



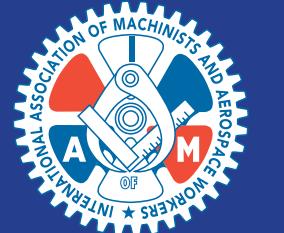
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# Eastern Washington Machinists News

Volume 1, No. 2 - Oct.-Nov 2009



## Members Keep Presses Rolling in Spokane

The Spokesman-Review is the most comprehensive news source for Spokane and the surrounding areas in Eastern Washington, but there is far more to keeping a newspaper printing daily than simply writing stories. Beyond just the daily newspaper, there are many other jobs run on these presses, including other publications, ads, brochures, etc – which demand the equipment remain in top running condition.

Three IAM members are charged with maintaining the presses, imaging equipment, prepress equipment, packaging machines – basically any equipment with moving parts. This is no easy task.

"In 125 years, the Spokesman-Review has never missed getting an edition of this family-owned newspaper printed. As one of the people charged with maintaining the equipment, I want to make sure we don't miss a paper on my watch. Who would want to disrupt that streak?" stated IAM member Jeff Jones, who is also President of Local 86. "Like most papers, times are tough at



L to R: Terry Frei, Lynn Gagnebin, Jeff Jones. are the three members who maintain all equipment at the Spokesman-Review 20 hours a day/7 days a week to ensure the paper gets out daily.

the Spokesman-Review. We were a five man shop and had to scale back to three people who now cover 20 hours a day/7 days a week very creatively. We work together and just find a way to get it done."

Beyond just the 125-year newspaper record, this talented group of individuals

have another impressive record they are proud of – maintaining 100 percent Union members in an open shop.

"I always hear people complain about paying dues. Because we have an open shop, we don't have to pay dues, but I'm

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## 2010 SCHOLARSHIP COMPETITION GUIDELINES

The scholarship competition is open each year to IAM members and their children throughout the United States and Canada.

Scholarships for a Bachelor's degree or a two-year vocational/technical certification are determined in a competition among eligible applicants that is judged by an independent Selection Committee.

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

Awards to Children of Members are: College - \$1,000 per academic year. All awards are renewed each year until a Bachelor's degree is

obtained or for a maximum of four years, whichever occurs first.

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

For complete 2010 Scholarship Competition Guidelines, visit [www.goiam.org/iamscholarship](http://www.goiam.org/iamscholarship)

### Request for IAM Scholarship Application Packet

Please send me an Application Packet for the 2010 IAM Scholarship Competition. I understand that this request is not an application, and that the completed Application Packet must be post-marked no later than February 26, 2010.

**REMINDER:** Please check the appropriate box below and the requested application will be mailed to you. As an IAM member who will have two years' continuous membership in the IAM as of February 26, 2010, I am requesting an Application Packet for:

- Child of a Member requesting a College Scholarship
- Child of a Member requesting a Vocational/Technical Scholarship
- IAM Member requesting a College or Vocational/Technical Scholarship



*IMPORTANT: Complete this coupon and enclose a self-addressed LABEL for reply. (Do not send self-addressed envelope.)*

**Mail to: IAM Scholarship Program • 9000 Machinists Place, Room 117 • Upper Marlboro, MD 20772-2687**

*If you do not qualify under the above requirements, please do not send in this coupon.*

## Members at Allied Waste Services Ratify New Contract by 100%

District 751 members who work for Allied Waste Services in Goldendale are looking forward to 3-percent annual raises over the next three years, thanks to a new Union contract they ratified unanimously earlier this fall.

"Everybody seems to be pretty happy," said Steward Garry Shane, who was part of the negotiating team. "Two percent is doing pretty well, in this economy, and we got 3 percent."

Shane is one of 15 Local 1951 members who work for Allied Waste, which is a subsidiary of Rabanco Ltd., one of the nation's largest solid-waste disposal companies. All 15 voted to accept the company's contract offer in September, which came after about two weeks of negotiations.

The Allied Waste bargaining unit performs basic disposal services – trash collection and recycling, plus running three transfer sites – for communities in Klickitat County. They then haul the trash to the big regional landfill in Roosevelt, Wash. Workers there are also represented by the IAM, but are in a different bargaining unit.

This was the third contract for the Allied Waste group since they joined the IAM in 2002.

Before organizing, "we felt like we weren't being treated right," Shane said. "The bargaining unit out there at Roos-



L to R Members: Bryon Burgin, Tom Parrish and Rick Adams count ballots on the recent contract vote at Allied Waste Services in Goldendale that was unanimously ratified.

evelt had previously gone Union, and they seemed to be getting a much better deal. We definitely saw the advantage of the Union."

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*Union Steward Terry Frei will serve on the bargaining committee for upcoming negotiations.*

## Spokesman-Review

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very proud we have always had 100% participation. We all choose to pay dues," Jones added. "In addition, we have always had someone on the Local Lodge Executive Board – demonstrating our commitment to the Union."

The strong Union presence unfortunately does not carry throughout the paper. There are two other unions at the Spokesman-Review – CWA and Teamsters – yet on a good month, they only have about 40 percent union participation/membership.

Negotiations for a new collective bargaining agreement will begin in January with Union Steward Terry Frei serving on the bargaining committee. Members there realize it will be tough negotiations and have watched all the other employees at the paper take paycuts. Their IAM contract is the only thing that stopped management from implementing similar cutbacks on them.

"In the last contract, we added the Western Metal Trades Pension in lieu of a raise," Union Steward Terry Frei recalled. "While we have a company pension, we decided it was in our best interest to get something else so now we have both. I believe it also helped the Company with taxes – making it a win-win."

"We have always had a good relationship with the company – mainly because we have always stepped up and found ways to save the company money," Frei added. "We make many parts from scratch or find a way to repair them – all of which saves money. Every part on the presses is super expensive. We have literally saved hundreds of thousands of dollars – demonstrating our value to the paper."

# 1951 Takes New Class for Metal Trades Locals

This fall, the IAM offered a new class to Local Lodge Officers who are associated with the Metal & Atomic Trades Council at the Winpsinger Technology Center at Placid Harbor, Maryland. The new class was specially developed to provide the skills needed to take more active roles in their council. Local Lodge 1951 Recording Secretary Chris Siegfried took part in the class to better represent our members at the Hanford Nuclear Site.

Chris was impressed with the leadership training, which included 12 different sessions covering topics such as Power Analysis, Team Dynamics, Communications, Metal Trades Constitution and Bylaws, Strategic Planning, Internal Organizing, Coalition Building, Psychology, Decision Making, IAM and MTD History, Steward Training and Jurisdiction Disputes and Resolutions.

"This is the start of building an ongoing



*Local 1951 Recording Secretary Chris Siegfried took advantage of a new class for Locals in Metal Trades Council the IAM recently offered.*

leadership corps at Metal & Atomic Trades Councils," said Henry Bagwell, who coordinated the course with the Collective Bargain-

ing, Federal Employees and other Departments at IAM Headquarters.

Worksites covered by Metal & Atomic Trades Councils have unique issues because many of the work groups are represented by different international unions and must bargain together with employers. IAM Officers and Business Representatives from government sites, refineries, chemical manufacturers and shipyards worked together at the Winpisinger Center to develop strategic plans to use in their locations. The course gives Locals a good foundation to become more pro-active in the Councils to improve IAM members' representation. Ron Auit, President of the Metal Trades Council, was one of the many speakers at the class.

Chris said he appreciated the training, was impressed with the information presented and eager to use it to the benefit of his members in the Tri-Cities.

## Members at Allied Waste Services Ratify New Contract by 100%

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This time, that advantage translated into raises of 50 to 60 cents an hour for each employee in each of the next three years. Depending on job classifications, that means raises between 2.7 and 3.7 percent each year.

In addition, the Company agreed to:

- Increase its safety boot allowance from \$100 to \$150 per employee;
- Reimburse employees classified as swimmers up to \$75 each for their out-of-pocket costs for physicals mandated by the Department of Transportation;
- Increase its pension contribution.

"Pretty much everything we set out to get we got," Shane said.

"We tackled the key issues that were important to the members," said Business Rep Steve Warren, who was part of the negotiating team. In particular, he said, the members said they wanted to increase the boot allowance. They also wanted to ensure that swimmers – the assistants who help the drivers – got better pay.

This contract did that, he said.

"This is a really great group of guys," Warren said. "They pull together to get things done. If it snows, they still get their



*At the table: (From left) District 751 Business Rep Steve Warren, Steward Garry Shane, Administrative Assistant Jim Bearden and Member Mike Solomon represented the Union in talks with Allied Waste's Holly Georgell, the company's labor relations director, and Matt Henry, the general manager.*

garbage picked up. And they do it with an excellent safety record – one of the best in the industry."

"That was one of the big things management recognized," he concluded.

Shane said the other members of the negotiating team – Warren, District 751 Administrative Assistant Jim Bearden and bargaining unit member Mike Solomon – did a good job of laying out the case for the

raises. To their credit, management saw the validity of their arguments, Shane said.

"We tried to present our case and I think we did a pretty good job," he said. "We have an excellent record as far as safety and attendance, and few problems."

In all, "we did better than we thought we were going to do," Shane said. "Everybody was really happy with our representation. I think the unanimous vote indicates that."

## Retirees

Congratulations to the following Eastern Washington members who recently retired. The Company they retired from is noted.

**George Lively**, Rabanco - August 31, 2009  
**John Young**, Battelle (Hanford) - July 31, 2009  
**Michael (Chris) Sundin**, Triumph - June 30, 2009

## Warren Serves as Business Rep for Eastern Washington Members

Effective July 1, Steve Warren was appointed Business Representative for Eastern Washington to fill the opening created when Paul Milliken retired. While Steve has held the position of Business Rep only a few months, he has been an active Union member for over 21 years and brings 14 years of Union leadership experience to his new job.

As President of Local 86 for the past six years, Steve has been exposed to approximately 27 contracts in Eastern Washington. Many of these contracts are connected with multiple types of skills, trades and production work. Steve brings a diverse background that spans many sectors including aerospace, aluminum and service industries for over 25 years. He was one of the original members to hire into the Boeing Spokane plant when it opened and served as a shop floor Union leader throughout the sale to Triumph. In addition, he



*Steve Warren is proud to serve as Business Rep for Eastern Washington members and looks forward to meeting more members.*

bers from the shop floor to the bargaining table," stated Steve. "I look forward to this opportunity and the challenge to work with the members in a new capacity and to service our members in Eastern Washington."

## Monthly Meeting Schedule - All members are welcome

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

**Local 1123** - Wenatchee - 1st Thursday of month 7 pm (previously 8 pm), Aluminum Trades Council, 180 Rock Island Rd, E. Wenatchee

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