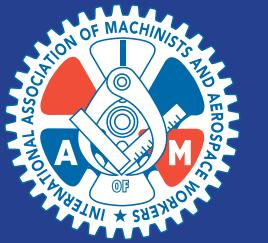


Eastern Washington Machinists News



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New Triumph Contract Delivers Job Security

The pursuit of contractual job security is difficult in the best of times, but in the midst of the worst recession in decades, it would seem an impossible task.

Undaunted, the 335 members of Local 86 who work at Triumph Composite Systems in Spokane, overcame all obstacles and recently ratified an agreement that guarantees 40 hours employment per week for the life of the agreement.



District President Tom Wroblewski (l) answers members' questions on the proposal during lunch at the Triumph plant.

The three-year contract goes a step further to address outsourcing with language to protect employees from work transfers to Mexico, or other Triumph facilities.

IAM members at the plant build and assemble floor panels, ducts and flight deck interiors and components for all Boeing aircraft (including the 787), as well as after-market floor panels for Airbus planes.

For more than a year, members at the

Spokane facility have worried about what Triumph's new plant in Mexico would mean to their future. Management had reported that 50 Spokane jobs would initially move to Mexico, but that could grow to more. With the new contract rati-



Members at Triumph in Spokane ratified a new 3-year agreement by 81 percent on June 3. It provided job security to the 335 members.

fied, members at Triumph know they are secure for the life of the agreement and hope to continue the good working relationship long into the future.

"How often have we heard that you can

Continued inside

71 Percent Vote to Ratify New Contract at ASC

Members at ASC Machine Tools in Spokane ratified a new three-year contract with a 71 percent vote on June 25. The Union negotiating team recommended the agreement which contained gains in bonus pay, health & welfare, 401(K), paid personal time to be used in 1-hour increments, and an increase in the employer contribution toward prescription safety glasses. The contract also added 500 working hours equal 20 hours of vacation (this is in addition to the pro-rated table).

ASC, like many other companies, has been hit hard by the current recession and has laid off many members. While it is still pretty slow going into the summer months, hopefully the layoffs have subsided. Despite the economic downturn, Union negotiators were proud to report the proposal contained

Continued inside



Photo left: At the contract vote for ASC Machine Tools (L to R): John Trapp, Alvin Roath, Committee Members Jim Awbery and Gordy Cockrell, and Wayne Denman.

Monarch Machine – A Model Employer

Having an employer that truly appreciates its workforce is very important. That is the case at Monarch Machine in Tri-Cities. When its union contract recently came up for negotiations, there was no contentious debate or attempt to squeeze the workers to increase profits. Instead Business Rep Steve Warren and Staff Assistant Ken Howard compiled a list of issues employees had identified as important, put together a proposal and presented them to

the owner.

After the owner reviewed the proposal and asked a few questions, he quickly agreed to the proposals to keep the workforce happy and productive. Members agreed it was a good deal and unanimously ratified the contract.

"He really takes care of the workers at contract time and throughout the year. When an employee recently retired, he presented the individual with a shotgun because he knew he was a hunter and it was a gift that would have special meaning," noted Staff Assistant Ken Howard.

The new contract included 40 cents per hour raises for all employees in each year of the contract. The employer increased pension contributions by 15 cents each year, bringing the total hourly pension contribution to \$3.35 per hour by



Monarch Machine owners Doug Winters (l) and Dennis Shepard (r) presented Dan McVicker with a shotgun when he retired from the Company as a show of appreciation.



Staff Assistant Ken Howard (l) and Monarch Machine owner Doug Winters sign the contract that was unanimously ratified by members

2013. Recognizing the importance of maintaining good benefits for employees, Monarch not only agreed to continue paying 100 percent of the medical and dental premium, but also pay any increase in the contribution rate over the life of the agreement.

Time and time again Monarch Machine has demonstrated respect and concern for its employees. When work slowed down last year, the owner had employees perform repairs on some of his rental properties to keep them on the payroll.

It is no wonder that the 14 Machinists Union members enjoy working at Monarch Machine – and most stay for decades. A union shop with good pay and benefits and a great atmosphere is a hard combination to find and certainly one worth recognizing.

Unanimous Approval of Lee & Eastes Contract

When members gathered to vote on a new contract at Lee & Eastes in Pasco, they all had the same idea - YES to ratify. On Monday, June 28, members there unanimously approved a new contract.

Negotiators were proud of the outcome and quick to note the contract included no takeaways – which is considered a real win during this current recession. Negotiators secured several improvements for the members. Through good negotiations and honest dialogue, the contract adjusted the health care plan so that members received 50 cents an hour raise in pay. They were also able to negotiate a pension recovery to ensure their pension remains strong in the future.

"This was an employer who valued its employees and made an effort to keep their doors open and members working. The



Staff Assistant Ken Howard (l) and Union Steward Steve Ely discuss contract proposals for the Lee and Eastes negotiations.

owner worked with us to build a contract members would ratify while still keeping them successful," noted Staff Assistant Ken Howard.

Thanks to Union Steward Steve Ely who served as the shop floor representative at the bargaining table.

Monthly Meeting Schedule

- All members are welcome

Local 1951 - Richland - 1st Tuesday of month 7:30 pm, 1305 Knight St.

Local 1123 - Wenatchee - 1st Thursday of month 7 pm, Aluminum Trades Council, 180 Rock Island Rd, E. Wenatchee

Local 86 - Spokane - 2nd Thursday of month 6 pm, Spokane Hall, 4226 E. Mission Ave.

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Members at Alcoa's Wenatchee Works Ratify New 4-Year Contract

District 751 members at Alcoa in Wenatchee along with union workers at 10 other sites nationwide have approved a four-year contract with the company.

In Wenatchee, 89 percent of the union workers voted to accept the deal, said Jim O'Brien, the president of Machinists Local Lodge 1123. Nationwide, the contract was ratified with a 68-percent yes vote.

"I feel pretty good about it," said O'Brien, who was part of the negotiating team for the Wenatchee Aluminum Trades Council, which represents workers belonging to five different unions at Alcoa's Wenatchee Works, which is in the town of Malaga.

There are about 270 hourly workers at Alcoa who are covered by the contract with the Aluminum Trades Council. The majority

are members of the Steelworkers Union, but roughly 40 are Machinists Union members, and a handful more belong to the International Brotherhood of Electrical Workers, the Sheetmetal Workers Union or the Bricklayers Union.

Under the contract, pay for workers in all grades will increase by an average of \$1.08 spread over four years, to a maximum of \$24.97 an hour in the fourth year of the agreement. Workers will also receive a ratification bonus of \$1,250.

That will help offset increases in the worker health-care costs, which will raise \$51.99 a month for workers with families and \$8.66 for single workers in 2011, and will continue to go up during the rest of the contract.

Alcoa also agreed to pay an additional \$2 a month per year of service under the formula used to calculate pension payments.

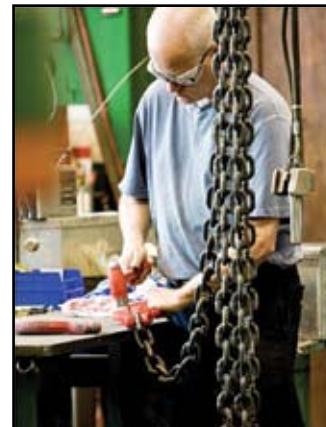
Alcoa had come after its union workers with some pretty steep demands, said O'Brien, who spent 19 days in Cincinnati during the talks. The demands included an



L to R: Officers Fred McNeil and Bailey Olin and a member from Alcoa in Wenatchee discuss the proposal before the vote.

initial proposal to create a two-tier wage and benefits system for new hires. The union's negotiators were able to pare that back, and Local 1123 members seemed pleased, he said.

"People were happy we didn't get the two-tier system and we kept our health care, even though we're paying more for it," O'Brien said.



Left: Steve Farmer is one of the machinists at Alcoa's Wenatchee Works.



Fred Willsey is one of the Machinists Union members at Alcoa's Wenatchee Works.

Murray Meets with Spokane Labor Leaders

Senator Patty Murray has always been a champion for the worker. Throughout her career, she has consistently been an effective advocate because she listens and understand the issues important to working families throughout our state and country.

To ensure she remains in touch and understands the issues throughout our state, the Senator recently sat down with union representatives from the Spokane County Labor Council. The informal roundtable discussion allowed representatives from a variety of different unions to provide Murray with updates on their current situation, express their top issues, and ask questions about pending legislation.

Business Representative Steve Warren spoke on behalf of Machinists Union members in Eastern Washington. He emphasized the importance of not only maintaining jobs, but growing new



Business Rep Steve Warren (far right) talks with Senator Patty Murray about issues affecting our members at a roundtable discussion at the Spokane County Labor Council. Murray has been a continual champion on workers' issues throughout her career.

jobs for the region as well. Warren provided an update on the Triumph negotiations, including the unprecedented job security language. In addition, he discussed how the overall economy is hurting workers throughout the state. He also talked about our members at Hanford, Grand Coulee Dam and elsewhere throughout Eastern Washington.

Murray's outreach is why she has been able to so effectively represent the interests of

Washington state in our nation's capitol.

Other issues discussed included extending unemployment benefits, the Employee Free Choice Act, health care reform, prescription drug coverage and Medicare Part D, defined benefit pension funds and Taft-Hartley Trusts, NAFTA and other trade agreements, as well as many other topics.

Triumph Contract Delivers Job Security

Continued from front page

not guarantee jobs? However, that is exactly what this contract does and members realized the significance of the language, which is reflected in the 81 percent ratification vote," said District 751 President Tom Wroblewski.

Union negotiators Wroblewski, Aerospace Coordinator Mark Blondin, Business Reps Mark Johnson and Steve Warren, Staff Assistant Ken Howard and shop floor rep Jerry Womble did the heavy lifting at the table. However, credit goes to a sophisticated and united membership that remained silent and focused on work throughout negotiations.

"Triumph appreciated our members remaining focused on the task at hand and gave more in the contract than they would have if other tactics had been used," added Wroblewski.

There were no takeaways in the contract and many improvements in the new agreement. Other highlights of the contract included: \$8,300 in lump sum bonuses, pension increases each year, improved COLA formula, increased Senior-

ity Progression Increases by 10 cents every six months, added brother-in-law and sister-in-law to bereavement, and added prescription safety glasses with full cost paid by company. We also held the line on health care and got language to protect the employee's portion from rampant inflation.

"These negotiations are a good example of how the Union and Company can meet in the middle for the good of all," declared member Kevin Wimans. "I'm proud of the members, the Union and the company."

"Both parties negotiated in good faith bargaining. That sold me," stated District Council delegate Gary Swartz. "The unprecedented job security took a lot of the sting out of the lack of GWI's."

"There were things I liked and things I didn't like," stated Union Steward Dale Ronquillle. "The fact that there will be no layoffs in the next three years was the deciding factor for me."

"It is a very good contract, but job security



Jenny Love is one of the 335 members working at Triumph Composites in Spokane.



Business Rep Mark Johnson (r), who served on the negotiating team, talks with Triumph members during a lunch break.



Business Rep Steve Warren answers questions on the Triumph contract at lunch so members could cast an informed decision on the proposal.

for three years was the highlight. Before at every town hall meeting, people worried they were going to hear about layoffs and losing their job," stated member Erin Blashill. "Beyond just the three years of job security, it ensures that every employee on the payroll today will be vested in the pension plan since the least senior person has 2 1/2 years. That is huge! Even though we (her husband is also a member) were not affected, we have been there and understood the significance of getting this language."

"I'm about 10 from the bottom of seniority so I love the contract," declared member Damian Brickner. "It secures my job for three years, and I get vested in the pension plan plus 10 cents more every six months for progression. It is more than I expected. I am very happy."



With their new contract, the 335 members at Triumph have job security to build floor panels, ducts and flight deck interiors and components for the life of the agreement.

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Celebrating with 2010 IAM Scholarship Winner Katie Truong

This year's IAM Scholarship was awarded to a very special student in Spokane. With an impressive 566 applications filed for this year's prestigious award, Katie Truong's submission stood out from the crowd. Only 19 winners were selected nationwide: three of which were IAM members and 16 of those children in member families. Katie, a senior at Joel E. Ferris High School in

Spokane, was one of those winners.

Daughter of Hung (IAM member working at ASC Machine Tool) and Tina Truong, Katie has more than excelled in her scholastic achievements. Her involvement in the National Honor Society includes service as co-president, membership in Academic State Champions for both Band and Track, and dedicated participation in track and cross country have proven Katie a great candidate for the award. On Academic Honor Roll from 2006 to 2010 and AP Scholar in 2009, Katie graduated with honors this year. And, looking at her long list of achievements, it is not surprising that she also served as valedictorian for her graduating class.

But the award doesn't solely go to students who exhibit a strong background of academic achievement. Community involvement and other activities are important as well. And, much like her impressive background in school, her community involvement is worth commending as well. Since 2008, Katie has served as a tutor for Adams Elementary School. She also served at aid stations for the Spokane Marathon and at the Ferris High School



Business Rep Steve Warren (r) presented Katie Truong the IAM Scholarship at the Senior Awards Ceremony at Joel E Ferris High School in Spokane. She was selected from children of members nationwide for her academic and community service excellence.



IAM Member Hung Truong (l) and his wife Tina were beaming with pride when their daughter Katie received the IAM Scholarship.

Blood Drive two years in a row from 2009 to 2010. And, for two months in 2010, Katie spent time as a volunteer at Sacred Heart Medical Center.

With plans to enter into a career in the medical field, Katie will begin her studies at the University of Washington this fall. She plans to major in chemistry and says she is "hoping to get into medical research or pharmacy." Wise beyond her years, Katie also noted that she is giving herself time to discover which career path in medicine is right for her: "I will be more sure as I further my studies."

Katie has proven herself a natural leader and worthwhile recipient of this prestigious scholarship that is awarded to so few. She continues to prove herself capable of making a difference in the community, and it is for this reason that the IAM is proud to be a part of her continuing academic career.

ASC Machine Tools Ratify New Contract by 71 Percent

Continued from front page

no takeaways.

Special thanks to Union Stewards Jim Awbery, Jim Helm and Gordy Cockrell for stepping up and serving on the Union negotiating committee, along with Business Rep Steve Warren and Staff Assistant Ken Howard.

"We were able to make small gains in several areas, and took bonuses instead of pay raises because of the economy. Many people were satisfied with the results," stated Steward Jim Awbery who served on the negotiating team. "Like anything, you have to look at the whole picture and the state of the economy before you vote."

The 66 members at ASC now have their wages and benefits spelled out for the next three years.



Photo left: Member Chris Dang votes on the ASC contract on June 25.



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Green for the Guide Dogs

The Eastern Washington locals showed their support for Guide Dogs of America with their recent fundraising raffle. Thanks to the diligent efforts of officers, stewards and members, the raffle raised \$4,681 for this very worthwhile charity.

Members throughout Eastern Washington had purchased tickets for the drawing, which was held at the Local 1123 monthly meeting in Wenatchee on June 3. Thanks to all who took part in the effort and purchased tickets to help support Guide Dogs of America. It was a true team effort from Locals 86, 1951 and 1123. Top three winners are pictured. Fourth prize of dinner at Anthony's was won by Becky Holloway, a Local 86 member working at Triumph Composites.

Photo right:
Steward Gary Shane and his wife Mary were all smiles. Gary sold the second place ticket to his brother-in-law Art Green. Rather than collecting the prize of a stay at the Davenport Hotel, Art chose to donate it to Gary.



Photo right: Pam Aalberg of Kennewick won the third prize gift of a golf package at Indian Canyon. When presented with her prize, she decided to give more to Guide Dogs of America and wrote a \$50 check to help this worthy organization.



Above: Local 1123 President Jim O'Brien (r) congratulates Ernie Briggs on winning the \$1,000 Ranch & Home Shopping Spree. Briggs is a member of the IBEW and works with O'Brien at Alcoa's Wenatchee Works.