz reported there were mixed results from the recent elections. Most of our endorsed Seattle City Council candidates won, also, significantly, candidates to the Yakima city council won. But our endorsed candidate for the 30th Legislative District, Carol Gregory, lost. Unfortunately, this will set the stage for gridlock in the next legislative session, especially on labor and senior issues.

The Boeing Company has agreed to pay \$57 million to settle a lawsuit that stated Boeing was charging excessive fees to retirees who participate in its 401(k) plan. This sheds new light on the possible reasons for shifting our pension plan to such 401(k)s. This mainly impacts



Celebrating recent birthdays and anniversaries were L to R: Mike Keller, Helen Pompeo (anniversary - John Pompeo not pictured), Helen Lowe, Max Templim and Fred McQuarrie.

salaried employees – more information to come.

We will be sending nine delegates to the national Machinists Retiree Conference which convenes in Las Vegas this week. They will be considering numerous retiree issues which will be before Congress in the coming months. We will also be considering the issues coming up in our 2016 State Legislative session and will be participating in Senior Lobby Day February 25, 2016.

Carl then made a motion to purchase two copies of the new book about Boeing titled “Emerging from Turbulence” at a cost of approximately \$40 each to be available to loan out to Retirement Club members. **M/S/P**

President’s Report: In honor of Veteran’s Day Jackie Boschok thanked the veterans in attendance and asked them to stand for a round of applause. She shared a statement entitled “What is

a Veteran” that spoke about servicemen and women laying their lives on the line for their country.

She announced the Alliance for Retired Americans convention took place recently. Eight members of the club attended. She was re-elected president. She briefly discussed the speakers and topics that were covered at the convention.

Jackie also mentioned there will be an election of officers under new business and Carl Schwartz will be the election chair.

Good & Welfare: John Guevarra spoke about an article in the Friday Alert regarding the Trans Pacific Partnership program and how it will increase the cost of prescription drugs.

Jim Hutchins stated three of the past five to six wheelchair ramps that have been built by volunteers of the Machinists Volunteer Program, have been built

for people who were in motorcycle accidents. One person was paralyzed except for their left arm. While being treated at Harborview he met someone who had a ramp we had built for him so he put them in touch with us. Jim asked everyone to be careful of cyclists on the road and be especially careful if you ride a motorcycle.

Old Business: None.

New Business: Carl Schwartz officiated the election of officers and the results were as follows:

President: Jackie Boschok

Vice President: Helen Lowe

Secretary: Lucia Raum

Treasurer: Tom Lux

Sergeant at Arms: Mike Lough

Three Trustees: Jim Hutchins, Mike Keller, John Guevarra

Jackie thanked Louise Burns for her past service as a Trustee.

Jackie noted that at the October meeting there was a vote to give \$5 to anyone who brought someone new to the next meeting. However, the *Aero Mechanic* did not go out in time for people to hear about this. The officers will continue to discuss ways to increase attendance. If you have any ideas please share them.

Jackie announced the Christmas luncheon on December 14 will be catered by Tuscany at Des Moines and live music will be provided. Doors open at 11 a.m.

November/December Birthdays & Anniversaries: Max Templin (Oct), Gene Debs, Helen Lowe, Mike Keller & Fred McQuarrie. The club sang Happy Birthday to them. John & Helen Pompeo celebrated an anniversary.

The Fred Meyer gift card was won by: Tom Lux. Meeting was adjourned at 11:37 p.m.

Retiree pens novel depicting working in a man’s world

After more than 14 years working in the wire shop at The Boeing Company, 751-member Jane Davis was forced to take an early medical disability retirement in 1992. She was found to have chronic hypertension, bi-polar disorder and manic depressive illness as well as epilepsy. During her long recovery, Jane fell back onto her love of writing and began to jot down things that happened while she was working.

She had been greatly inspired by her mother who answered the call for women to join the workforce replacing our men who went to battle in World War II. Her mom was one of the “Rosie the Riveters” who forged the way for women to be accepted into a “man’s” work place. It was their daughters and granddaughters who continued to walk in the paths they made for them.

Jane’s mother continued to work at Boeing until her 40th year when she retired, but Jane used her own stories to combine them with those of her mother to finally put them together into a book. In using the 1950’s Senator McCarthy’s “Communist witch hunt,” Jane added her own updated twist to join in with the current political situations that

lends intrigue and mystery to her book.

Several bouts with broken bones due to accidents, and set-backs with cancer slowed Jane’s writing down but she continued, in a Boeing worker’s tradition trying to get the book published. After collecting many rejections slips, she joined a writers group who showed her how to self-publish. The results of her effort are available in a paperback book published in April of this year entitled “*The Original Pink Collar Workers*.” The book can be purchased through Amazon.com in paperback for \$9.95 or \$1.99 for the Kindle electronic version.

Jane drew off not just her personal experience at Boeing, but her mom’s experience working in a man’s world.

“This is not just a book about women working in an airplane factory, but of sisterhood and someone who was there for these women to help fight for the equality they deserved in the workforce,” Jane said. “I believe the stories in my book are something other workers and retirees can relate to since they are truly their stories. I made sure to portray how the Union is there to help workers because I saw first hand how our Union makes a difference for workers on the factory floor.”

“*The Original Pink*

Collar Workers” explores what it is like for a woman to do a man’s work and to have to do it better. She has to decide if she mentions anything to her husband about the supervisor who patted her rear end or the inspector who wants to inspect more than her work? She works in a factory so immense that she’s never met everyone. But she knows someone is trying to destroy what she’s building. It may just be the person working next to her, or the supervisor or inspector... or her best friend.

Jane is excited to share her book with other 751 members and retirees. So if you’re looking for something to read over the holidays, consider “*The Original Pink Collar Workers*” and help out a retiree who has written about her working life – one that so many of us have lived, as well.

The online reviews have been favorable:

F. Horsnby writes: “Educational AND Entertaining! What a fun, exciting, heart-wrenching story! I never really knew what went on with the women who were left to do the work while the men went to war. The author really helped me understand how hard-working those women were, how their lives were turned upside down



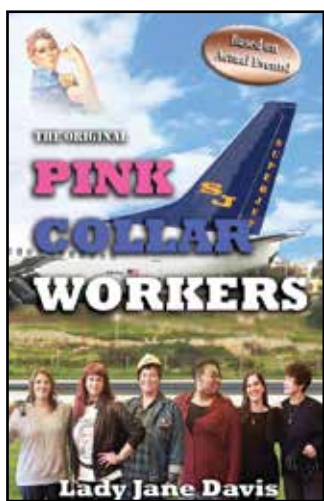
After taking a medical disability retirement, Jane Davis decided to write about her and her mom’s career at Boeing and the struggles of being a woman working in a man’s world.

and yet they fought their way through the back-breaking labor, the bigotry, and the sexist attitudes, to succeed in an industry that until then had been dominated by men. Their lives, indeed the working world, would never be the same...and I, for one am grateful! Thanks for an entertaining and educational look into an important part of our history!”

In another review Colby wrote: “Sharp, Funny, Tragic & Fun.” Great read. Romance and scandal, espionage

and sabotage, everything a good historical fiction novel should be. The writer has a sharp wit and a keen sense of sarcasm, both things I personally relate well to. Based on true events, this actually opened my eyes to a few things going on behind the scenes in the real world factory environment I would never have imagined. From heart-wrenching moments to laugh-out-loud one-liners, this was great emotional ride, too. Recommended!”

Again, you can order a copy of “*The Original Pink Collar Workers*” on Amazon.com and learn more about what one member has seen in her lifetime.



“The Original Pink Collar Workers” is available on Amazon.com in paperback and Kindle format

RETIREMENT NEWS

751 Retirement Club holiday party kicks off the season

Retirees and their guests enjoyed a festive holiday lunch at the Seattle Union Hall on Monday, Dec. 14. Live music from the Northstar Sax Quartet provided background music as old friends caught up on their lives. Those attending were treated to a delicious turkey dinner after hearing from District 751 President Jon Holden, District Secretary-Treasurer Susan Palmer and IAM General Vice President Gary Allen. Photos from the lunch can be viewed and downloaded at www.flickr.com/iam751 in the 2015 Retiree Holiday Lunch album.

Retirement Club President Jackie Boschok presented Retirement Club Trustee Louise Burns with a recognition plaque for her 23 years of service as a Retirement Club officer.



Louise Burns (r) was honored for serving 23 years as a Retirement Club Trustee.



This table brought together more than 400 years of IAM membership. Retirees enjoyed sharing their work and union experience with each other.



Retirees enjoyed a full turkey dinner complete with dessert.



751 Chief of Staff Richard Jackson visits with retired Steward Harvey Ritland.



751 Sec-Treasurer Susan Palmer delivered holiday greetings to the retirees.



At the Retirement Club Holiday lunch, General Vice President Gary Allen thanked retirees for building our union and encouraged them to remain active in the union and keep fighting the good fight.

Seniors may have retired from their jobs, but they still have an essential role to play in their union, one of the top leaders of the International Association of Machinists said.

Corporations have taken aim at pensions, Social Security, Medicare and other programs that prop up America's middle class, said Gary Allen, the IAM's General Vice President for the Western Territory.

"It makes me mad, and I know it makes you mad too," he told some 300 members of the IAM 751 Retirement Club at their annual holiday banquet in Seattle Dec. 14.

"We can't just stand aside and let it happen," he continued. "It's going to take all of us, all of our talents and energies. I know you have fought for decades, and you have already made a difference, but the fight isn't over. We still need you."

751 retirees attending the Retirees Conference posed with GVP Gary Allen between workshops. L to R: Betty Hutchins, Vennie Murphy, T.J. Seibert, Jim Hutchins, Pam Murphy, Ron McGaha, Jackie Boschok, Tom Lux, Linda Sims and GVP Gary Allen.



Challenges facing retirees is focus of conference

Retired IAM members don't just leave the fight to their working brothers and sisters when they call it a career -- take it from the several hundred delegates of the 2015 IAM Retiree Conference in Las Vegas, which included a group of IAM 751 Retirement Club officers.

The challenges facing the retirees of today, and tomorrow, are immense, conference-goers learned. Social Security remains under attack, there's a looming tax increase on middle-class health insurance plans, and, thanks to a Republican Congress, it's now possible to cut pensions for current retirees.

Speakers at the conference emphasized the importance of getting out the vote in 2016. Retirees also learned Medicare best practices, tips on doctor visits and household safety, how to live with life-threatening diseases and the dangers of prescription drug abuse.

"We had several days of idea-sharing on topics like recruiting new retirees, forming new clubs and training on senior issues," said IAM 751 Retirement Club President Jackie Boschok. "We ended with a banquet, which was our time to share stories with old friends and socialize with retiree activists across our union."

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	Mike Lough	253-371-4778
Trustees:	Louise Burns	206-242-5878
	John Guevarra	206-762-3848
	Michael Keller	206-723-4973
Union Office: (1-800-763-1301) or 206-763-1300		

RETIREES

Congratulations to the following members who retired with our Union:

Ray D. Baumgardner	Jeffrey C. Hofeditz
George E. Berry Jr.	Kevin C. Hornbeck
Alan B. Biggs	Kim R. Kaiser
James B. Bingham	Melvin L. Kennedy
William V. Carlson	Rick A. Marshall
Chong K. Cha	Douglas McNaughton
Christine L. Croote	John W. Meier
Daniel A. Dahl	George C. Murphy
Sovatha Dee	Brion J. Peterson
Sean H. Donnelly	Richard J. Ryals
Dana A. Duhaime	Steven A. Sanderson
Leonito M. Farinas	Sheryl C. Schellert
Kenneth E. Faragher	Jerold A. Sherry
Robert A. Fisher	Nicolo L. Stallone
Dwight B. Friend	Leeand W. Thomas
Marguerite K. Gipson	Karla S. Thompson
David H. Glover	Robert L. Toft
Jorge L. Gutierrez	Rodney L. Tubbs
Wade D. Hampton	David L. Williams Jr
Steven M. Hill	Obie L. York

Eastern Washington Retirements

Gordon Bagley, URM
Terry Brown, CHPRC (Hanford)
Thomas Clement, Central Pre-Mix
Greg Rambo, MSA (Hanford)
Michael Rowell, Triumph
Cindy Wittig, Triumph

FREE

WANT ADS

FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

1970 to 1972 CHEVELLE used & new parts. Perfect for Christmas gifts, ask me what parts you need. 425-518-2068 text only

9" FORD 3RD MEMBER 3L50 gears 31 spl. TRAC-LOC \$400 360-563-2422

4 BMW 5 lug 14" aluminum rims, 2 w/studded tires, fit mid '80's 5 or 6 series. \$250. 253-350-3450

NEW STEEDA – MUSTANG rear sway bar. Fits 79-04 \$190. Cold air intake filter fits 96-99 Mustang Cobra \$150. 206-353-8915

Original 1976 set of 4 CHEV. EL CAMINO 15" WHEELS, caps and rings. Good condition \$150. 253-839-2500

COTTAGE INDUSTRIES

BUY - SELL – CLOSE. Call your real estate professional Von Provo at 425-359-0165 or email at von@skylineproperties.com

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

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

ELECTRONICS & ENTERTAINMENT

GEMSOUND KARAOKE rack system \$200. Volo Pro Colt Karaoke machine \$99. JBL EON 1500 speakers \$300 pr. Contact Ed at EFEX Electronics 206-241-4852

TARHEEL-400A ANTENNA w/tuner cables, 6 & 9" whips 2" receiver mount. 425-297-0033

FURNITURE & APPLIANCES

PORTABLE SLEEPER SOFA
w-bro. \$150 firm. 206-767-3228.

QUEEN NUMBERS BED, like new. New baby coming. Must make room. 206-719-1990

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
Jan. 15th

LIKE NEW, ALL WOOD DINING ROOM SET. Very beautiful, 12 pieces, 8 padded chairs, 2 captains. Lighted matching hutch. Paid \$3,600 asking \$2,200. 206-353-1850.

BUNK BED, LIKE NEW, walnut finish with clean stain free covered foam mattresses. \$175 cash. 425-876-6966

HOUSING

10 ACRES NEW 2,900 sq ft FRAMED HOME with Valley Mt. views; big shop, 5 miles from Colville, WA. \$170,000. Call for more info. 425-327-2514

OCEAN FRONT 2 BDRM/2BATH, Kona Hawaii. Enjoy luxurious view on top floor, 2 bdrm, 2 bath fully equipped condo. See www.banyantreecondo.com. Amenities: Parking, elevator, DSL for wi-fi, pool, Jacuzzi & much more. Sleeps 4. Discount to Boeing employees. \$1,050-1,250/wk. 206-459-3444

MISCELLANEOUS

BAUSCH & LOMB TELESCOPE model 4000 with tripod & accessories. \$150. 425-488-4259

RETIREES from KSC in Kent machine shop, bldg. 18-62 are invited to join us for breakfast every month at Mom's Kitchen. For more info, email: clintbonnie@hotmail.com

ANTIQUE STREET LIGHT (great Christmas gift) 20 inch aluminum reflector, hangs 80" from pole on steel brackets. Would make a nice security night light. \$80. 206-243-1278

PROPERTY

DOUBLE INTERMENT BURIEL PLOT Mt. Olivet Cemetary. \$1,200 OBO H# 425-988-3500 or C# 425-830-8970

CEMETARY BURIAL PLOTS – one or up to eight – Kitsap County, Poulsbo First Lutheran Church. 360-275-4872.

SPORTING GOODS

7 POCKET KNIVES (great Christmas gifts) all in their own 6 1/4" x 4 1/8" x 1 3/8" inch case. 2" blade, 4 1/4" handle, with blade lock built into handle. \$29.99 in store, \$15 each or \$90 for all. 206-243-1278

BARETTA SILVER SNIPE o/u 12 ga. 2 3/4" lapped improved cylinder for steel shot. \$625. Remington 870 Wingmaster 20 ga. 3" magnum. Raised rib. \$375. Both in mint condition. 206-947-4437

VEHICLES

1959 FORD SHORT BOX, 6 CYL, 4 SPD, 9" REAR. All there but not running. Has rust in box and other spots. Asking \$1,700 or best offer. It is not dented and looks good. 360-563-2422.

1977 CORVETTE – Shoreline, WA. 3 speed auto-trans, 350 cu. in. engine. T-top. Cash only \$12,950. 206-365-1063

250cc HONDA, REBEL STREET, 65 mpg, new front, rear tires, brakes and chain. Have all records. 13,091 miles. \$1,300 or trade for 4 stroke, 9.9 HP outboard. 206-243-1278

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ELECTRONICS & ENTERTAINMENT
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RECREATIONAL MEMBERSHIP
SPORTING GOODS
VEHICLES
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 Jan. 15th!

Fundraisers deliver for Guide Dogs



Guide Dogs of America was the real winner as the Local F Karting Challenge delivered \$12,855 for the charity. Above Local F officers and volunteers present the check at a recent District Council meeting. L to R: Hazel Powers, Terri Myette, Prinnie Stewart, Howard Carlson, Larry Brown, Eric Reyes, Christine Fullerton, Susan Palmer, Jeremy Coty, Bill Langlois, Jon Holden, Mitchell Christian, Jim Roberts (partially hidden), Robley Evans, Paul Veltkamp, Brett Coty, Donovan McLeod and James Williams.

Photo right: Robley Evans (l) and Business Rep Brett Coty (second from right) present District Secretary-Treasurer Susan Palmer and District 751 President Jon Holden with a check to Guide Dogs for \$6,300 from the Pacific Raceways fundraiser.



Financial planning workshops scheduled

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 early in 2016.

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

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

The schedule is:
Everett Union Hall (8729 Airport Road)
Thur, Jan 14 – 11:30 am -1:30 pm & 2:30-4:30 pm
Thur, Feb 18 – 11:30 am-1:30 pm & 2:30-4:30 pm
Thur, Mar 17 – 11:30 am -1:30 pm & 2:30-4:30 pm
Seattle Union Hall (9135 15th Pl. S.)
Wed, Jan 20 – Noon - 2 pm & 3 - 5 pm
Wed, Mar 23 – Noon - 2 pm & 3 - 5 pm
Auburn Union Hall (201 A St SW)
Wed, Jan 13 – 9:30-11:30 am & 2:30-4:30 pm
Wed, Feb 17 – 9:30-11:30 am & 2:30-4:30 pm
Wed, Mar 9 – 9:30-11:30 am & 2:30-4:30 pm
Renton Union Hall (233 Burnett N)
Tue, Jan 12 - Noon-2 pm & 3 - 5 pm
Tue, Feb 16 - Noon-2 pm & 3 - 5 pm
Tue, Mar 15 - Noon-2 pm & 3 - 5 pm

The workshops are offered by Money Management Educators. To reserve a seat, call (888) 223-8311 or e-mail mmeputgetsound@mmeducators.com

FINANCIAL \$ENSE: Investing vs Paying Off Debt

The debt dilemma

The process for eliminating debt is anything but an easy-to-solve financial equation. Many people wonder if they should pay off their debt as quickly as possible or invest their money, letting debt payments run their course.

The answer depends on whom you ask. Theories about balancing investing with debt vary widely.

Some financial experts say freedom from debt is the most important goal. Others say it's more about the math: Your money should go toward investing if your investments earn a higher rate of return than your debts cost you. Still others focus on the emotional aspect: how comfortable are you with a certain level of debt?

Neither one nor the other

Better yet, perhaps, is a balanced approach to wealth management. If you're like most people, you'll need to manage finances for both present and future needs. That means paying off some debt today while simultaneously investing with an eye on the future.

Although your decisions should take into account your own needs and circumstances, consider the following

guidelines for handling debt in light of investing goals:

Save for a rainy day. Before paying down debt (beyond required payments) or settling on an investment strategy, make it your first priority to put funds aside for an emergency reserve. We recommend six months or more of living expenses; an absolute minimum is three months' worth. These funds should be in traditional savings or very short-term, highly liquid, non-volatile investments.

Your future first. As a general rule, your long-term investment plan should take priority over applying extra amounts toward debt. Be careful as well not to let "lifestyle creep," a tendency toward more expensive tastes and luxury consumption, impede your investment outlook.

By contributing to a long-term investment plan as early as possible, you may set yourself up for a brighter future. If paying down debt is also a priority, you'll want to examine your personal budget to decide how much to direct each month toward investing and how much toward debt repayment.

Just remember, there are no magic numbers. In general, the best advice is to

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make sure your investment strategy fits your financial expectations for the future.

Prioritize your debts. With an emergency fund in place and your investment strategy up and running, putting any extra money toward your debts is also a smart way to go. But how do you decide which debts to pay down first?

One approach is to start with the smallest debts first to eliminate at least some of your debt burden and interest payments in a timely manner. It also makes sense to pay off high-interest debts like private student loans and credit card debt more quickly.

Federal student loans and mortgages might be lower priorities, because their rates are often lower and their terms are longer. Vehicle loans might fall somewhere in the middle. Tax considerations might also come into play.

It's personal. As you divide and conquer debt, don't forget to consider the emotional side of your strategy. If paying off a certain debt will help you feel more secure, you might want to go with your gut feeling.

You'll enjoy a growing sense of financial freedom as you stay on course and get your debt under control. As it shrinks over time, you may find you have more funds available for enjoying the present and focusing on the future.

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

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Local C Tournament delivers green for MNPL

The 2015 Local C "Mick Peterson" Golf Tournament brought in \$17,615 for MNPL. Local C Officers presented the check to 751 Political Director Larry Brown, Dist. Sec-Treasurer Susan Palmer and Dist. Vice President Les Mullen. Delivering the check were Patrick White, John Lopez Jr., Mark Mason, Andre Trahan, Rob Jones, Chris Schorr, and Mike Hill. To raise additional funds, the group put the tournament name out for bid. Business Rep Rich McCabe bid \$600 to name the tournament after wingline mechanic Mick Peterson who passed away last year.



2016 monthly dues rate is \$73 at Boeing

The IAM Constitution requires dues rates be adjusted each January 1st according to the District Bylaws. The monthly union dues for District 751 Machinists at Boeing will increase 90 cents to \$73 a month during 2016.

Under the formula approved by members

in 2010, the 2016 dues were calculated at 2.25 times the weighted average hourly earning for bargaining unit employees as of Aug. 31 - excluding bonus pay - plus any IAM Grand Lodge per capita assessment increases.

2016 IAM Scholarship Open

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the United States and Canada.

Awards to members are \$2,000 per academic year. They are granted for a specific period from one to four years leading to a bachelor's degree or a two-year vocational/technical certification.

Awards to Children of Members are:

College: \$1,000 per academic year. All awards are renewable each year, until a bachelor's degree is obtained or for a maximum of four years, whichever occurs first.

Vocational/Technical School: \$2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

Eligibility for Competition

Any applicant must be either:

- an IAM member, or
- the son, daughter, stepchild or legally

adopted child of an IAM member.

Child of a Member Applicant--

- Must have one living parent with two years of continuous good-standing membership up to and including the closing date of Feb. 26, 2016.

- Must be planning to graduate during the winter or by the end of the spring 2016 school year (i.e., normally a high school senior);

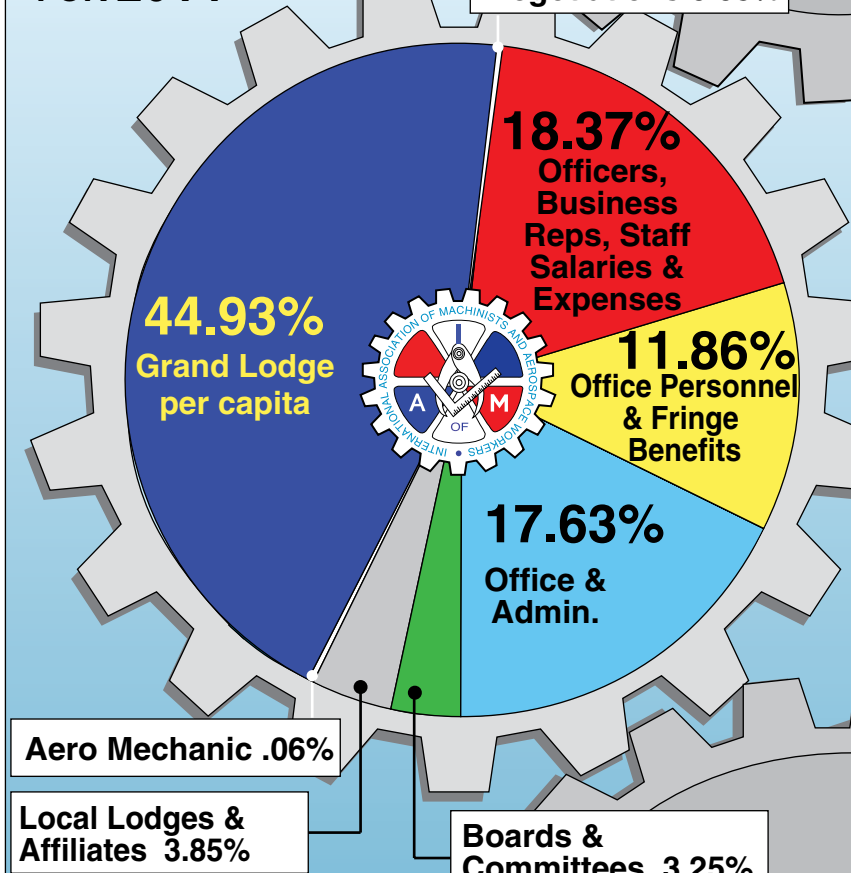
- Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;

- Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of "continuous good-standing membership" at the time of death.

For information on all rules of eligibility or to obtain an application form, visit www.goiam.org/iamscholarship. NOTE: Completed Application Packets must be postmarked no later than Feb. 26, 2016.

Obtain an IAM Scholarship application and guidelines online by visiting www.goiam.org/iamscholarship.

DISTRICT 751 DISBURSEMENTS FOR 2014



EASTERN WASHINGTON

Members at Republic ratify new four-year agreement

On November 14, Machinists members working at Republic Services in Goldendale voted to accept a new four-year contract.

The new contract included three general wage increases and a \$2,000 ratification bonus, as well as maintaining health and welfare benefits. The company also agreed to pay all pension surcharges for the duration of the agreement.

The new four-year agreement also completed the merger of the Tri-County unit and the Roosevelt unit. Originally both units had separate collective bargaining agreements. In 2012, the membership agreed to begin recognizing both units under the same contract.

Business Rep Steve Warren noted, "This is a long process that involves ongoing communication with members, cooperation with the employer and a committed negotiation committee dedicated to recognizing the concerns from both units. I am proud of the members and the negotiation committee and how they worked diligently to represent both units in the final contract merging both units."

Special thanks to the Union negotiating committee that consisted of: Rich Falhenkamp, Rick Porter, Tom Barrett, Jake Campbell, Mike Elli, Matt Olson, Steve Warren and Ken Howard.



Prior to voting on the new contract, members working at Republic Services attended an information session where they were able to ask questions of the negotiation committee and get additional information on the contract.



Members check in to get their ballot on Nov. 14.



A member casts her ballot.



The negotiation committee at the table during a bargaining session.

Irrigation districts luncheon designed to share information

The three irrigation districts that comprise the Columbia Basin Project (South Columbia Basin, East Columbia Basin and Quincy Columbia Basin) recently came together to take a two-day training class. While the training is a yearly recertification for herbicide spraying, unions representing the workers decided to seize the opportunity to share information and discuss issues and concerns. The unions hosted a lunch to open up communication between the three districts. Union members enjoyed the fellowship and hope to see it continue in the future.

The South Columbia Basin Trades Council, which is comprised of the Machinists Union, Operating Engineers, Teamsters and Labors' Union, work as a team under one collective bargaining agreement at each location.

Members working for the East Columbia Basin district ratified a new contract on Dec. 17. This marked the first time the irrigation district came to a contract settlement without a long-delayed negotiation.

The South Columbia Basin negotiations are making progress with the goal to have a ratification vote on January 6.

The Quincy Columbia Basin will hold their next bargaining session on January 19.



L to R: Bo Jeffers (Laborer's Union), Debbie Hendrick (Operating Engineers), Ken Howard (Machinists Union), and Armando Lopez (Teamsters) put together the lunch to open communication between workers at the three irrigation districts.

Above: Workers from the three irrigation districts interacted and shared information at a lunch hosted by their unions through the South Columbia Basin Trades Council. The luncheon took place during a two-day required herbicide spraying recertification class. They plan to make it a yearly luncheon during the training.

New three-year contract for members at Kenworth Sales

On Nov. 25, members at Kenworth Sales accepted a new three-year contract. The members voted 84 percent to accept a new contract that included wage increases, merit review time limits, new safety and health language and revised laptop requirements. In addition, Kenworth will continue to pay the pension surcharge.

This was the first time the Union was able to obtain a three-year agreement. In the past, one-year contracts were negotiated. Kenworth Sales has been represented by the Machinists Union since 2003.



Union negotiators worked hard to deliver a contract that addressed top issues members working at Kenworth Sales had identified. L to R: Zach Offill, Mike Nettles, Greg Rash, Business Rep Steve Warren and Barb Corn.



Members from Kenworth Sales ratified a new contract on Nov. 25.