

Pushing back against job erosion

Job erosion is becoming an issue throughout Puget Sound for members working at Boeing. Union Stewards are reporting higher-graded work is being assigned to lower-graded employees.

In order to effectively combat these escalating tactics by management, our union is putting together a process with the expectation that affected members will step up, participate and help provide the documentation to challenge these actions. Members can begin using this new process in May once Business Reps have had an opportunity to outline the steps to our stewards.

“We are receiving complaints from different organizations throughout Puget Sound regarding higher-graded work and expectations from management that the work be accomplished by lower-graded members. This is concerning and it is

important to address these issues. We put together a defined process to capture the information needed to fight this move and push back,” said District 751 President Jon Holden, who enlisted the Jobs Committee to help establish a process.

“In order to effectively challenge this activity, we need members involved to help document these changes,” Holden added. “Members will work directly with their stewards and Business Reps to present the strongest possible case in each instance. Our members performing the job are the experts who can precisely describe any changes to work, which is critical in moving these cases forward.”

“Collectively, we are stronger when we work together and get input from as many members involved as possible,” added Holden. “Strength in numbers is the premise of unions and it holds true for

challenging these issues, as well.”

The committee developing the new process includes Holden, Chief of Staff Richard Jackson and Business Reps Brett Coty, Emerson Hamilton, Rich McCabe and Dan Swank.

Depending on the particular circumstances and documentation, our union will then determine if it is a misassignment grievance or an issue to involve our Jobs Committee. The goal is for much quicker resolution.

Our union wants to ensure our members are empowered to document these and other types of issues surrounding job classifications and labor grades.

Boeing’s recent attempt to install the new Mechatronics job is an example of what can happen if the Company’s proposal becomes reality and higher-graded work would then be performed by lower-graded employees. Our union filed a grievance challenging the labor grade assigned (grade 6) when much of the work is currently in grade 8 and grade 9 jobs. Even more important, is our challenge that Boeing does not have the right to implement the job at all because it intentionally erodes other parts of the contract like inline promotions. Boeing has not put anyone into the job, and we are working through our grievance on this issue.

This type of job erosion is something our union will always fight and with a process for members to bring the documentation forward, we will be able to resolve them quicker.



Gary Naple attended his union meeting to thank IAM 751 for changing his life with union representation.

New member thanks union for changing his life

IAM 751-member Gary Naple is thankful every day to have a voice in his working conditions and union representation. That was the message he conveyed recently at both a District Council meeting and a Local 751-C meeting.

Gary is one of 220 workers at the Cadence-Giddens plant in Everett who voted for IAM representation last May and approved a first contract in February of this year.

“I want to thank District 751 for changing my life. You stepped in and showed us what we can do if we remain united and strong,” Gary told union members attending the meetings.

“Every day I go to work and get to see what we accomplished together by

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Putting together a new process to battle job erosion on the shop floor at Boeing L to R: Rich McCabe, Emerson Hamilton, Richard Jackson, Jon Holden, Dan Swank and Brett Coty. Boeing has stepped up efforts to move higher-graded work to lower-grade job classifications, which we can challenge with proper documentation from our members.

FOD Busters’ inspiring invention

Our members are the experts in building airplanes and often have a better way to perform their work to save Boeing both time and money.

Recently, IAM 751 Union Steward Chris Black demonstrated his ingenuity by coming up with an invention that will help eliminate lost tools and foreign object debris (FOD) in airplanes. The invention involves

magnetizing steel tools and then using a modified gauss meter to detect the residual magnetic fields of any lost tools from the interior or exterior of an plane.

Since initially coming up with the invention, Chris recruited other Boeing employees to be a part of the ‘FOD Buster’ team, which includes Kathy Ferguson, materials engineer; Dan Bynum, remote visual inspector; and Dr. John Hull, physicist and Boeing technical fellow. The FOD Buster team developed the invention utilizing existing magnetic field sensor technology. They then made presentations to BCA P-8 management to garner support. The first prototype is currently being used on the P-8 program.

“The money it costs Boeing to look for lost tools is expensive, and I knew there was a better way,” said Chris, who has 35 years as a nondestructive test inspector and is a lead at Boeing Field. “This invention is a simple and inexpensive way to quickly and accurately locate not just where the tools are but to determine if they are even on the plane.”

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Union Steward Chris Black (r) and materials engineer Kathy Ferguson are part of a FOD Buster team that invented a way to locate lost tools in minutes rather than days using an electromagnetic field detector to find a previously magnetized tool.



Union Steward Kim Krause (l) and Business Rep Greg Campos discuss how Boeing insurance mistakenly billed a member \$4,000 for an emergency room visit, which the union corrected.

Union gets ER bill paid

The value of union membership was evident as Union Steward Kim Krause in Everett helped ensure a member did not have to pay \$4,000 in medical bills for procedures that should have been covered.

This issue seems to surface every so often when Blue Cross Blue Shield of Illinois (BCBSI) rejects a medical claim that should be covered.

In this instance, the member approached Kim after receiving the \$4,000 bill following a recent visit to the emergency room. The bill noted that his visit and the tests they ran were deemed a “non-emergency.” Our

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Chemical Controls

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REPORT FROM THE PRESIDENT

Working together, each doing our part, we will succeed

By JON HOLDEN
District President

We are stronger when we work together. That is the fundamental principle that the entire labor movement is built upon.

Working together also will, I believe, help us protect high-skilled, high-wage jobs at Boeing and the other companies where our members work.

I am hearing increasing reports of job erosion – the improper assignment of work now done by workers in high labor grades to workers in lower labor grades. There seems to be an effort by management at Boeing, in particular, to redefine the work done by our most-skilled members in the highest labor grades in ways that would allow workers in lower labor grades to perform the tasks.

The work itself does not seem to be changing – only the words used to describe it. But that can be enough to take work away from workers in higher labor grades who have dedicated years to learning and perfecting the most complicated processes.

As a union, our immediate concern is for how this affects career opportunities for our members – both those who hold high labor grade jobs now, and those who are striving to improve their skills in order to gain promotions into those roles.

To combat this, we are putting together a process to help us identify, investigate, challenge and resolve these management decisions as quickly as possible.

These are complicated issues and no one person – not me, not our business reps, our stewards or individual members – can investigate and document each potential issue by themselves.



But if we work together and engage everyone in these types of issues, I believe we will be successful in making good decisions that protect our members.

The process will carry with it expectations. As union members, you should expect that your business reps and stewards already are engaging with each other and working together to address these kinds of issues as they arise.

Also as union members, you should expect to be engaged yourselves. This process will be successful when we all take on the responsibility to document these kinds of changes in our work areas. After all, you are the experts on the work that's done in your area, and no one will know better than you if changes are proposed that amount to job erosion.

No one should be asked to fight this alone. When we all do our part to identify, document and address these issues on the shop floor – members, stewards, business reps along with our jobs committee – will be successful in ways that will benefit everyone.

Working together will also be essential if we're to be successful in other areas in the weeks ahead.

One very important effort has been the work of the Resolutions Committees in each of our Local Lodges, which have been preparing for the IAM&AW's Grand Lodge Convention coming up in September. This convention, which draws delegates from IAM local lodges across the United States and Canada, is our opportunity every four years to debate changes to our International Constitution.

These committees have been meeting for several months in a process that

has involved a great number of union members. Their work started last fall, when we held Town Hall workshops across Puget Sound to ask for ideas on how to change the way our union is run.

The local lodge committees then took those suggestions and used them to craft specific proposals, which were presented to the Local Lodges for debate, amendments and approval.

All of this input and participation has made the amendments and resolutions that our Local Lodges will put forward much more thoughtful and relevant, and I thank everyone who has worked together on this important project.

We aren't finished. While the Local Lodges voted on the first round of proposals in April – as you can read elsewhere in this month's *AeroMechanic* – there is still time for us to consider new proposals in May.

After our proposals are finalized, our Local Lodge leaders will share them with their counterparts from other locals across the United States and Canada. By working together with them, it is our goal to gain broad support for these changes, which I believe will make our union stronger by giving more power to the members.

Lastly, our fellow Machinists at Triumph Composites in Spokane will need to work together closely in the weeks ahead, if they are to achieve their goal of a better collective bargaining agreement.

As you can read elsewhere, we are nearing the end of our negotiations with management at the company. Our members are determined to achieve two key goals – restoring pensions for all union workers at the plant, and eliminating the current two-tier wage

system – while also making other gains that will enhance the quality of their work life.

It won't be easy, but if each of our members at Triumph stands together and stands strong, we can succeed.

In each of these cases, no one will be expected to go it alone, but everyone should expect to do their part. Working together makes us stronger, and that strength will pay dividends, whether we're protecting jobs at Boeing, or improving our contract at Triumph, or enhancing the way our union is run.

Union gets \$4,000 ER bill paid

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member disagreed and noted he went to the emergency room because he was experiencing spasms in his arm and believed he was having a heart attack.

Kim recognized that often times medical billing is not coded properly and offered to get on a conference call with BCBSI and the member. After hearing all of the circumstances, BCBSI agreed it was coded incorrectly and agreed the \$4,000 bill should be covered by our insurance. As a result, the member only had to pay the \$75 emergency room co-pay.

"Kim did a great job helping our member resolve this issue," said Business Rep Greg Campos. "As a union, our fear is that many members may just pay the bill when they did not owe that amount. Unfortunately, we have no way of knowing how often that happens."

"We encourage members to question every medical bill and make a few phone calls rather than simply paying the bill," Greg added. "If they cannot get the bill corrected on their own and believe it should have been covered, they should talk to their union steward, business rep or our health and benefits office."



Members at the second shift Local C meeting on April 21 approved a Membership Bill of Rights and other constitutional amendments. Additional resolutions can be passed at the May local lodge meetings.

Locals pass Membership Bill of Rights to give members power

District 751's local lodges in Puget Sound have all approved a "Membership Bill of Rights" that would give Machinists Union members across North America a bigger say in the decisions that affect them most.

The measures are part of a slate of recommended changes to the IAM&AW's International Constitution that our local lodge delegates will present at the Grand Lodge Constitution in September.

"I believe our proposals will provide more rights and ownership to our union's members across the United States and Canada," said District 751 President Jon Holden. "Our union is stronger when we have more participation from more members, and provisions like our proposed Membership Bill of Rights do just that, by

ensuring local lodges and districts have more control over their own processes."

District 751 members in Western Washington (Locals 751-A, 751-C, 751-E and 751-F) approved the proposals during their April local lodge meetings. Members of the three Eastern Washington locals (Locals 86, 1123 and 1951) will vote on the proposals in May. Input and revisions at each meeting was incorporated into amendments to clarify and make them stronger.

New proposals or suggested amendments to the current proposals will be debated at local lodge meetings in May as well.

The complete text of each proposed Grand Lodge constitution amendment is available online at www.IAM751.org/amendments.htm.

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

Jon Holden
President, Directing
Business Representative

Lester Mullen
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Susan Palmer
Secretary-Treasurer

Clark Fromong
Sergeant-at-Arms

Tommy Wilson
Don Morris

Brett Coty
D. Joe Crockett
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Steve Warren (Eastern WA)
Richard McCabe

Jason Redrup
Wilson 'Fergie' Ferguson

Dan Swank
Dena Bartman
Patrick Bertucci
Grace Holland
Greg Campos
Garth Luark
Union Business Representatives

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



751 AERO MECHANIC

Connie Kelliher, Editor
Bryan Corliss, Editor
Member of The Newspaper Guild,
CWA #37082

District 751 AERO MECHANIC (ISSN 0894-7864, USPS 008-660) is published Monthly except Bimonthly in December/January by Aerospace Industrial District Lodge 751, 9125 15th Pl. S., Seattle WA 98108. \$3.50 of the annual dues goes toward a one-year subscription to the Aero Mechanic. \$4 per year for non-members by District Lodge 751, International Association of Machinists and Aerospace Workers, AFL-CIO, 9125 15th Pl. S., Seattle, WA 98108. Periodicals postage paid at Seattle, WA. POSTMASTER: Send address changes to District 751 Aero Mechanic, 9125 15th Pl. S., Seattle, WA 98108

POLITICAL ACTION

IAM wins ruling in Wisconsin 'Right to Work' case

A Wisconsin judge has sided with the Machinists Union in a case challenging the state's private sector "right-to-work" law.

IAM District 10 in Milwaukee, the Wisconsin AFL-CIO and United Steelworkers District 2 in Menasha, Wis., joined to argue that the law was an unlawful seizure of property because it required private-sector unions to extend benefits to workers who don't pay for them.

Wisconsin Gov. Scott Walker and the state's GOP legislature pushed the law through in February 2015 amidst massive protests. Workers in right-to-work states have significantly lower wages, fewer benefits — and far higher rates of fatal workplace accidents — leading some to call them "Right to Worse" laws, or "Right to Work for Less."

"Judge Faust's ruling is a victory for Machinist Union members and all of Wisconsin's working families," said IAM District 10 Directing Business Rep Alex Hoekstra. "Walker and his cronies have continued to push a policy of state economic growth through the elimination of workers' rights. We always knew this policy was foolish and destined to fail. Now we know it was illegal."

Dane County Circuit Judge William Foust cited the state constitution's provision that "the property of no person shall be taken for public use without just compensation." The impact of the law "over time is threatening to the unions' very economic viability," wrote Foust.

Wisconsin's Republican Attorney General promised to appeal the decision to the state's conservative majority Supreme Court, but some labor lawyers say the case could be a crack in right-to-work's armor.

"For unions, the silver lining is that the 'takings' argument may acquire traction in other states or in federal court," writes Brian Mahoney for Politico. "The Fifth Amendment to the U.S. Constitution has a 'takings' clause, and so do some other state constitutions."

"The courts put a needed check on Scott Walker's attacks on working families by ruling that Wisconsin's 'right-to-work' law is in violation of our state constitution," said Phil Neuenfeldt, an IAM member and president of Wisconsin AFL-CIO. "'Right-to-work' goes against the Wisconsin principles of fairness and democracy and hurts all of Wisconsin by eroding the strength of our middle class. 'Right-to-work' has always been unjust, now it's proven unconstitutional."



Local lodges call on Congress to act

Resolutions to be presented at Grand Lodge Convention

Machinists Union members from across the United States will be asked to support two pieces of legislation before Congress that would improve the lives of retired people nationwide.

District 751's local lodges approved two resolutions — one that would allow a one-time payment to people who get Social Security benefits and another calling to allow Medicare to negotiate better drug prices — at their meetings in April.

The resolutions will be forwarded to the IAM Grand Lodge Convention, where delegates will vote on whether to make it an official policy of the Machinists Union nationwide to support the changes proposed by District 751.

Both proposals were initiated by members of the District 751 Retirement Club. Club officers drafted the resolutions and asked the local lodges to support them. All four Western Washington 751 local lodges have approved them, with Eastern Washington locals planning to vote them in May.

"As citizens, we can either complain about the way things are, or try to change them," said Retirement Club President Jackie Boschok. "We decided to work for change."

The first resolution notes that people receiving Social Security benefits did not receive any cost of living increases for 2016, while the actual living costs for seniors — including prescription drugs and housing — went up 3.9 percent.

To address this, the Retirement Club proposed that the Social Security Administration make a one-time payment to seniors and veterans of \$581, or 3.9 percent of the average person's annual benefit.

To pay for this, the club proposes that



Local F members (from left) Jacob Knabe, Carolyn Romeo and Kat Kinckiner study the proposed resolutions before voting on them at their April 13 lodge meeting.

Congress should eliminate a tax loophole that allows corporations to deduct 3.9 percent of the money they give in performance bonuses to their CEOs.

"Closing a small corporate tax loophole in a way that benefits millions of retired Americans and veterans is good public policy," Boschok said.

Sen. Elizabeth Warren of Massachusetts has introduced a bill that would make this happen: Senate Bill 2251, the Senior and Veterans Emergency Benefit Act. The resolutions from District 751's seven local lodges call on the IAM Grand Lodge to support the bill.

The second resolution would lift the ban that prevents Medicare from negotiating with drug companies for lower prices on medications. The ban was enacted in 2003 when Congress approved a Bush administration plan to expand Medicare.

However, other government agencies — including Medicaid and the Veterans Health Administration — are allowed to negotiate with drug manufacturers, which lowers the cost significantly. Studies show that while Medicare pays 83

percent of a drug's list price, Medicaid pays only 48 percent and the Veterans Health Administration 46 percent. The savings would amount to nearly \$16 billion a year, researchers from Carleton University estimate.

For millions of seniors, this is literally a life-or-death issue, Boschok said. "Allowing Medicare to negotiate prices would lower the cost of drugs that seniors must pay, would save lives, and would save taxpayers money."

The Grand Lodge Convention will be Sept. 4-9 in Chicago, and the delegates from IAM 751's local lodges will advocate for the convention to adopt these policy positions, said IAM 751 Legislative Director Larry Brown.

"These are common-sense steps that Congress could make that would benefit retired people and working families in every corner of our country," he said. "It's my belief that the Grand Lodge delegates will support these proposals that our local lodges have made, and that will add the weight of our entire union to the effort to make them law."

Remove the barriers to prosperity

By Lee Newgent, Larry Brown and Vince O'Halloran

The following ran on April 18 in the Wenatchee World

January's increased jobless rate in the Wenatchee area echoes a disturbing trend seen across our state: Much of Washington outside of Puget Sound is quickly losing ground. There is a pressing and immediate need to reverse that loss, to preserve and expand quality, family-wage jobs and private investment in infrastructure that has enabled historic economic stability outside of our major cities.

State leaders must take swift action to secure that stability into the future.

First, communities across our state are being rocked by the loss of jobs from closures of viable industry and manufacturing — such as the Alcoa plant in Wenatchee.

Second, we are facing extreme resistance to use or repurpose sites that have been closed, symptomatic of a growing and devastating "deindustrialization" sentiment. Examples include opposition to the proposal to use a former Alcoa plant for the Millennium Bulk Terminals project in Longview, and the proposal in Tacoma — now on hold — to convert a former aluminum smelter into a methanol refinery.

Finally, it's no secret that our regulatory process is broken. It has

become so protracted and unpredictable that we are sending potential investors the unmistakable message that Washington is an inhospitable place to launch new industrial, energy and transportation facilities.

Each of these issues can and must be addressed immediately by state leaders.

First, the shuttering of industry and manufacturing across Washington must be reversed. Workers east of the Cascade Curtain are commuting long hours for work because there are diminishing opportunities for skilled labor and family-wage jobs at home. It seems Puget Sound is the only current hub for growth. Job growth and incentives for job creation with job requirements must be equal across our state. Leaders should set to work developing an economic plan to ensure opportunity for the entire state, not just the Puget Sound region.

Second, the path toward deindustrialization is elitist and shortsighted. It makes it increasingly difficult for communities like Wenatchee to re-purpose existing industry sites like Alcoa and add new jobs. This will devastate not only our communities, but the entire state. Industrial areas change, and we must adapt to those changes to remain competitive in today's economy. Washington already has some of the most stringent environmental standards in the country. Surely leaders can find a way to

balance the need for family-wage jobs and investment in aging infrastructure with valid environmental concerns, as we have done throughout our history. As with the proposed methanol plant in Tacoma — these jobs are critical to Washington's overall economy, providing quality work and good wages, as well as tax revenue that benefits our schools and programs throughout the state. Industry and the environment must not be regarded as mutually exclusive. (Note: since the time of writing this article, due to the regulatory hurdles the methanol plant siting proposal has been withdrawn. This further proves the point of this op-ed).

Finally, leaders in Olympia must implement a timely regulatory-review process, as this profoundly affects investment by private industry and potential infrastructure enhancements. Our current review process is open-ended and unpredictable, which provides no certainty whatsoever for investors. This means there is no reasonable assurance to workers and their families and communities that jobs will soon come their way, either. The process for project review must provide predictability, including a defined timeline for review, and a date certain for a decision.

Washington is on a dangerous and perhaps irreversible path. A serious course correction is needed to ensure job

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New member thanks union for changing his life

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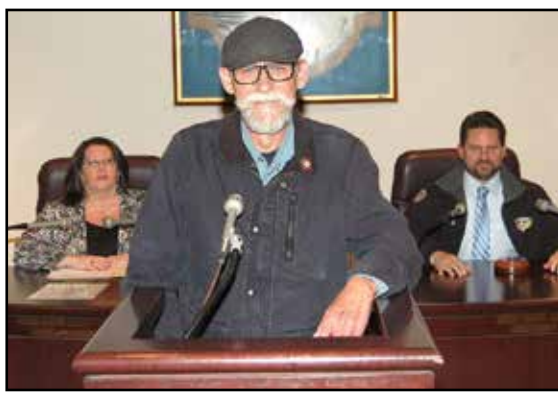
joining a union. The company will always remember the day 200 plus members said they had enough of the company taking too much from the little guy," Gary added.

Gary became a vocal leader on the shop floor and is now a union steward. He and his co-workers learned their rights under the National Labor Relations Act, which were posted on the union website, and used the law to their advantage during the initial contract talks.

"We educated ourselves on our rights and used it for leverage," said Gary. "Our members were chanting and shouting about getting a fair contract. The manager asked if I could help manage the crowd. He called them together. I told them: 'chant louder, chant united and keep working.' He turned and said, 'I thought you were going to help me' to which I responded 'I just did since you were breaking the law so I'm keeping you out of trouble.' It is our right to take part in concerted activity under the NLRA."

Our new members at Cadence were creative each time management tried to break their spirit.

"When management took down our union flyers and said we couldn't post them in the plant, we taped the flyers to our chest and back," Gary added. "They



Gary Naple, an IAM 751 Steward from Cadence Giddens, attended the April 12 District Council to thank 751 for changing his life for the better with a first union contract approved in February.

can't say 'take your clothes off' or 'you can't wear a flyer' since clothes are our personal property."

Even though Gary is one of the higher paid members at Cadence, he was one of the most vocal about insisting on raises for others to raise the standard for all.

"This contract was for all of us. It is for the guy who was struggling to pay rent and put food on the table," said Gary. "We, as workers, built this country and deserve to live comfortably. If more people knew what they could do at their workplace simply by standing together, they would all join a union and exercise that power."

His message should resonate with workers across the country, but you can be sure our organizing department will have him tell his story to other potential members in the future.



L to R: Ben Simpson, Ben Foxley, John Combs and Chris Evans take their oath of office as stewards at Cadence.

Below from left: Mike Powell and Gary Naple accept the oath of office from Steward Coordinator Ed Lutgen.



Cadence stewards take oath and training to better represent members

Machinists Union members at Cadence Aerospace-Giddens in Everett now have six union stewards to help them enforce their collective bargaining agreement with the company.

The six – John Combs, Chris Evans, Ben Foxley, Gary Naple, Mike Powell and Ben Simpson – were sworn in as stewards and received their initial training during a special orientation April 21.

"The six of them stepped up to volunteer for the most critical role in our union," said Greg Campos, who is the business rep for the Cadence-Giddens workers. "Stewards are the backbone of our union, the ones who do the important work of representing our members on the shop floor, day-in and day-out."

During the session, Steward Coordinator Ed Lutgen briefed the new stewards on grievance procedures and gave them some basic advice on how to be an effective advocate for workers.

"Take notes on everything," he urged them, work hard to gain the trust of union members, and get to know their union contract inside and out.

Lutgen also urged the stewards to make sure all union members know they have Weingarten Rights – the right, under federal law, to have a union steward come with them as a witness any time they're called into a meeting they think might result in disciplinary action by their company.

These are the first permanent union stewards to be appointed since the Cadence-Giddens workers ratified their first union contract in February. The contract ensured pay raises and bonuses that will mean at least \$2,100 in additional earnings for each worker in the first year.

"We're glad you guys became union," Lutgen said. "We're glad to be helping you guys out, to raise your standard of living."



L to R: Union Stewards Smith Smitty Larson and Dee Fox along with Business Rep Joe Crockett ensured pay was corrected for five members at Hytek Finishes in Kent.

Union gets pay corrected for Machinist members at Hytek

Five employees of Hytek Finishes in Kent got errors in their paychecks corrected this spring, thanks to the work of a District 751 union steward.

In each case, the company made the same mistake: applying the 3 percent general wage increase that all employees got under the IAM contract without first adding in additional pay for promotions they earned at about the same time, said Dee Fox, the steward who worked the issue.

In each case, the difference was small – at most 12 cents an hour -- but over time that adds up, said Business Rep Joe Crockett, who represents the workers at Hytek.

"Twelve cents an hour works out to about \$250 a year, which is a car payment, or a couple weeks' worth of groceries," he said. "It's meaningful."

The incident came to light in March, when Hytek workers got their 3 percent raise guaranteed by the contract they ratified in March 2013.

Fox was alerted that one of the workers in her area had found an error in his paycheck. The worker had recently been promoted from a Grade 1 process support worker to a Grade 2, after earning enough skill points to qualify for the upgrade.

That promotion meant a raise of \$1.50 an hour, which should have been added in

to the worker's pay before the 3 percent raise was calculated – but it wasn't.

Fox, the union steward, went to Hytek management on the worker's behalf. The company looked into it, and discovered that an error had in fact been made.

"To their credit, once they saw the mistake, they moved pretty quickly to make it right," Crockett said.

Then, at Fox's request, company managers looked to see if any other workers had been similarly affected – and found that four others had.

All five got their raises and received the back pay they'd missed.

For Fox, one of the best parts of the whole process was the fact it was started when a supervisor had come to her to see if together the two of them could get the error resolved. "It was a really good example of the kind of relationship we have there," Fox said.

Fox said all workers at Hytek should talk to their union stewards whenever they feel there's been an error in their pay, or if they have any other issue.

"If you just come to a steward, chances are, we can solve it," she said. "You've just got to let us know."

Crockett agreed. "We need you to tell us about it, and if there's merit, we'll go to bat for you," he said. "That's what a collective bargaining agreement is for."

Raises for members who work at AIM Aerospace-Sumner

Machinists Union members who work at AIM Aerospace-Sumner got their second guaranteed annual wage increase on May 2.

Under the terms of their collective bargaining agreement, all workers with four or more years' tenure at AIM-Sumner, as of May 2, saw their base wages increased by 2.75 percent.

Workers with less than four years' tenure saw their base wages increased according to a wage progression table outlined in the contract. The contract specifies wage increases for recently hired workers in each job category after three months, six months, nine months, one year, 18 months, two years and three years. The wages at each interval increased

on May 2.

"One of the great benefits of a union contract is that workers are guaranteed regular wage increases that are applied consistently at specified times," said Brett Coty, the Business Rep for the workers at AIM. "Without a union contract, raises are arbitrary, inconsistent – or often non-existent."

The Machinists at AIM ratified their current four-year agreement in May 2014. It was their first union contract after

the workers voted to unionize in July 2013.

Under its terms, Machinists at AIM got average raises of 5.6 percent upon ratification and specified annual wage increases. The next one will be on May 1, 2017.



Everett hazmat team tackles more with less

You can only imagine how many different chemicals are used to build Boeing commercial airplanes or how much hazardous waste is generated during that process.

A group of highly trained Machinists Union members at the Everett site are all too familiar with both the volume of chemicals and hazardous waste. These members, who work as environmental control technicians, must possess extensive knowledge of not just the chemicals, but procedures to dispose of hazardous waste, government regulations, hazmat response procedures and so much more.

Everett being the largest site handles the lion's share of hazardous materials used by Boeing for the production of commercial aircraft. This in turn reflects in the large amounts of hazardous waste generated and processed. Yet hazardous waste disposal barely scratches the surface of the responsibilities for this Hazmat group.

Just as impressive is the fact that they are continually taking on more responsibility with less headcount. Ever-changing government regulations pose additional challenges.

"Our head count continues to diminish. As team leader, I continually ask members if they have ideas on how to do the work safer and more efficiently," said member Robert Foley. "When you have people that work this job every day who have suggestions, they are the experts so you embrace their ideas."

Beyond simply collecting and disposing of hazardous waste, these members are also charged with ordering, warehousing and distributing chemicals to a number of Boeing facilities. In addition, they kit the chemicals into usable packaging to minimize waste — keep in mind that each chemical has different regulations for packaging and labeling.

The list of buildings that Everett Hazmat services at the Everett site is growing and includes several buildings under construction. Orders are filled not just for point of use stations at Everett, but also new buildings off the main Everett site. They also ship hazmat chemicals

to other sites in the Boeing Puget Sound complex, South Carolina, Montana, Utah, California, Texas and hazmat chemicals for AOG. The members also provide a variety of non-flammable and highly flammable compressed gases for the entire site. The group also took over maintaining the Skydrol trenches from a vendor that run for miles underneath the factory — adding to their already incredible workload.

They have reorganized the warehouse to improve access, changed the delivery method of solvents from 5-gallon buckets that were awkward and heavy to smaller pint-sized containers. Standardized labeling is a huge time saver in the warehouse, as well.

Whenever there is a chemical spill throughout the factory whether it is a leaking forklift to a level A hazmat response to a blood borne pathogen, they respond. It is just another example of how this group goes above and beyond on a daily basis.

Dave Coleman, the 40-15 Lead, coordinates with the waste team in their



The Everett Hazmat Heroes team in the 40-15 building has received several awards for their environmental innovations. L to R: Scott Deatherage, David Coleman, Marcia Monsaas, Mike Williams, Dale Wetzel, Jim Hastings, Robert Gerrodette, Rob Foley, Mike Thompson, George 'Kip' Wilson and Business Rep Grace Holland. (Not pictured, but part of the crew Dave Harding, and Ken McArthur, Hazmat Manager).



Executing the daily hazardous waste disposal turn, dumping 60 bins in about 60 minutes is amazing. Dave Coleman coordinates the process. Jonathan McCarter handles the forklift while Mike Thompson and Robert Gerrodette drive the stackers.

daily hazardous disposal 'turn'. It is like watching a perfectly-executed ballet that showcases their incredible forklift and stacker driving skills. Every move is choreographed and timing is critical. Two stackers and a forklift quickly, simultaneously and precisely pick up collected hazardous waste bins, dump it into a waste roll-off container, and return the empty bins to a forklift trailer to be sent back to the factory. Impressively, about 60 waste bins are emptied and readied to return to the factory in about a 60 minute time span. Since it is imperative not to allow rain into the roll-offs, this process gets more complicated on wet days.

Through all the added responsibilities, the group continues to not only improve

their process, but implement initiatives to help the environment, as well.

In 2013, the hazmat team in the 40-15 building received an award for their reuse/reduce/recycle poly drums initiative. The project reused 55-gallon poly drums, reduced requirements for new drums by reconditioning and using existing drums and recycled other drums to the vendor. It reduced the amount of landfill waste by 2.5 tons of plastic in 2013 alone, freed up warehouse space and reduced cost.

In 2012, the 40-15 hazmat team's "drum to tote" project was honored. By switching from 55-gallon drums that would go straight to a landfill to vendor collected, cleaned and reused 275-gallon tote, the Hazmat Heroes EI Team was able

Continued on Page 8



Above: The drums to totes project reduced warehouse space by 25 percent and kept 1200 drums from landfills.

Above: Marcia Monsaas and Adair Gearhart helped re-organize paint in the warehouse to be more efficient.



Each day Karen Latham (l) and Kristie Dubuc kit, package and ship chemicals throughout Puget Sound and to other locations across the country.



Above L to R: Business Rep Grace Holland, Steward Bill Herrmann and Ty Staley discuss how they went from 5-gallon step cans to 55-gallon drums to reduce the number of waste pickups at point of use stations in Everett.



Ron Kubasta works to label the chemicals to be sent out to the plants and must ensure they comply with state and federal regulations.

Guide Dogs fundraisers: Fun for a great cause

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

Guide Dogs of America is a California-based charity -- founded by a Machinists Union member -- that provides service dogs and training in their use to people who are blind, or have impaired vision, from across the United States and Canada.

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



Flight for Sight fun run

District 751 is lacing up its running shoes once again with the 15th annual Flight for Sight fun run and walk on Saturday, June 4, at District 751's Everett Union Hall, 8726 Airport Road.

Registration is from 7:30 to 9 a.m. Chip-timed racing on 5K and 10K courses will start at 9:30 a.m. A non-competitive 1-mile walk will start at 9:45 a.m. The courses will be certified by USA Track & Field.

Registration, which includes a t-shirt, costs \$30 in advance or \$35 on the day of the race. Registration forms are available online at www.FlightForSight.com.

Sporting clays shoot

Local C will host its fourth annual "Bucks 4 Pups" sporting clays shoot to benefit Guide Dogs of America on Saturday, June 18, with the support of Scott Wealth Management Group.

The event at the Sumner Sportsmen's Association (15711 96th St. E., Puyal-



lup) will open at 8 a.m. for registration. An orientation and safety training session is at 9 a.m., with shooting starting at 10. First-time shooters are welcome and there will be basic sporting clays safety and instruction available.

The cost to enter is \$190 per shooter, or \$140 for shooters under 18. The field will be limited to 100 competitors, who will each fire at 100 report-pair targets. Trophies will be awarded to the top teams and top individual shooters. Breakfast, coffee and donuts and lunch all are provided, along with ammunition and targets.

Registration forms will be available at all IAM 751 Union Halls. Volunteers are needed for the shoot. To help out, call John Lopez Jr. at (253) 230-9192 or Chris Schorr at (253)-793-2288.



Puppy Putt 14

The 14th annual Puppy Putt charity motorcycle ride will be Saturday, July 9. Riders will leave between 8 and 10 a.m. from either Sound Harley-Davidson in Marysville (1612 Smokey Point Blvd.) or from Northwest Harley-Davidson in Lacey (8000 Freedom Lane). The separate groups will meet at District Lodge 751's Seattle Union Hall (9135 15th Pl. S.) for an afternoon of motorcycle-themed food, music and fun.

Advanced registration is \$15 for a rider and \$5 for passengers. Registration

costs \$20 on the day of the ride. Forms are available at all District 751 union halls in Puget Sound or online at www.PuppyPutt.com.

For details, go online at www.PuppyPutt.com or call District 751's Everett Union Hall at (425) 355-8821.

This year the Puppy Putt is raffling off a Harley Davidson Sportser XL1200C. Raffle tickets are \$5 each and available at all union halls or local lodge meetings. A maximum of 5,000 tickets will be sold. You need not be present at the Puppy Putt to win the motorcycle.



Local 86 Trap Shoot

Local 86 in Spokane will hold its fourth-annual charity trap shoot on Aug. 20 at the Spokane Gun Club (19615 E. Sprague Ave in Greenacres).

The event will start at 9 a.m. The cost is \$80 per person, which includes lunch, trophies and door prizes. There will be additional drawings for prizes including shotguns, televisions, barbecue grills and tool packages.

To register, call the Spokane Union Hall at (509) 534-9690 or e-mail aevland28@msn.com.

Local A car show

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

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

Along with displays of custom cars and cycles, there will be food and live music, and the 1973 National Hot Rod Association world champion funny car,

NAS Whidbey golf tourney set for Aug. 6

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

The four-man scramble tournament will begin with a shotgun start at noon, Aug. 6, at Avalon Golf Links, 19345 Kelleher Road, Burlington.

The cost is \$110 per player, which covers cart rentals, lunch and 18 holes of golf.

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

Last year, nearly 60 golfers took part, raising a record \$6,100 for charity.

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

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

The Green Elephant, will be on display.

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



FOD Buster team creates an inspiring invention

Continued from Page 1

The team focused on the most cost-effective way to locate lost tools. They modified an existing milligauss meter used for hospital MRI room magnetic field surveys. The magnetic field sensor technology makes detection through the airframe possible without disassembling the aircraft and allows pinpoint accuracy in finding a tool's exact location from outside the plane. In fact, aluminum and other non-ferromagnetic metals like titanium, nickel based alloys, and austenitic stainless steels, will not shield a magnetized tool from detection.

According to Chris, "Many of the tools from our tool suppliers are already magnetized when purchased. Tools can also be magnetized using a magnetic particle inspection coil. I use direct current (DC) to magnetize steel tools because it induces a magnetic field that is stronger than the field produced using an alternating current (AC). Using a DC milligauss meter eliminates interference from AC magnetic fields in the factory due to extraneous power sources."

Magnetizing the tools allows mechanics to locate them with a magnetic field sensor. The lost tool detection device, which is still being perfected, will incorporate a magnetic field sensor, threshold alarm, headphones, and flashing LED light, to alert mechanics to a residual magnetic field from the lost tool.

Instead of looking for tools using a metal detector that only has a range of a quarter inch and could get false alarms from the structural steel in the factory, the detection range of the modified magneto-resistive milligauss meter is up to 24 inches depending on the residual magnetic field of the lost tool. This makes sweeping the airplane for lost tools quicker and more

accurate.

Chris actually thought of this concept over two decades ago, but at that time there was no interest in implementing the idea. Then last year, after 10 days were spent in the Renton factory removing insulation blankets from an airplane to search for a lost Apex tip that had fallen behind a flight-deck instrument, he made the factory aware that lost tools could be found using magnetic field sensing technology.

Chris then contacted Kathy Ferguson, a SPEEA-represented engineer who has multiple patents since coming to Boeing seven years ago, to help him submit an invention disclosure. Kathy and Chris have worked together on many projects while on the Board of Directors for the Pacific Northwest Section of the American Society for Nondestructive Testing (ASNT).

Kathy helped develop the technology and worked with Boeing Supplier Management to draft a Proprietary Information Agreement with the supplier who will build the final device. The team currently has eight invention disclosures, one patent pending, and was awarded one meritorious invention award.

The team evaluated various metal detectors but found that they were either partially or completely shielded by aluminum skin thereby preventing detection of lost tools. The team also considered various technologies that could be applied to nonmetal tools such as flashlights, plastic scrapers, and gloves. Applying radio frequency identification (RFID) tags to nonmetallic tools was not an option because radio frequency is shielded by aluminum skin. In response to this technology gap, team member John Hull invented a completely new sensor technology that can be applied to nonmetallic tools allowing them

to be detected through any metal structure. He already has a working prototype but will need funding to further develop the technology before it can be implemented. His invention may also be applied to metal tools and could one day make it possible to scan an entire airplane as it passes through a scanning system.

"SPEEA and the IAM are co-located here and work well together to solve problems," said Kathy. "Here we can turn an idea into reality. Our team is comprised of IAM and SPEEA members with diverse technical backgrounds. Everyone respects what each other brings to the team and because of this, we have been able to brainstorm multiple solutions to detect lost tools inside airplanes."

The team greatly appreciates the support they received from P-8 manager Brian Lidy, who after seeing a demonstration initiated the approval process for use on the P-8 program. Brian tested the accuracy of the lost tool detection device by placing a one-inch magnetized Apex tip on top of a blanket on the inside of a P-8 airplane. Chris found the tool in under 30 seconds after scanning the exterior of the plane in a four-foot by four-foot area.

The FOD Buster lost tool detection device will help our mechanics locate lost tools faster than ever before. Having this capability will create a more positive atmosphere for reporting lost tools, in addition to saving Boeing lots of money.

"This is just one example of the amazing skills, expertise and innovation that are the heart of the IAM and SPEEA memberships working at Boeing here in Puget Sound, who working together make Boeing successful," said District 751 President Jon Holden after learning about the collaboration.

SERVICE TO THE COMMUNITY

MVPs help build better communities across Puget Sound

IAM 751 MVPs continued their work in our communities in April, working on multiple projects. For more information on union community service events, call the Seattle Union Hall at (206) 764-0335.

Nicki and Dan Thomaier were two Everett MVPs helping with the road clean up.



Above: North-end MVPs cleaned up our Adopt-a-Road location. Some of the MVPs helping include: Bruce Berg, Brian Butler, Adrian Camez, Nancy Cullinan, Michelle Dinsmore, Mark Hartman, Kristi Kidrick, James Kreitle, John Kussy, Brendan O'Dell, Brian Pelland, Dan Thomaier, Nicki Thomaier, Robert Whitfield.



(From left) Alfredo Silva (IAM 160), Brandon Hemming (IAM 160), IAM 751 retiree activist George Braun and MVP Committee Chairman Rob Curran pose with some of the 8,600 diapers and 6,800 wipes Machinists collected in March for groups like Care Net Pregnancy & Family Services of Puget Sound, whose director of development is Ben Edwards (r).

Diaper drive helps families in need

Seattle-area Machinists from District 751 and our sister lodge, District 160, teamed up to collect more than 8,600 diapers and 6,800 baby wipes in support of the recent March of Diapers community campaign.

The two district lodges made a significant contribution to the effort, which provided in total more than 21,000 diapers and 16,000 wipes to women's shelters and agencies that support low-income families in King, Pierce and Snohomish counties.

"We were so successful, we were able

to expand the program and help more agencies than we'd planned on originally," said Cheryl Hurst, a community activist who headed the effort. "The Machinists played a big part in that."

The diapers and wipes were turned over to Care Net Pregnancy & Family Services of Puget Sound in Tacoma, the Domestic Violence Abuse Network of Tukwila, FISH food bank in Edgewood, Mary's Place in Seattle, the Multi Service Center in Federal Way and Pregnancy Aid of Snohomish County.



Volunteers disassembled a wheelchair ramp that was no longer needed in Seattle, in order to use the materials for a future ramp project. L to R: Clark Fromong, Leah Keel, Chloe Keel, Tom Murphy, Jim Hutchins (Ed Lutgen not pictured).

Photo right: MVPs Rob Curran and Brenda Brammer volunteered to refurbish donated toys at the Toy Rescue Mission in Tacoma



Left: Rob Curran, George Braun and Brenda Brammer (not pictured) cleaned up along our Adopt-a-Road location in Auburn.



Spread the love! Peanut butter drive ends May 10

Our union's annual peanut butter drives are entering the final stretch.

Tuesday, May 10, is the last day to donate jars of peanut butter to the annual efforts, which provides a much-needed source of tasty protein to school children whose families rely on food banks during the summer months.

Donations can be brought to local lodge meetings this month, or dropped off at any IAM 751 union hall in Puget Sound.

Peanut butter donated in Everett will be pooled with donations from other Snohomish County unions and given to Volunteers of America's Everett Food Bank. Donations made at the Auburn, Renton and Seattle union halls will be pooled with donations from unions in Pierce County and donated to the Emergency Food Network.

This is the sixth year that District 751 has taken part in peanut butter drives sponsored by the Pierce and Snohomish county labor councils. Over the years, IAM 751 members

have donated nearly 6,700 pounds of peanut butter – more than 3.3 tons.

The need continues to be great. More than 1-in-7 Washington state residents rely on food banks to ensure their families get enough to eat. Most of these people have jobs, but those jobs don't pay them enough to live on.

The need is particularly great during the summer, when children who have been eating free or reduced-price lunches at school no longer receive those meals. For them, peanut butter is a good source of nutrition that almost every child likes to eat.

District 751 members are encouraged to buy union-made peanut butter brands like Jif or Adams, and to buy it whenever possible from unionized grocery stores, including Albertson's, Fred Meyer, PCC, QFC, Safeway or Thriftway.

However, all donations will be accepted, said Terri Myette, who is one of the focal for the drive. "Hungry children don't pay attention to labels."

You can help with Letter Carriers' food drive on May 14

Remember to leave out a food donation at your mail box. This is an easy way to help laid-off workers and others utilizing area food banks. Simply set out your canned or non-perishable foods at your mailbox on Saturday, May 14. The Letter Carriers will do the rest.

Also consider volunteering to help the postal workers collect the donations.

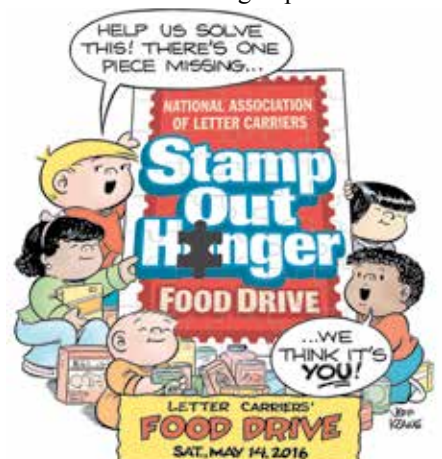
Volunteers are needed in the following areas:

Everett - Main Post Office 3102 Hoyt Ave – shifts 11-2, 2-5 and 4-6. Coordinated by United Way of Snohomish County.

Contact Kay Michlik at District 751 at kaym@

iam751.org to sign up

Pierce County – Emergency Food Network (EFN) is coordinating the drive Contact Merrit Reed, EFN Coordinator of Volunteer Activities at merrit@efoodnet.org to find out locations and times and sign up.



HSI Joint Programs Site Safety Committees have a rich history resolving safety issues on the shop floor

While many members assume the Union and Boeing have always worked jointly on safety and education issues, this really started when the IAM-Boeing Joint Programs was negotiated into the 1989 contract. So many of the programs and initiatives that have become part of the workplace at Boeing resulted from the joint efforts of HSI – all with the goal of making the workplace healthier and safer.

The concept of working together to address health and safety issues came to the forefront in the 1989 negotiations after members working in Auburn experienced a mysterious illness from fumes introduced with exotic materials in the workplace.

The IAM-Boeing Health and Safety Institute (HSI) was negotiated to jointly address health and safety concerns.

"In the early 1990's the union and HSI were asked to participate in abating a citation for a violation of the worker right to know laws (Hazcom). HSI responded by putting together a four-hour touch screen laser disk program that at the time was state-of-the-art. Over 43,000 members and managers took the class. It was a great success and showed what can be done when the union and company work together," said Gayl Bailey, IAM-Boeing Joint Programs Co-Director who has been with the program since the start.



In 1994, Business Rep Scherie Hart (l) and HSI Administrator Gayl Bailey (center) listen to a member's safety concerns at Harbour Pointe.

Contact your Site Safety Committee with any safety concerns or for assistance in filing a shear. You can locate committee members for your plant on the internal Boeing web at: <http://iamboeing.web.com>. Then click Health & Safety tab, then Site Committees

"Prior to delivery of that program, I remember in many shops Material Safety

Data Sheets (MSDS) were kept locked in a file drawer and employees had no way to access them. During that time period members would use keytone to wash off paint, primer or seal at the end of day without knowing the dangers. We have come a long way in the last 26 years."

To more effectively address health and safety issues at each plant, the HSI Joint Site Safety Committees were established in Auburn, Frederickson, Developmental Center, Everett, Kent, Plant 2, Renton and Portland. Each committee is comprised of IAM members, managers, a Union business rep and a division safety manager.

While site safety committees existed prior to 1990 and HSI, there was a defined structure that was supported by union members on the committee but poorly attended by company representatives. There was little support and no consistency in how issues were resolved, with minimal sharing of information and no budget for union site committee members to clock out to investigate membership concerns.

Today, the site safety committees remain a critical part of the safety environment at Boeing.

The site safety committees bring safety initiatives to the factory floor, work to improve ergonomics, reduce accidents and make the workplace safer. They participate on major accidents, incidents or near miss investigations. Site Committee members also act as trainers for Safety Leadership Training or Incident Investigation. During monthly walk-throughs, Site Committee members observe safety practices in areas of high risk, investigate concerns members may have raised, and follow-up on open SHEARs (Safety Health and Environmental Action Request forms) submitted by members. Site Committees, like all HSI programs, emphasize involvement and a concept of shared responsibility between the employee, the union, and the company for their health and safety in the workplace, at home and in the community.

Our members should not hesitate to contact their area site safety committee with any type of health or safety concern in the workplace. (see box above left for contact



HSI Site Safety Committee offsite training in 1998. Business Rep Tommy Wilson (2nd from right) still fights daily to promote a safer workplace in his role as District Safety Coordinator.

information).

The formation of HSI and negotiated contract language standardized site safety committees and ensured union committee members have an equal voice in any and all safety issues – especially with concerns brought forward by our members.

HSI was instrumental in so many other safety programs. One of the most important was the development of the SHEAR form. These forms were developed to aid in members reporting problems, questions, potential risks, chemical hazards, and needed repairs and improvements. SHEARs are the preferred process to address health and safety issues and are called out in section 16.5 of our contract with Boeing. There should never be retaliation toward a member for filing a SHEAR; however, we know that often times members are hesitant to speak up. If a member feels intimidated to file a SHEAR, they can contact a union-side HSI Site Safety Committee member who will gladly file the SHEAR.

Currently, Joint Programs is working toward programs to help with safety. One effort is in identifying standard safety training for stewards, Site Committees and Safety Focals so they have additional knowledge of the safety process and can better represent safety issues our members may bring to them.

The *AeroMechanic* will feature one site committee in each upcoming edition to share best practices from each site and highlight resolved safety issues.

Everett hazmat team tackles more with less

Continued from Page 5

to remove more than 1200 plastic drums from landfills each year. Warehouse space was reduced by 25 percent and the larger totes gave a bulk discount rate on the chemicals – giving additional savings. But only through considerable research and insistence did this become a reality.

"We kept running into roadblocks. Management said we are only paying \$90 a truck to get rid of the drums so it's not a big money item," said Robert. "The environmental impact was heinous so we forged ahead even though management said don't worry about it. The bigger totes were a 66 percent reduction in plastic stored in the warehouse, which is huge."

"The drum to tote project is a good example of our members stepping up to make improvements – cost savings,



Solvent used to be sent to the factory in 5-gallon buckets making them heavy to unload before going to smaller, more manageable packaging sent on small processing trucks.

working safer, and doing the right thing for the environment with less material going to landfills," said Union Steward George "Kip" Wilson. "We used to be a three-shift operation in the 40-15 and now it is basically one shift. We are dealing with a lot more materials and chemicals and continually making improvements, which should also translate to a higher AMPP payout."

Inside the factory, the hazmat team is redesigning point of use stations as well. Recently, they switched from using 5-gallon step cans, which had to be emptied daily, to a 55-gallon drum that is color coded and labeled – making it easier for members to identify the proper waste container.

"Rather than doing the task every day, we order more product and have larger waste containers. With more stations to service, we have had to come up with ways to do more with less," said member Ty Staley.

Now a forklift picks up the drums making it safer and eliminating daily trips to the station. They also switched to plastic bands from steel bands to hold the drums in place because people were getting cut on the steel edges.

Business Rep Grace Holland, who represents the group, sees transformations the group is continually making.

"Our members are always looking for ways to improve their jobs - even when they constantly face the threat of having their job code eroded by the company wanting to outsource it," said Grace. "Every day they show their value to Boeing and are critical to keeping the production process

moving."

In the 40-51 Kitroom/Decant room where they break down chemicals to a usable package, they have redesigned the labels to be in compliance with federal regulations while still keeping the most important information in large enough font to read without squinting or a magnifying glass. They coordinated with the other sites throughout Puget Sound to ensure the labels are standardized.

"It is a lot of little things we do that really make an impact. We regularly make changes and do what needs to be done without being asked," said Union Steward Bill Herrmann. "Working together, brainstorming ideas, and being open to change are how we continue to take on more responsibility. It is a testament to the ingenuity of our members who harness their expertise and when they are allowed to make design changes to their work flow, it benefits everyone."



Billi Startzman has worked as part of the hazmat team for 20 years.



Above: Tammy Holst ensures the Point of Use station has the proper chemicals each day.

Left: Michael Williams stocks a chemical cabinet on the 777 line.

RETIREMENT NEWS

Retirement Club meeting minutes for April

The meeting was called to order by President Jackie Boschok. Secretary Lucia Raum 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 March meeting minutes were approved.

Financial Report: Tom Lux gave the report and it was approved.

Executive Board Report: Lucia Raum read the following motion: To affiliate with the new C4 of the Washington State Alliance for Retired Americans Educational Fund at a cost of \$400 and send up to ten delegates to their founding convention on May 11, and I so move. Jackie Boschok explained that the alliance was transitioning from a C3 non-profit status to a C4 status. M/S/P

Health and Welfare: Helen Pompeo gave the report. A moment of silence was observed for the following deceased IAM 751 retirees: Gary Brooling, Marie Hjartson & Vera Larson. Sympathy cards were sent to the next of kin.

Legislative Report: Carl Schwartz reported the Supreme Court split on the California teachers' agency-fees case. It was a win for labor; the lower court's decision was affirmed.

In 1620, 150 years BEFORE the so-called Tea Party, a small ship was moored off Cape Cod. The Mayflower captain made two announcements, first, "we're not in Virginia," and second, "we're out of beer." Oh boy, said a couple men, "we can cut loose." However the majority said, "It's not going to be that way. We are going to be a civic union – we will make decisions, to build houses, roads, bridges, and then EVERYONE will pay their fair share." They wrote down this compact, and no one set foot in America until all had signed it. No "free riders." And ever since, our country, the USA has prospered. We have made decisions as a community, agreed on the costs, the dues, and paid. It is only a few people who try to "hide their funds" overseas, or to evade taxes, or who try to get out of paying the same union dues as their fellow workers.



Retirement Club members with birthdays in April celebrated with cake at the April 11 meeting. Front, from left, Jackie Boschok, Aurelia Turner, Helen Mah, George Braun and Jan Egger; back (from left) Jim Hutchins and Dan Ivanhoe.

The court made the right decision.

Carl announced the club sent a couple of resolutions to our local lodges asking them to adopt them and forward them to the Grand Lodge convention. The resolutions ask to allow Medicare to negotiate lower drug prices, as well as lower the voluntary retirement age and "Scrap the Cap" to help Social Security.

Nabisco, maker of Oreos, is closing its factory in Chicago and moving production to Mexico. However, some Nabisco products are still being made in the USA. Check the label before purchasing to make sure they were made in the USA and tell the grocery store clerk you want to purchase Nabisco products made in the USA.

Washington State's legislature has finished the 2016 session, only minor issues were accomplished and school funding was postponed to next year.

IAM Action Alerts: Ask Congress to stop the assault on customer service clerks at airports. They need to be treated with dignity. Also tell Congress to allow adequate rest time for flight attendants between flights.

Good & Welfare: Lucia Raum announced that the local chapter of the Alliance for Retired Americans was hosting a speaker about transit issues at

the Kent Senior Center on April 14.

Tom Lux announced that the District and the Labor History Committee are sponsoring a benefit concert by John O'Connor on May 14 at 7 p.m. at the District 751 Seattle Union Hall. A \$10 donation will benefit Pacific Northwest Labor History Association (PNLHA). Tom also announced that the annual conference of PNLHA will take place in Portland on May 20-22.

Tom also reported that the PNLHA, in conjunction with the Snohomish County Labor Council, will be commemorating the 100th anniversary of the Everett Massacre on November 5, 2016 – the Virginia V steamer will sail from Seattle to Everett to commemorate what has been called the bloodiest labor confrontation in Northwest history. The Virginia V trip costs \$100. Tom is selling buttons for \$5.

Max Templin asked how many receive the Seattle Times and mentioned a recent article about a program for low-income seniors to receive reduced property taxes. Apparently many people are eligible for the program but very few have taken advantage of it. If you make less than \$40,000 per year you may qualify. The King County Auditor is arranging

meetings throughout King County to help get the word out.

President's Report: Jackie Boschok said the District Diaper Drive has ended and thanked those who donated funds to purchase two large boxes of diapers and a box of wipes on behalf of the Retirement Club. The Peanut Butter Drive continues until May 10 and Jackie encouraged participation in that drive.

She stated that nominations for delegates to attend the National IAM convention are taking place at this month's local lodge meetings. Local A and E voted the first week of April. Local F and C will take nominations the second week in April. Retirees can vote in their local's election if there is one. In answer to a question about who can serve as a delegate Jackie answered that only dues paying members in good standing can be delegates.

Jackie stated the District Council voted to endorse the Raise Up Washington campaign which seeks to put an initiative on the November ballot that would raise the minimum wage statewide to \$13.50 an hour by 2020. Three thousand signatures are still needed. If you would like to help with the campaign let her know.

There will be a NW Summit against TPP April 16 in Tacoma. We need to continue to fight against TPP.

Old & New Business: None.

The club welcomed recent retiree Pam Harris who was attending her first meeting.

April Birthdays & Anniversaries: Helen Mah, George Braun, Aurelia Turner, Jim Hutchins, Jackie Boschok and Don Ivanhoe celebrated their birthdays. Jan and Connie Egger celebrated their anniversary. The club sang Happy Birthday to them.

The Fred Meyer gift card was won by: Jerry Seidel. Meeting adjourned at 11:41 a.m.

RETIRED CLUB OFFICERS

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

Plan to attend May 23 meeting and hear presentation to protect against identity theft & senior fraud

The 751 Retirement Club will have a special guest speaker/presentation on Monday, May 23 at 11 a.m. at the Seattle Union Hall (9135 15th Pl. S.) Eric Moss from the State Attorney General's Consumer Fraud Protection Division will be giving a presentation, presenting tips and answering questions on identity theft, senior fraud and other scams relevant to seniors. Plan to attend and stay for the free lunch following and learn how to protect against these crimes that often target seniors.

10.2 million workers physically can't wait for retirement

A recent report by the Center for Economic and Policy Research shows that 10.2 million workers ages 58 and older (43.8 percent of workers in that age range) are employed in either physically demanding jobs or jobs with difficult working conditions.

Yet, Speaker of the House Paul Ryan and Kevin Brady, Chairman of the powerful House Ways and Means Committee, continue to call for cuts to Social Security that include raising the retirement age.

With the Social Security retirement age already at 67 and with many retirees forgoing their earned Social Security benefits into their 70s to ensure the maximum financial return, future retirees cannot physically or financially afford for Social Security's retirement age to be raised once again.

Brady recently spoke at a forum at the Urban Institute-Brookings Institution Tax Policy Center and said:

"Look, we all know what we need to do on Social

Security. You have to gradually raise the full retirement age to 70..., means test wealthier Americans ... and create a true cost of living for seniors."

This three-part formula for cutting Social Security is a well-documented disaster for current and future retirees. All we really need to do is ask the very wealthy to pay their fair share into Social Security and we can shore-up Social Security's trust fund for the next 70 years and increase benefits for millions of Americans.

Please, stand with the Alliance for Retired Americans, Center for Community Change Action and People For the American Way in rejecting Speaker of the House Paul Ryan and Chairman Kevin Brady's calls for deep cuts to Social Security.

Go online at RetiredAmericans.org/ and sign the petition. Tell Speaker Ryan and Chairman Brady that 10 million American workers physically cannot wait until age 70 to retire.

RETIREES

Congratulations to the following who retired with the Union:

Charles D. Aakre, Jr.	Michael Kravitz
Larry L. Almquist	Raymond Langberg
Lee J. Anderson	John Lu
Stanley D. Beckman	Charles Luster
Randy R. Belfield	Charles McGuire III
John H. Bezezekoff	Floyd A. Mestas
David W. Bruns	Brian J. Newark
Terry N. Carney	Deborah L. Palmer
Julio A. Castro	Cathi J. Parker
Richard L. Clark	Alexandru Radu
Anthony Costantino	David R. Roe
Ronda K. Creson	Elaine M. Rogers
Eileen M. Darby	Loie-Dene Ross
Barry W. Daumit	Steven B. Savoie
Yvaes Diirell	Michael J. Seil
Dennis B. Donovan	Diana J. Shelton
Richard Essley	Robert Thornquist
Dorothea Gallardo	Michael Wass
Debera A. Hudson	Maryann Welling
John P. Hutchison	Donald C. White
Jack R. Kelly	Richard J. Zimmer
Rachel H. Knapik	

FREE

WANT ADS

FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

1 TIRE – LT 245/75 R16,
10 ply. \$50. 425-322-3380

2 STUDDUED TIRES on Ford rims
185/70R14. \$100. 1 new 30x9.50/
R15 tire. \$50. 425-322-3380

BOATS

EXCELLENT CONDITION 2000 MB B-52 Wake and ski boat with custom hydraulic trailer. Holds three water crafts above boat. 240 hours, brand new Toyo tires. \$22,500. 253-217-6920

12 FT CUSTOM BOAT – NEW, also new trailer, sealed hubs – 9.94 stroke Evinrude. Boat has covered bow & windshield, compass, water pumps, lights, fully equipped with life jackets. Call 206-432-2945

19 ½ Foot 1976 GLASSPLY TRI-HULL OUTBOARD with working Evinrude 9.9 hp. Evinrude 110 hp needs engine work. Boat in good condition. \$1,000. 425-432-0976.

1995 22’ PONTOON BOAT + 40 Johnson motor \$600. 509-787-1871

COTTAGE INDUSTRIES

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

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

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

ELECTRONICS & ENTERTAINMENT

FREE 35” older JVC TV and stand. Excellent condition & picture. Call 425-314-7068

FURNITURE & APPLIANCES

JAYDEN ROCKER RECLINER brown leather, hardly used, very comfortable. \$200. 425-322-4263

RECREATIONAL VEHICLES

2015 KEYSTONE BUNKHOUSE TRAILER excellent condition. 28 ft. w/super slide out. Just in time for summer w/all the bells and whistles. \$20,000. 253-486-6610

1996 WINNEBAGO MOTOR HOME 30’ like new. \$13,000. 509-787-1871

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
May 17th

FOR SALE: HITCH to pull a 5th Wheel. Heavy duty. Call 425-432-9741

2014 29 FT 5TH WHEEL COUGAR by Keystone. 3,000 miles, 2 slide outs, plutonium/table & 4 chairs, 2 recliners, slide out toppers. 509-886-8878

HOUSING

1998 PARK MODEL HOME Sun Vista RV resort 55+. 1 bedroom, bath, family room, porch, patio, shed, paved parking. Many activities \$35,500. PH#360-893-0803 Cell# 612-308-4950.

OCEAN VIEW CONDO – 2bdrm/ bath plus loft – KONA HAWAII. Enjoy great ocean view in fully equipped condo in prestigious Alii Cove. Email petersonsea@comcast.net for pictures. Amenities: Parking, DSL for wi-fi, pool Jacuzzi & much more. Sleeps 5. Minimum stay 30 days. 10% discount to Boeing employees. \$2850/3850/month. Judy Peterson 206-459-3444

10 ACRES NEW FRAMED HOME, beautiful valley & mtn. views. 5 miles NE of Colville, WA. Deer, elk, turkey frequent the property. Possible O.W.C. call for more info 425-327-2514

MISCELLANEOUS

HEARING AIDES – NUEAR – intro 3 RIC behind the ear and compact. Paid \$4,000. For both in 11/2013. Will sell for \$600. for pair. 425-322-4263

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

I WANT TO BUY YOUR OLD RECORD ALBUMS, 45's, LP's, whatever! I listen to and collect all genres of music. Let me know. 206-861-6557

DAVID CLARK H10-40 HEADSET W/ NEW PADS. Telex P200 Push-to-talk, pilot flight case, 8C3 flight computer, A/C flight manuals and extras. \$150 218-343-6366

31st ANNUAL LAS VEGAS HALLOWEEN – NHRA GETAWAY 29 October thru 01 November. Alaska Airlines & (3) nights at Plaza Hotel on Faremont Street. \$350 each (double) 253-630-3394 or racinricky@msn.com

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

EAST SIDE RETIRED MACHINIST looking for self starting west sider to help me expand my new business. For more information send a SASE business size envelope to P.O. Box 121, Electric City, WA 99123.

QUITTING 45 YEAR LEATHER CRAFT HOBBY. Over \$5,000 value. Hundreds of stamps, craft aids, hardware, tools, books, spray gun, leather craft kits, much more. 425-353-0153

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

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

PROPERTY

BOOK NOW FOR SUMMER: Remodeled 1-bdrm Hood Canal beach cabin. Check out Sisters Point Waterfront Cabin at ExploreHoodCanal.com, then call (360) 275-6816 and ask for the Machinists Union special (buy 2 nights, get the 3rd free).

FOR RENT 2 BEDROOM CONDO Peterson’s Waterfront Resort, Lake Chelan time-share, week 24, Unit 221 June 10-16, 2016. \$175-\$255/night. All or part. 509-682-4002

WA MEMORIAL PARK 4 side by side plots. Sold in pairs only \$3,800. Section 15, Block 132, Lot B Spaces 1,2,3,4. Call 253-854-7533

SPORTING GOODS

BARRECRFTER ROOF CARRIER large carrier with double locking. Great for storage and camping. \$75. 425-322-4263

HEALTHRIDER ELYPTICAL EXERCISE MACHINE – like new. Very nice machine with lots of electronic options. Model 140c. A great deal at #400. 425-322-4263

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

VEHICLES

2008 JEEP WRANGLER RUBICON 2 door, 6 cylinder, 6 speed manual. Custom bumper w/winch. Hard top. New clutch. Lifted 2 1/4”, 84K – 1 K on rebuilt motor. \$15,500. 253-631-5250

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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 May 17th!

Save the date for a union day of fun:
Membership fairs Saturday, June 25

IAM 751 Fair Day will be Saturday, June 25 from 10 a.m. to 7 p.m. at both the Evergreen Fairgrounds in Monroe and Western Washington Fairgrounds in Puyallup. It is a day of fun for members and their families. Both locations will provide rides, activities, and music. The only cost will be games of chance and food, but feel free to bring a picnic lunch. Look for additional details in the June *AeroMechanic* newspaper, but mark your calendar for a day of fun and solidarity with your Union.



In a band? Want to play at our fair?

Are you in a band and would like to be considered to play at our membership fairs in Puyallup or Monroe?

We are currently slotting live bands to play at our membership fairs on June 25 from 10 a.m. to 7 p.m. Time on stage will be limited based on interest. This is a family event; therefore, lyrics with appropriate material only.

Please send an email to fair@iam751.org and include: name of your band; genre of music; a link to your music (Reverb/Spotify/Bandcamp/iTunes/YouTube); a link

to your social media account (if you have one); contact information (email and phone); preferred location (Puyallup or Monroe), and how much time you can fill for a set.

A merchandise table will be made available.

This is a non-paying gig, but great exposure to your brothers and sisters in your union.

If you are chosen to play you will be notified of the time slot chosen for your band. An instruction sheet and other pertinent information will follow.

Remove the barriers
to prosperity

Continued from Page 3

creation throughout the state, the ability to use or repurpose existing industrial sites and to provide regulatory certainty to investors who want to develop projects here.

We cannot afford to develop the reputation of being inhospitable with a business climate that is too difficult to navigate. Workers throughout the state deserve better. Our leaders should take action now, before it is too late.

Newgent is executive secretary of the Washington State Building & Construction Trades Council AFL-CIO. Brown is the legislative and political director for the Aerospace Machinists Union District Lodge 751. O'Halloran is the Seattle branch agent for the Sailors' Union of the Pacific. All are members of Keep Washington Competitive, a coalition united to promote bilateral trade growth through sound regulatory policies in Washington.

FINANCIAL \$ENSE: Avoiding Hidden Risks

Even ‘safer’ investments can have different levels of risk

Ever since the first seemingly savvy saver stashed cash underneath a mattress, investors have turned toward safe harbors to help protect their hard-earned dollars.

But despite a generally held belief, fixed-income investments and other finance fortresses aren’t foolproof in today’s turbulent market. There are hidden risks in seemingly sturdy spots — even holding cash — that could threaten the ongoing maintenance of your current standard of living.

“Sometimes when people think things are safe, they’re overlooking risks that are inherent,” says Brian Rehling, CFA, Wells Fargo Investment Institute Co-Head of Global Fixed Income Strategy, who shares these helpful tips for investors navigating the fixed-income market and beyond.

Credit risk

“You may have potentially bought a bond that won’t make its payment,” explains Rehling of one risk some investors aren’t aware of. “We tend to see this risk highlighted for lower-credit-quality, high-yield bonds.” As credit ratings decline the probability of default increases: Doing your research can help you weigh the pros and cons and properly evaluate. “The higher the extra yield you’re receiving, the bigger the risk,” says Rehling. “Clients should remember that not all bonds make their payments.”

How to mitigate this risk: Diversify and consider investment-grade bonds

over high-yield bonds.

Inflation risk

Several factors have aligned — including the risk-averse behavior of global consumers and businesses eyeing their balance sheets — to reduce expectations of significant inflation in the near future. Still, if you’re planning to live off your bond income, you should be wary of this possibility, says Rehling. “One of the risks of owning bonds, especially for investors locked into a longer stream of payments, is that inflation will be higher than expected, so the stream of payments buys less than it otherwise would have.”

How to mitigate this risk: Consider bonds with shorter maturities. Investors may also consider looking into U.S. Treasury Inflation-Protected bonds (TIPS), because with this investment, when the Consumer Price Index rises, the principal automatically adjusts. Think twice before locking in bonds for 20 or 30 years, adds Rehling.

Interest rate risk and call risk

There’s an inverse correlation between interest rates and bond prices, meaning that as interest rates go up, prices go down. Clients who are carefully examining their statements and are concerned about price fluctuations are advised to be cautious. Interest rates also affect issuers of callable bonds, who have the option of repaying the bond early if interest rates decrease, stopping regular payments and most likely leading to a new bond with a lower interest payment.

SCOTT

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How to mitigate this risk: Diversify your income sources, avoid becoming dependent on monthly income from bonds.

Liquidity risk

“We’ve been talking about this one a lot recently,” says Rehling, who explains that Treasury bonds and bonds issued by big corporations tend to be more liquid, which is of interest to a slew of active investors. So, as with the stock market, if many people start to sell bonds as interest rates rise, values could drop further. On the other hand, if you’re trying to sell a less liquid bond, such as a municipal bond, you won’t find as many potential investors during times of stress, which could result in a lower price if you’re forced to sell because you need access to cash.

How to mitigate this risk: Time the maturities of your bond portfolio to match anticipated liquidity needs.

Cash risk

Whether it’s bundled up in bills in the bed or in a bank, good old-fashioned cash can still be a risk. “The problem with cash is that it yields almost nothing today, because the rates are so low,” says Rehling. “At a 1.5 percent or 2 percent inflation rate, you’re slowly losing

purchasing power.” That’s likely to be the case for a considerable period of time, he adds.

How to mitigate this risk: Examine your portfolio and determine how to hold reasonable (rather than excess) amounts of cash to meet near-term liquidity needs and emergency expenses while still giving you opportunity to invest in higher-growth assets.

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0515-01621 (93186-v2) 04/16

John O’Connor benefit concert at our Seattle Union Hall as part of MayWorks

Folk singer, poet and labor activist John Paul O’Connor will perform his musical narrative Hold the Fort during a benefit concert at District 751’s Seattle Union Hall in May.

The concert will be at 7 p.m., Saturday, May 14 in the union’s Stewards Hall, 9135 15th Place S., Seattle.

The performance is a benefit for the Pacific Northwest Labor History Association, and a \$10 donation is suggested.

Hold the Fort: Stories and Songs of the Wobblies in Washington State is a narrative with songs that depicts the history of the Industrial Workers of the World (IWW) in Washington during the first two decades of the Twentieth Century.

The IWW — commonly called “Wobblies” — played a key role in shaping the labor movement in Washington. O’Connor’s performance will touch on historic events including the free speech fight in Seattle, the Everett Massacre, the great lumber strike of 1917, the Seattle General Strike and the Centralia Massacre.

During the show, O’Connor will perform songs by Joe Hill, Ralph Chaplin and T-Bone Slim, as well as his own original music.

O’Connor has been interested in the labor movement

since he went to work in a factory in Iowa right after high school. In 1993, he was one of the activists who founded Local 1000 of the American Federation of Musicians, also known as the North American Traveling Musicians Union. It was the first union for traveling acoustic musicians.

O’Connor began his music career in Seattle in 1983, when he landed a contract with Flying Fish Records.

He released his first album, Songs For Our Times, in 1984, to much critical acclaim, including album of the year mentions in the Washington Post and folk music publications.

Since then, he has released three other albums — High Weather, We Ain’t Gonna Give It Back and Unravelin’ — and six collections of poetry while touring as a labor educator. In 2009, French singer Renaud translated and adapted O’Connor’s song “North by North,” which hit No. 1 on the French charts under the name “Vagabonds.”

O’Connor’s May 14 show is sponsored by District 751 and the Pacific Northwest Labor History Association, and it is presented as part of MayWorks, the Washington State Labor Council’s annual celebration of workers’ arts, culture and history.



Farmworkers struggles honored in MayWorks

The Labor Archives of Washington will honor the struggles of farmworkers to achieve justice on the job with an event in Seattle this month.

The program “Preserving Solidarity Forever: Washington State Farmworker Struggles” will be from 1 to 4 p.m. Saturday, May 14, in Husky Union Building Room 145 on the University of Washington campus.

The event is free and open to all. Food and drinks will be served.

The program will honor farm worker organizers who led the eight-year effort to unionize Chateau Ste. Michelle winery in Yakima, which finally succeeded in 1995. It will also highlight the on-going farm worker organizing efforts in the Skagit Valley.

Speakers will include Rosalinda Guillen, a former United Farm Workers union organizer, Ramon Torres, the president of Familias Unidas por la Justicia, and Washington State Labor Council President Jeff Johnson.

This year’s event is being presented as part of MayWorks, the state Labor Council’s annual celebration of workers’ art, culture and history in Washington. The Labor Archives of Washington at UW works to preserve and make accessible the history of work, workers and their organizations.

LABOR HISTORY HAPPENINGS



May 1 – International Labor Day

May 4 - Haymarket Riot in Chicago 1886

May 5 – IAM 1888

May 9 – 45 die, Roslyn, Washington Coal Mine 1892, Pacific Coast ILA strike 1934

May 10 - US/Canadian Workers form Western Labor Union 1898

May 11 – Seattle Grocery Workers Strike and Lockout 1989

May 16 – Painters 64, Tacoma, Washington 1900

May 23 – AFSCME 443 – 1945

May 30 – Memorial Day Massacre Republic Steel, Chicago 1937

Information taken from the PNLHA Labor History Calendar

2016 Pacific NW Labor History Conference

Come, share, and celebrate labor history at the 2016 Pacific Northwest Labor History Association conference at the Portland State University Conference Center and Hotel on May 20-22, 2016.

Conference organizers are excited about the program being developed under the theme “Labor, Justice and the Environment: Historical Insights, Alliances and Challenges”

And conference participants can expect a variety of other workshops and presentations, including new labor-related films, a report on the recent Paris climate change conference from a Pacific Northwest

region labor leader, and a photo exhibit about the Everett Massacre which occurred 100 years ago this year.

Register early to take advantage of the fee discount and save your place at the Saturday banquet and other ticketed events. Don’t forget to print out your online registration form.

Please note that you can also register by mail or email. Send your registration details to PNLHA Oregon, 715 Ellsworth St., Eugene, Oregon USA 97402 or to rverzuh@shaw.ca.

EASTERN WASHINGTON



Members at Triumph Composites in Spokane showed their solidarity with lunchtime barbecues at the plant gate after the first week of talks.

Standing strong as talks begin at Triumph

After months of preparation, communication and mobilization, union negotiators presented a comprehensive proposal to Triumph Composites on April 20 that addressed all issues members have identified as important.

Following the first two days of contract talks, members working at Triumph showed their solidarity by marching out the plant gates at lunch on Friday, April 22. The rainy weather cleared as the members marched together chanting and using their noisemaking clickers.

The solidarity event sent a strong message throughout the factory that our members are united and strong in their efforts to obtain a fair contract. Members were treated to a barbecue lunch and had the opportunity to get a first-hand update from union negotiators on progress in the negotiations, as well.

"The sight of all the green shirts marching out together, clickers in hand, was inspiring to the negotiating team. The floor is united and strong like never before," said Jerry Purser, who sits on the negotiating committee. "Because we discussed all the intimidation tactics Triumph typically uses, members expect them so they do not have the impact they had in the last round of talks."

The in-plant committee had done the prep work and the barbecues delivered good food with no lines, which gave members more face time with the negotiating team.

"One Equal Team 2016 is definitely on every member's mind. The mood at



Union negotiators took pizza in for third shift members on April 27 to give them a chance to have their questions answered and get an up-to-date report on the progress.

the barbecue was upbeat indicating the readiness and unity of our members," said Local 86 President Rick Olson, who is also sitting at the bargaining table as an in-plant committee member. "The conversations focused on how negotiations are proceeding and the members' high level of preparedness. The communication blasts have ensured we are all on the

same page and everyone has up-to-date information." The smaller group on swing shift allowed more specific dialogue on the negotiations. Members expressed their displeasure with the company's efforts to divide the members by attacking the pension and instituting the two-tier wage system in the last negotiations.

Many members noted they are experiencing health issues as a result of the enormous amount of overtime they are required to work. One member described the practice as immoral and unconscionable.

"Triumph has failed to abide by their own core values for the last three years in regards to the treatment of the IAM workforce. As a result, they have created a culture of disdain for the Company and a 'we don't have to take it anymore' attitude," said Rick. "The members have stepped up beside the IAM leadership and are looking for a fair and reasonable contract proposal addressing their issues. I hear that loud and clear every day."

To ensure the entire workforce

could participate, the negotiating team met with third shift members in the early hours of April 27 and brought in pizza. Negotiators answered questions in regard to the proposals and progress of the talks. The group was excited about the improved communication compared to the last negotiations.

"It was exciting to see the level of interest and enthusiasm from our members working the night shift," said Rick.

Union Steward Don Munter, who works third shift and serves on the in-plant committee, agreed that the general consensus was overwhelmingly positive.

"It was awesome," said Mike Pill, a member on third shift. "My questions were answered and many rumors I heard were dispelled. It was an impressive feat to have the committee members give up sleep to be with us."



Formal negotiations began April 20 and are ongoing until a last and final offer is obtained. Current contract expires May 10.



Members got a free lunch and time to talk to negotiators.



The lunch time events sent a message to management this membership is united and strong.



District President Jon Holden talked with members at each lunch time barbecue to answer questions and provide updates.



Members marched out in solidarity for the lunchtime barbecues.

New three year agreement at B&B Truck Service

Machinists Union members working at B&B Truck Service in Spokane unanimously approved a new three-year contract on April 18. This is the second IAM contract with new owners at B&B Truck Service.

The unanimous approval demonstrates the seven members were satisfied with the agreement. The new agreement featured several improvements, including reduced medical costs, new air tool replacement language, and general wage increases for all classifications plus additional premium pay for the Technician 2 job classification.

Prior to voting on the contract, Business Rep Steve Warren brought the insurance broker, who administers the plans covering these members, into the shop for a lunch time meeting. The meeting gave members a chance to ask questions to be sure they understood their current benefits and the proposed benefits.

Special thanks to Union Business Rep Steve Warren and Union Steward Robert Landreth who served on the negotiating committee.



Members at B&B Truck Service had a lunch time meeting with the insurance broker who administers plans for the group so they could ask questions on their coverage prior to voting on a new contract.



Addis McCarty and Robert Landreth cast their ballots for a new contract.