

Eastern Washington Machinists News



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Triumph Stewards Work Together to Serve Members

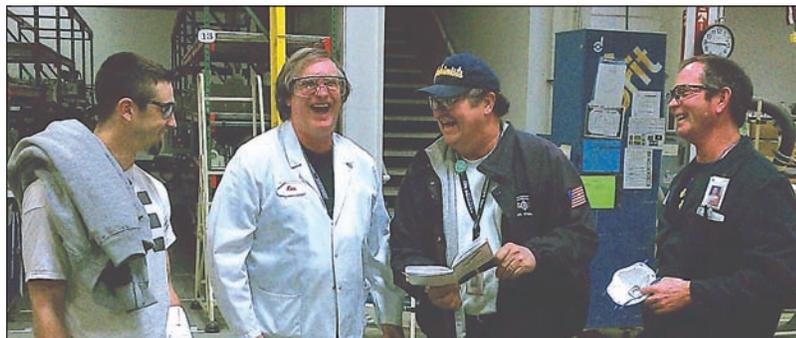
Triumph Composites in Spokane continues to hire new employees, which makes having trained Stewards even more important – especially on second shift where the bulk of new employees are assigned.

Stewards are the eyes, ears and voice of the Union on the shop floor. They are the first point of contact for members and must be well-versed on the contract, have great listening and communication skills. If you are a Steward on second shift, these skills become even more important when an issue arises after hours at the Union hall.

“Our Stewards reach out to welcome new members and provide them with new hire packets that contain a copy of the union contract. That one-on-one face time is critical so members know who their rep is,” said Business Rep Steve Warren. “Many of the new hires have never belonged to a Union so it is critical to have trained Stewards

who can help educate members on the benefits of a Union, as well as shop procedures, how to address concerns and safety issues. New hires need to know the Union is always available to them.”

Teamwork and information sharing is critical to the success of our Stewards. To ensure that occurs, Business Rep Steve Warren brings first and second shift Stewards at Triumph together every other week to share information on training, new



L to R: Kameron Stam, Ken Newkirk, Steward Bob Six, and Al Daniels share a laugh after reviewing contract language.

hire feedback, review grievances and company rules, discuss other concerns and explore ways to resolve issues before then entering a joint meeting with management. These meetings help get issues resolved quickly before they grow into larger problems, and ensure the

Continued inside

Trainers at HAMMER Refresh Course to Keep It Real

Hanford’s environmental cleanup workers carry out some of the most dangerous work in the world. As a result, they are required to take an eight-hour HAZWOPER course that contains some of the most demanding training requirements of any safety, health or environmental regulations.

Thanks to the creativity of the six peer trainers from various unions and crafts, the training is never the same. They serve not

just as trainers, but curriculum developers as well. These highly skilled trainers use hands-on exercises, computer-based training, small group activities, lecture and other blended learning techniques to drive home the HAZWOPER training. They recently met to revamp the course for this year.

Machinist Pat Goble has been a HAMMER instructor for 13 years and he likes the idea of workers keeping other workers safe. When he is not in the classroom, he serves as a mentor for peers working side-by-side with them in the workplace.

“We rewrite the eight-hour refresher course each year to keep it fresh. Throughout the year we look at events that happened here and other places and look

at lessons learned from other sites to create a unique scenario for the class,” said Pat. “We take the objectives we are required to cover and figure a different way to do the class while still meeting the objectives.”

“I enjoy teaching and continue because I have known people who were hurt or injured. If we can prevent that, then I have succeeded. I worked as a mechanic 14 years before coming to Hanford and know at other places the pressure to just get it done, but here you have to pay attention to safety – especially when it comes to chemicals,” Pat added. “Who knows what would happen without the training. When new people enter the class, you can see the light come on and they understand the potential consequences – then you know you have made a difference.”

HAMMER is recognized as a center of excellence for developing safe and skilled workers and responders, thanks to trainers like Pat.



Revamping annual safety training for workers at Hanford peer trainers L to R: Allen Wilhelm, Pat Goble, Mike Crockett, Scott Downing, Rod Nelson, Scott Kelkar, and Rob Winger.

Deb Bauer: Athletic Excellence All Year Round

Mention cross-country skiing in Spokane and you're likely to hear about Local 86 member Deb Bauer. For more than two and a half decades she has been dominating local and regional competition, and she has also been a champion in national and international events.

Yet her zest for competition and quality is not limited to snow sports. When she is not training on the Nordic trails, Deb is busy competing in marathon canoe racing where she has also won numerous events around the country.

As a First Article Inspector at Triumph Composites Systems, Deb strives for excellence in all aspects of her life. At work, her skills help dissect and decipher new parts – from the material used down to the configuration of the part. Throughout her 21 years at the facility, she has managed to compete in national and international competition for both cross-country skiing and marathon canoe racing – often moving to second shift to step up her training regimen. In the winter she skis five or six days a week – often at night using a headlamp, and she trains with the same intensity during the other seasons.

Her drive, determination and enthusiasm have led to year-round training that includes competing in triathlons. “It works out great that cross country skiing and marathon canoe racing have offsetting seasons that never overlap. You finish one season and start the next,” said Deb. “Both require upper body strength and use the same muscles so they really complement each other.”

On Mount Spokane, Deb is somewhat of a local legend, where she has won the women's division of the annual Langlauf 10k competition 19 times – including the most recent race held on Feb. 12. She hopes to get her 20th Langlauf victory next year – keep in mind this race draws nearly 300 skiers. On Jan. 15, she was the overall woman's winner at the Gunnar Haggen 30K classic at Snoqualmie Pass – another grueling race she has won many

times.

Whatever the weather conditions, Deb is usually ahead of the competition – taking on the elements and often entering multiple races at the bigger events.

Growing up in West Virginia, she was always athletic and ran track in high school. After graduation, her dad got her involved with marathon canoe racing, which she still enjoys today. During a marathon canoe race, she met her future husband, Nick. On their honeymoon, they traveled west to visit their brother-in-law and never went back.

Once in the Northwest, her enthusiasm for sports grew and turned into a family past time. Winning is in the family (both hers and her inlaws), as her husband, nephew, brother-in-law and sister-in-law have all won various competitions – on the snow and

the water. Her father and brother are also good athletes that have won various competitions. In fact, family is the reason she is so dedicated.

She was proud to enter “The Great Greenbrier Race” a triathlon held in Marlinton, West Virginia, where she raced in the family class with her brother and father

and won it overall. The race consisted of running, mountain biking and canoeing – again a testament to her strength and endurance.

“My husband Nick is my regular training partner. He has really helped me achieve many of my accomplishments and is also a very successful athlete in both skiing and canoeing,” said Deb. “It certainly helps to marry into a family that is supportive and competitive. A lot of our family gatherings usually have something to do with sports.”



Deb Bauer has won numerous cross country competitions at the regional, national and international levels.



Deb with her dad William Samples (l) and brother Tom (r) won The Great Greenbrier Race - a triathlon of running, mountain biking and canoeing.



Deb Bauer finished third in the Marathon Canoe Racing National Championship last year in Michigan.

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Barry Wright (l) thanks Joe Gates for his years of service as he retired from Alcoa.

Retirement Recognition

Machinists Union leaders recently honored several members as they retired from the Union.

Staff Assistant Ken Howard honored Local 1951 member Jack Clinton at his retirement from Pexco and thanked him for his service as a Union Steward.

In Wenatchee, Local 1123 Vice President Barry Wright (congratulated member Joe Gates who recently retired from Alcoa.

Staff Assistant Ken Howard (l) congratulates Jack Clinton on his retirement.



Machinists Turn Out to Celebrate King's Legacy

Local 86 officers took an active stand against racism by taking part in this year's Martin Luther King Jr. Unity March in Spokane. It was the first MLK march since 2011, when a bomb was found in a backpack along the route of the march.

"This year, we wanted to go down and show our support for the community, and show that attempted bombing couldn't deter us from doing the right thing," said District 751 Business Rep Steve Warren.

Local 86 President John Kofol and Gary Swartz, the local's Legislative Committee delegate, also took part in the march. The Local 86 members toted bright blue "Machinists Support You" signs, sending a message of support from both the Machinists



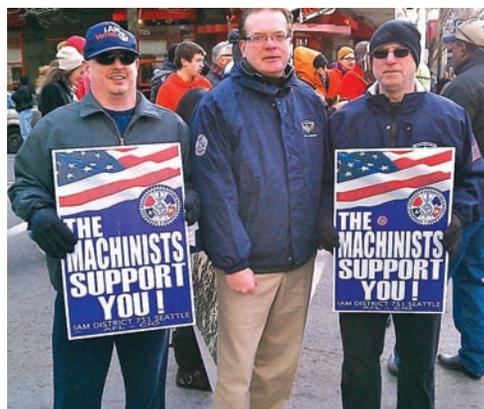
Machinist members John Kofol and Gary Swartz took part in the MLK march.

Union and all of organized labor in the Inland Northwest, Warren said.

Last year, Spokane city workers found the pack alongside the parade route before the event started. The pack held a pipe bomb that was filled with fishing weights that had been coated with rat poison, according to court documents.

This year's unity march drew more than 3,000 people, nearly double last year's attendance, according to media reports.

"The first year we did this, there were 49 people," Ivan Bush, who has been organizing Spokane's MLK events for more than 20 years, told the Spokesman-Review newspaper. "Now look at us, in the thousands."



Local 86 Machinists were visible in this year's MLK celebration in Spokane. Above John Kofol and Gary Swartz were two who participated in the event that included a march through downtown.

Deb Bauer: Athletic Excellence All Year Round

Continued from previous page

several second and third place finishes. Last year in Michigan, the top three teams were together for about 2.5 hours for the national championship, but she ended up missing the

win by only 10 seconds.

In recent years, Deb has also taken up skijoring – a sport that incorporates her athletic snow dogs into the competition – getting even more of her family involved in her athletics. This unique sport is a cross between mushing and cross-country skiing. On March 3, she took part in the "Paws and Poles" race at 49 Degrees North near Chewelah where she finished second with her dog, Kolka, and her husband finished third with their dog, Buck.

In May, Deb will be part of the Lean Mean Machinists Team in the annual Bloomsday Run – a chance to proudly represent our Union with her outstanding athletic ability. Whatever the competition, she is sure to give 100 percent of her effort and ability to be the best she can be.



In the winter Deb trains five or six days a week.



Deb also competes in skijoring with her snow dogs. Above pictured with Kolka and Buck.

Spirit of Giving Evident Around Eastern Washington

Machinists Union members' willingness to help out others was evident across Eastern Washington.

In Goldendale, after voting to ratify a new four-year agreement, members there took time to help out another – Michelle Stanley, the widow of long-time member Guy Stanley, who passed away earlier this year after working for years at the landfill.

“Guy was a strong Union brother who served as a Steward for many years. We held a fundraiser at one of the Union meetings with hamburgers and hot dogs and asked for donations,” said Steward Jerry Mickelson. “We got the company to match the amount. It was a good thing to do because he was such a loyal brother, and it showed he wasn’t forgotten.”

In the Tri-Cities, many understand that Machinists are known for their helping hand. When Local 1951 President Craig Smoot was asked if he would help a family in need, he readily agreed.

The family’s father was diagnosed with a fast-spreading cancer and was not expected to see Christmas. They were in need of a mechanic to help get their vehicle safe to drive.



Members in Goldendale held fundraisers to help the family of a long-time member who passed away and convinced Allied Waste to match the contribution.

His wife needed the van to take the kids to school and to get him to medical and chemotherapy appointments. Without hesitation Craig volunteered his services, replaced the front brake rotors and pads, as well as fixing the dash lights.

Machinists Union members working at Triumph Composite Systems continue to do their part to help others in the community. Members took part in a number of different fundraisers and events.

- Toys for Tots - Collected \$3,880 in cash and collected 128 toys. This effort was done in conjunction with the U.S. Marines.

- Meals on Wheels - Helped provide food for the needy; members sold gourmet lunches and cinnamon rolls on a variety of occasions.

- Catholic Charities – Members helped this charity by cleaning around buildings, cutting shrubbery, power washing buildings and laying bark.

United Way- The employees at Triumph also showed their generosity and concern for others by increasing United Way contributions by 17 percent. With needs increas-

ing during the current recession, the timing for the increased contributions couldn’t be better.

Triumph employees also held the Annual Children’s Christmas Party, which is funded through silent auctions, crafts, holiday gift baskets, etc. Triumph also kicked in funds and the membership brought in treats. More than 1,000 people attended with 900 of those being kids. The remaining toys were donated to Wishing Star Foundation.



Local 1951 President Craig Smoot (r) repaired the family vehicle for Miguel and Macaria Ealbuena after Miguel was diagnosed with fast-growing cancer.



Volunteers from Triumph in Spokane who helped perform clean up chores outside the House of Charity.

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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.

Triumph Stewards Work Together to Serve Members

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members' perspective is heard on a regular basis.

"Our model is by working together with mutual respect and a positive business attitude the parties will be able to more effectively discuss relevant information and decisions that are necessary for carrying out both employee and company agendas successfully," said Warren.

Bob Six and Steve Wyall are two Stewards currently representing second shift members at Triumph, but as the workforce continues to grow, additional Stewards will be needed.

Six has served as second shift Steward for nearly two years and had been a Steward in a different union before hiring into Triumph.

"I like working with people and helping make sure the company follows the collective bargaining agreement and members' rights are protected," Six said.

He enjoys helping others and was especially proud when, "management hadn't done much research on an issue the member had al-

ready told me about. When we went into the meeting, management had one piece of paper, and I handed them a binder of data I had collected over a month," said Six. "I knew the employee was being targeted and built the defense before walking into the room. That is the reason I wanted to be Steward – to protect members' rights."

Steve Wyall also likes to help others. He has worked at Triumph for a little more than one and a half years and became a Union Steward this past December.

"I am learning a lot as I go. For over 10 years in Utah, I volunteered as a mediator approved by the courts so I was interested in serving as a Steward. I am currently doing volunteer work as a mediator here and thought being a Union Steward would give me an opportunity to gain on-the-job interpersonal communication and hands-on skills that are useful," said Wyall. "I enjoy helping others and the Steward was one way to do that."

Jerry Womble was appointed Steward on first shift at Triumph last fall, but has been at the facility since 1997. While he is new as a Steward, he brings a wealth of union experience. Before hiring into the facility, he spent years as a union leader in the Steelworkers Union and worked his way up to local lodge president. He helped organize his co-workers at another job to gain union representation. In the 2010 negotiations with Triumph, he served as the shop floor rep and demonstrated strong communication skills



Steward Steve Wyall (r) answers a contractual question for Greg Buckles.

throughout the bargaining process.

"We have a big shop with over 500 people and many members are hesitant to speak up for themselves. They needed someone to be their advocate who understands the contract language. After serving as the shop floor rep in negotiations, I figured it was time to take on more of a leadership role as a Steward," said Womble. "I have been pretty involved in unions my whole life and the timing seemed right to get more involved. I look forward to helping others with their issues."

With Triumph continuing to hire and workloads increasing, mandatory overtime and overtime scheduling continue to be topics Stewards are regularly asked about. The Stewards continue to work as a team and use the regular meetings as a forum to talk issues.

"My advice to members is if they have any trouble, contact a Union Steward. Don't take on management by yourself – always have a witness and find a Union Steward – that is your right," said Six. "As a Union we stand together, individually they can tear us apart so exercise your right."



Steward Jerry Womble (l) answers questions on pension for Victoria Sampson.

Spokane Members Stand Up to Take Union Pledge

Machinists Union Local 86 in Spokane actively works to get members involved at all levels. When a new member hires into a shop, Stewards invite them to attend Union meetings and when they attend, they stand before the officers and members and accept the pledge of office.

In January, Business Rep Steve Warren administered the membership oath to three new Union Stewards and one member as the Local 86 Executive Board and other members attending looked on. It was a proud moment.



Business Rep Steve Warren (far left) administers the Machinists Union membership oath at a Local 86 monthly meeting (L to R) UPS Steward Don Turley, Bench mechanic at Triumph Composite Kenya Conway, Steward at ASC Ward Nay, Steward from Triumph Composite Steve Wyall.



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Overwhelming Contract Approval at Allied Waste

District 751 members who operate Washington's largest regional landfill have overwhelmingly ratified a new four-year contract.

Some 82 percent of Local 1951 members voted in favor of ratifying the deal with Allied Waste, which owns the regional landfill at Roosevelt in south-central Washington. The contract was approved on Nov. 16, and took effect on Nov. 22.

Under the terms of the contract, union members will receive:

- A lump sum bonus of \$1,250 that was paid on Dec. 9, plus raises of 35 cents an hour in the second year, 45 cents an hour in the third year and 40 cents an hour in the fourth year;
- \$350 reimbursement for buying winter work clothes and boots in 2012, going up to \$375 in 2013 and 2014;
- Increased company contributions to a pension fund and the addition of a 401(k)



Members get their ballot to vote on the offer.

plan managed by the Western Employees Benefits Trust;

- Improved language on seniority; and
- A new job category for "utility personnel" that added three more employees – who had been doing some union work – to the bargaining unit.

The contract covers more than 150 employees of Allied Waste's Rabanco subsidiary. In the last year of the contract, pay at the site will range from \$16.99 to \$27.43, depending on job classification.

The union's negotiating committee had recommended its members accept the contract offer.

This was the third contract that Union Steward Rick Porter helped negotiate with the company, and of the three, it was the most difficult, he said, with little movement from the company's negotiating team until the final day.

"It was fairly tough," he said. "The way things are, we did alright."

Porter said the seniority language – which clarifies procedures for work assignments and start times — was a significant improvement.



Union leaders answer members' questions on the contract offer from Allied Waste prior to members casting their ballots. The agreement was approved by 82 percent.

Local 1951 is affiliated with District 751. District President Tom Wroblewski praised the Roosevelt Landfill workers, saying that the work they do is essential to preserving the health and safety of several million people in cities all up and down the West Coast.

"Our members operate and maintain large complex machines at the landfill, and their skill and dedication are second to none," Wroblewski said.

The Roosevelt landfill is the largest private landfill in Washington, covering 2,545 acres. Trash from Puget Sound – and from as far away as California — is shipped by rail to the site. Trash also comes from Alaska on barges up the Columbia River.