

DISTRICT 751 AERO MECHANIC

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Meetings encourage ownership and involvement

Member involvement, ownership and interaction are the goals of lunch-time meetings in the factory. District 751 President Jon Holden believes these meetings will give members additional access to our Union leaders and more involvement in our Union.

The initial lunch-time meetings took place on first and second shift at Spares Distribution Center and included Holden, Secretary-Treasurer Susan Palmer and Business Rep Brett Coty.

While the meetings are confined to the half hour lunch break, it is another way for members to get informed and educated on activities of the Union – all with the goal of building our solidarity and strength. It is something Holden has committed to do on an ongoing basis.

“While we continue to have town hall meetings, education classes and workshops, the lunch-time meetings are in the factory and more convenient



IAM members attended a lunch-time meeting at the Spares Distribution Center where they could ask questions, voice concerns and talk freely with Union leaders. 751 President Holden addresses the group.

for members to attend and voice their concerns, give input and opinions,” said Holden. “The open agenda allows members to ask questions on any topic they may have concerns on.”

At SDC, members wanted to talk about health care changes, the ‘Cadillac tax’ on health care benefits that takes effect in 2018, hearing loss claims, the process for getting a current job upgraded, the irregular workweek at SDC, Roth IRA, pension, retiree

medical, and early retirement. Questions asked also included why the AMPP is so low this year, can they bring vendors into the factory, and what makes our dues go up?

“I appreciated members spending their lunch time in a union meeting and bringing forward issues and concerns they see on the job, in our contract and within our union,” said District 751 President Jon Holden.

Members also asked questions on contract duration, our voting process, and next year’s Grand Lodge Convention

and how to make changes to the IAM Constitution.

Holden reported our Union’s processes are determined by the IAM Constitution and every member should understand how the Constitution is changed every four years. He encouraged members to get involved in the upcoming Grand Lodge Convention workshops that will be held in October (see box far left).

The IAM Constitution lays out clear timelines to submit such revisions. District 751 workshops on the Grand

Workshops for Grand Lodge Convention/Constitution Changes

Three meetings at each location:

Tues, Oct. 20 - 6:30 a.m., 11 a.m., 3 p.m.
Renton Union Hall, 233 Burnett N.

Wed, Oct. 21 - 6:30 a.m., 11 a.m., 3:30 p.m.
Auburn Union Hall, 201 A St SW

Thurs, Oct. 22 - 6:30 a.m., 11 a.m., 3 p.m.
Everett Union Hall, 8729 Airport Rd

Innovative ideas keep work in-house

Experience and innovative thinking from our IAM Work Transfer Reps in Everett helped retain more than a dozen proposed job package offloads and now the work will remain in the hands of our Machinists Union members. Just as important, our Union’s proposed alternatives to the production process will make the work flow more efficient along with improving safety and ergonomic risk factors making it easier for our members to do the work and more profitable for Boeing.

Initially, the Company-led 777 engineering groups were tasked with moving work from fixed assembly jigs of the current production line to movable crawlers to support the new production process requiring the introduction of robotic automation. To meet production, safety and ergonomic requirements the Company felt it necessary to move this 777 work from our Everett IAM members to the 44 section suppliers/partners. That was the belief until our IAM Everett work transfer team got involved, conducted their own study, and proposed more successful alternatives that the company has now implemented.

Our IAM reps worked closely with 777 Mid Body Future Build (MBFB) Team to propose IAM alternatives that are better for everyone. Initially, the Company’s proposal had around 20 MBFB work packages they were seeking to offload. After months of review, together they were able to sort out the Company’s wish list to categorize them as “wants” or “needs.” After that they prioritized them down to four “must haves.” After further studying the work, IAM Work Transfer Reps proposed numerous viable



Everett Work Transfer Reps Spencer Burris (l) and Mill Hill gather information on a 777 Close-Out Panel work package to keep our IAM members working.”

alternatives and pointed out the benefits of keeping the work here, reducing Boeing’s actual “must have” offloads down to two.

“The diverse background and skills of our newest IAM



Union classes throughout Puget Sound educate members on the power of unions.

Union classes build our power

Knowledge is power and that power is growing every month as more 751 Union members take advantage of Union education classes.

In the past two years, more than 600 Union members and Stewards have completed these classes to learn more about our union, our rights, our contract and the labor movement in general.

In September, members have the chance to take the “Rights at Work” class in Everett, Auburn or Renton. This class focuses on rights all workers have under the law and how being in



Policy Peace of Mind

Member battling cancer appreciates added benefits of Custom Choices supplemental insurance. Open enrollment Sept. 14 to Oct. 2

4

Cadence Commences

Talks progressing on first contract for workers at Cadence

3



Celebrate Workers

Labor Day celebrations highlight achievements of worker solidarity.

8

Inside Index

President’s Message.....	2
Community Service	7
Retirement.....	9
Want Ads	10
Eastern Washington.....	12

REPORT FROM THE PRESIDENT

Labor Day a time to reflect on our collective power

By JON HOLDEN,
District 751 President

As we celebrate Labor Day this year, it is a good time to reflect on the accomplishments of workers and organized labor. This is our holiday; a day to recognize the power of workers united toward a goal.

Nearly ALL the benefits we enjoy at work today are because unions fought long and hard against Corporate America to make life better for working folks. The 40-hour workweek, weekends, overtime, paid vacation, paid holidays, health care coverage and pensions as well, are attributed to union members who came before us, fought for and gained these important benefits. Yes, all workers including our members deserve pensions.

Workplace safety rules are in place today because unions raised awareness and demanded that workers should go home as healthy each day as when they clocked in that morning.

Unions have changed every workplace in America in one way or another for the better.

But let's be clear. Unions aren't a third party or simply the elected officials of the organization. Unions are all of us – those who have been here 40 years or longer and those who just hired in. AND each of us has a responsibility to get involved and use our voice to tell others what we believe in.

This Labor Day, each of us should resolve to take ownership in our Union going forward. It is not "the union" that has achieved great things, but the determination and solidarity of every member working together.

It is telling that a recent public opinion



poll shows Americans are growing more supportive of labor unions – perhaps because the need for a voice at work continues to grow. Gallup, which has been surveying Americans on their opinion of unions since 1936, reported the approval for unions has jumped five

percentage points in the last year alone.

Americans hear every week that millionaires and billionaires are getting richer while workers struggle to survive. More and more often we hear of people having to work two jobs to make ends meet rather than simply having one job that provides a good family wage with benefits. Unions are the path to good paying jobs with benefits. Other groups are beginning to harness solidarity to promote causes like the \$15 minimum wage. The reason is solidarity works.

Our power is in the people and each of our members standing together, united toward a common goal. This Labor Day, take a few minutes to reflect on the great accomplishments we here at District 751 have made together. Our contracts remain strong with benefits non-represented workers deserve, but they often lack the strength or opportunity to vote for union representation.

One of my goals as your president has been to provide educational opportunities for members to get involved and informed on our Union, our contract and strategies to build strength. The Union educational classes have been one way. These classes show members the power they have as union members, and they learn about their ability to push back on management because they have a union, and the power of collective action. We are continually

developing new classes with the goal of strengthening our union. Knowledge is power, and I would encourage more members to take the classes.

Lunch-time meetings bring union leaders to the workplace and provide an open forum for members to raise concerns, discuss issues and get questions answered. These are another way to grow our power and strength.

Monthly union meetings are another way for you to get involved. Many members believe the monthly local lodge meetings are simply for Union Stewards and it is the Stewards' duty to attend and report back to the crew. The reality is the meetings are for every member. In August, many brought families to the meetings – teaching the next generation of workers about our Union family.

In October, our Union is offering workshops on how the Grand Lodge Convention works and encouraging open discussion on what each local lodge might want to propose as resolutions or amendments to the IAM Constitution.

I believe we should be pushing a membership bills of rights to empower the membership and strengthen our great union for the future with provisions that allow members to determine whether their contract should be opened during the life of the agreement. These forums are intended to allow members on the shop floor to brainstorm ideas together they believe are important to their locals.

Each of these activities is part of a vision to make us stronger for the future. The goal is to educate, communicate, and organize the membership. I'm not just talking about unionizing new aerospace suppliers and other companies. Each of us should take the time to talk to co-workers, learn their issues and brainstorm

how to improve the situation in your individual shops.

So this Labor Day remember – You are the Union. You have the power. Take responsibility for our Union, get involved, believe in that power and use it to maintain and improve our standard of living. If a contract violation occurs, report it to your Steward and challenge management's action. Learn about your rights on the job, then make sure those rights are enforced. The time for action is now and it starts with each of us.

The power of our Union remains in the involvement and commitment of all of us, every member.



Members and Stewards are enjoying learning more about our union, our contract and the labor movement.

Union classes build our power

Continued on Page 5

a union strengthens those rights. Members can register for the classes online at www.IAM751.org. Look for the "Union Class Registration" button on the left-hand side of the home page (see below for dates and locations). The classes are taught by instructors from the Washington State Labor Education and Research Center at South Seattle College.

"These classes are designed to provide our members and stewards with the information they need to push back when

company managers infringe on their rights as workers," said IAM 751 President Jon Holden. "Knowledge is power, and the more knowledge our individual members have, the more power we have collectively as a union."

Our union is continually developing additional classes. Look for a new class in October to focus on problem solving and planning for the future.

Three hours of volunteer credit and three hours of education/training credit will be given for each class.



Instructor Darby Frye from Washington State Labor Education and Research Center teaches our classes.

September Union Class Schedule

Everett Union Hall (8729 Airport Rd)

Thursday, Sept. 17, 10:30 a.m. to 1:30 p.m. and 3 to 6 p.m.

Auburn Union Hall (201 A St. SW)

Tuesday, Sept. 22, 10:30 a.m. to 1:30 p.m. and 3 to 6 p.m.

Renton Union Hall (233 Burnett N.)

Tuesday, Sept. 29, 10:30 a.m. to 1:30 p.m. and 3 to 6 p.m.

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

Jon Holden
*President, Directing
Business Representative*

Lester Mullen
Vice President

Susan Palmer
Secretary-Treasurer

Clark Fromong
Sergeant-at-Arms

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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
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

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Carol Gregory: A candidate who supports workers in Olympia

District 751's Legislative Committee plans an aggressive effort to inform union households about the special election for State Representative in the 30th Legislative District.

Our union's endorsed candidate in this dead-heat race is former teachers union president Rep. Carol Gregory (D-Federal Way) who is being challenged by former CEO of the Federal Way Chamber of Commerce Republican Teri Hickel.

The 30th District includes all of Federal Way, Algona and Pacific, plus parts of Auburn and Des Moines.

Big business special interests are targeting Rep. Gregory with an aggressive and dishonest campaign to unseat her, said IAM 751 Legislative Director Larry Brown. That's because she supports allowing all workers to earn paid safe and sick leave, equal pay for equal work, raising the minimum wage, and promoting apprenticeship opportunities.

"They have money," Brown said, "but labor has people."

The IAM 751 Legislative Committee will hold neighborhood walks on Sept. 26 and Oct. 24. Our union will also host phone banking, so that volunteers can talk to fellow union members about these important issues and why labor supports Rep. Carol Gregory.

Even if you live outside the district, all union



Carol Gregory is our Union endorsed candidate in the important 30th District legislative race.

members can volunteer to help with neighborhood walks and/or phone banks. Call the Seattle Union Hall at (206) 764-0305 to sign up.

Rep. Carol Gregory's record on working family issues is clear:

Paid safe and sick leave — Gregory co-sponsored and voted for a bill to allow all workers in Washington to earn paid safe and sick leave (House Bill 1356), a bill that was aggressively opposed by corporate interests. Polls show overwhelming majorities of Americans — including those who self-identify as Republicans — support requiring employers to offer some level of paid sick leave.

Raising the minimum wage — Gregory co-sponsored and voted for legislation to raise the state minimum wage to \$12 over the next four years (HB 1355), a bill that was aggressively opposed by the restaurant, food, and other industries. Again, polls show strong support for raising the minimum wage.

Equal pay for equal work — Gregory co-sponsored and voted for the Equal Pay Opportunity Act (HB 1646) empowering workers to combat wage discrimination based on gender, which was opposed by the major corporate interests.

Promote apprenticeship and responsible bidders — Gregory voted to promote apprenticeship opportunities (HB 1590) and to promote responsible bidders on state contracts by adding restrictions on bidders who violate wage laws (HB 1089), both of which were aggressively opposed by the construction industry.

"On all of those issues, Gregory's position is clearly on the side of public opinion and her constituents in the 30th Legislative District," Brown said. "Not only has she supported working families on these issues, she has been a leader and a co-sponsor of many important bills. And that is why corporate special interests are spending heavily on an underhanded campaign to get rid of her."

Please volunteer to help to tell fellow union members the truth about Gregory's positions on issues that matter to their families.



751 Political Director Larry Brown is one of the 751 members doorbelling for Carol Gregory for State Rep in the 30th District. We need additional volunteers to help Sept. 26 and Oct. 24 in the effort.

Puget Sound Troublemakers School Saturday, Sept. 12 - 9 a.m. to 4 p.m.

Labor Notes invites you to join other union activists and help put *movement* back into the Labor Movement on Sat. Sept 12 from 9 a.m. to 4 p.m. at the Wash State Labor Education & Research Center, Georgetown Campus (6737 Corson Ave S). Register at labornotes.org/pugetsound. \$20 registration fee, lunch included.

For more info contact Alexandra Bradbury at 718-284-4144 or email al@labornotes.org

Union members, shop stewards, and activists are coming together to hone our skills, talk strategy, build solidarity, and recharge. Featuring: "Leading from the Margins: Sustaining Ourselves and Building the Labor Movement," presented by the Labor Center at South Seattle College and WA YELL.

Workshops and Panels

- Beating Apathy
- Strong Labor-Community Alliances
- Secrets of a Successful Organizer
- Beyond Grievances: Action on the Job
- Contract Campaigns That Win
- ...and much more.

Organizing targets Airbus in Alabama

The IAM&AW has opened an organizing office in Mobile, Ala., to provide support for Airbus workers interested in forming a union at the company's soon-to-be-completed final assembly line.

Located just minutes from Airbus' front gate, the office will be staffed by full-time IAM organizers and supported by community allies and volunteers from IAM and AFL-CIO-affiliated unions in the Mobile and Gulf Coast area.

"Airbus workers need a location outside of work where they can meet and learn about their collective bargaining rights and the process that leads to a union representation election," said IAM Lead Organizer Al Granado. "The IAM office will also provide organizing support and information for workers employed at the dozens of area vendors which will supply the Airbus assembly line."

The addition of Airbus to Mobile's growing industrial landscape will mean increased competition for highly skilled aerospace workers who have every expectation to be properly compensated for their talents. Training, respect on the job and fair compensation for the Airbus workforce will be prime objectives of the IAM-Airbus organizing campaign.

"The IAM also has a responsibility to protect the pay and benefits of more than 100,000 aerospace workers it currently represents in the U.S. and Canada," said Granado. "We believe the establishment of a non-union aerospace enclave would create corrosive cost-cutting competition in an industry that has a reputation for high quality and high productivity."

The IAM-Airbus organizing campaign will also conduct outreach to elected officials, civic organizations and business leaders to highlight successful examples of labor-management partnerships in the Gulf Coast region and beyond.

"Despite feverish opposition in some states to union organizing drives, Alabama and the Gulf Coast has a long history of collective bargaining contracts that provide significant stabilizing benefits for the employer as well as the employee," said Granado. "From promoting apprenticeship programs to securing adequate retirement benefits, collective bargaining agreements can be a valuable part of a community's economic stability."

Negotiations begin on first contract for Cadence employees

On July 28, our Union Negotiating Committee met with Cadence negotiators and passed our initial comprehensive proposal based on membership input from surveys, meetings and the in-plant committee.

Since then the two sides have had extensive discussion on many issues ranging from Union Stewards, grievance and arbitration procedures and seniority, as well as setting future meeting dates throughout the month of August and September.

In the second bargaining session, discussion focused on paid time off, leaves of absence, education assistance, health and safety, job security and new technology. In addition, Cadence responded with some counter proposals.

Additional bargaining sessions brought lengthy dialogue on Union representation, Union Stewards, new employees, work week, shifts, overtime, and health and safety. Extensive discussion has taken place to illustrate why these issues are important to address



Photo Left: Lead negotiator Richard Jackson (far right) meets with members of the Cadence in-plant committee to get their input and learn member concerns.

in a contract.

Members continue to show their solidarity every Tuesday wearing Union t-shirts when our Union negotiators return to the table.

Members at Cadence remember why you asked for a Union and that you are no longer an AT WILL employee. You deserve to share in the profits you generate and had the courage to say YES to a Union.



Below: Union negotiators (L to R): Suzan Merritt, Grace Holland, Richard Jackson, Dan Swank, and Greg Campos draft proposals and contract language.

Custom Choices gave member peace of mind

IAM 751-member Eric Edlund is someone who knows the benefit of purchasing additional insurance through the Machinists Custom Choices plan. This unique benefit is offered without any questions on medical history to our members. That alone was a key selling point for Eric.

He was diagnosed with thyroid cancer when he was only 29 years old. As a result, he has had ongoing treatment over the years, which made it difficult and expensive to get life or disability insurance.

The first time he learned about Custom Choices with their 'no questions asked' coverage, he signed up for both their life insurance and disability insurance.

"Custom Choices is a tremendous benefit for me



751-member Eric Edlund, who has battled thyroid cancer since age 29, took advantage of the guarantee issue life and disability policy of Custom Choices.

– especially in giving me peace of mind. Knowing I will get disability payments from Custom Choices when I'm off work for surgery or treatment allowed me to focus more on my health and beating cancer. Dealing with cancer treatments is very stressful, but having the Custom Choices policy, I am assured I will still have income," said Eric.

Since doctors couldn't cure Eric's cancer, he has had multiple treatments and surgeries over the years. He is currently in the process of being evaluated for a potential medical layoff, but knows he can collect disability payments up to \$2,000 a month for a total of 5 years if he is laid off.

"This was a great investment. My premium through

Custom Choices is about \$75 a month less than with an outside firm that required disclosing my medical history," said Eric. "There weren't very many companies willing to even offer this coverage."

He noted it is important to pay the monthly premiums when you are on a leave of absence to keep the policies in force during the first six months and when you receive your first check those monthly premiums are refunded.

"Just one disability check more than pays for the premiums I paid," Eric added. "When you are facing a temporary disability, you don't have to worry 'will I or won't I get my disability payment.' All I had to do with Custom Choices was call them up, say I was off work and send a few pieces of paperwork. It was easy to collect the benefit."

IAM members working at Boeing can enroll in any of the five Custom Choices plans during open enrollment Sept. 14 to Oct. 2 (see article below). For more information, call 1-877-357-0776 to speak with a benefit coach.

2015 Custom Choices enrollment for Boeing IAM&AW members -- September 14th - October 2nd

If suddenly you weren't around, how would your family handle mortgage, daycare, and bills?

No one likes to think about an unexpected death in the family. Boston Mutual's Employee Life Options life insurance can help you and/or your loved ones be more prepared for the ongoing expenses.

Special Offers! This enrollment only, Whole Life, Accident and Cancer insurance are available to all employees on a Guaranteed Issue basis.

This means all IAM&AW members can apply for any of these three benefits, regardless of health status* this enrollment only.

*Subject to plan limits. Pre-existing condition limitations & exclusions may apply.

ENROLL BY PHONE

You can enroll with the convenience of a phone call with a Benefit Coach. You can even pre-schedule a phone appointment to review these benefits. If you are an existing policyholder and have questions or would like to make

changes in your coverage, the Benefit Coach can help you with that also.

• Pre-schedule now either by calling 1-877-357-0776 or

Visit www.AppointmentNavigator.com, Choose Schedule a New Appointment, then Create a new Account with the Client Code Boeing15

• From 9/14 to 10/2, call 1-877-357-0776. Benefit Coaches are available by phone during Open Enrollment - Mon-Fri, 9 am - 6 pm PT.

Your Benefit Coach will explain the benefits, answer your questions and help you design a plan that is right for you and your budget.

FIVE GREAT CUSTOM CHOICES WORKSITE BENEFITS

Following is a brief overview of the supplemental insurance products available through the Custom Choices Worksite Benefits program.

WHOLE LIFE INSURANCE -help your family with ongoing expenses

- Flexible coverage amounts for the entire family
- Member - maximum benefit of \$200,000 (\$2-\$17/week, guarantee issue, subject to plan limits)

- Spouse - \$3 or \$5/week
- Dependent children - \$3/week, guarantee issue; Grandchildren - \$3/week, guarantee issue

- Pays in addition to the \$32,000 basic term life you receive, which ends when you leave employment

- Policies are individually owned and portable if you change jobs or retire

Policy Series ICC13 END-95 (ESO) 3/13 and END-95 (ESO) 3/13

DISABILITY INCOME INSURANCE -benefits for disability from an off-the-job accident/ illness

- Available to all actively at work members on a guaranteed issue basis during your first year of eligibility

- Provides replacement income when you are disabled because of an off the job accident or illness

- Members choose a benefit amount of up to 60% of monthly compensation (from \$300 to a maximum of \$2,500 per month)

- Tax-free benefits begin after 6

Open Enrollment Sept. 14 to Oct. 2
Enroll by phone. It's easy!

Speak with a Benefit Coach about the Machinists Custom Choices Program. Either:

- Preschedule now by calling 1-877-357-0776 or visit www.AppointmentNavigator.com (choose Schedule a New Appointment, then Create a new Account with Client Code Boeing 15

- From 9/14 to 10/2 call 1-877-357-0776. Benefit coaches are available during this time, Monday-Friday 9 a.m. to 6 p.m. PT

Your Benefit Coach will explain the benefits, answer your questions and help you design a plan that is right for you and your budget!

months of disability and are payable for up to 5 years

Policy Form EDO/CG 108/BML (11/05)

CANCER INSURANCE-BENEFITS for cancer and over 30 other specified diseases

- Guarantee issue for employee (pre-existing condition limitations & exclusions apply)

- Pays a variety of benefits including first diagnosis benefit, second and third surgical options, surgery benefits, donor benefits, drugs and medicines, radiation, chemotherapy benefits, and more

- Provides up to a \$50 wellness benefit each calendar year for cancer screening tests including mammogram, pap smear, prostate screen and more

- Also provides benefits for over 30 other covered specified diseases like Cystic Fibrosis, Lupus, Lyme Disease, Meningitis, Tetanus, etc.

Policy Form HIC-GP-CAN-SB-TX

CRITICAL ILLNESS INSURANCE-cash to help with expenses not covered by health insurance

- Entire benefit amount paid directly

to the insured upon diagnosis of heart attack, stroke, cancer, organ transplant, end stage renal failure, and/or coronary artery bypass

- Member benefit amounts of \$15,000 (guarantee issue during your first year of eligibility*) or \$30,000, or \$50,000 (*pre-existing condition limitations apply)

- Dependent children covered at 25% of employee amount for no additional cost

- Spouse coverage is also available

- Health screening benefit - \$50 per year to help pay for covered screening tests

- Policies are portable, if you change jobs or retire

Policy Series: BML 2003 WA

ACCIDENT INSURANCE-cash to help with expenses from covered injuries on or off the job

- 24-hour benefits for covered accidents on or off the job

- \$350 Emergency Room benefit

- \$1,000 hospital admission benefit plus \$250 per day

- Up to \$100,000 accidental death benefit (common carrier)

- Additional benefits for transportation, lodging, dismemberment, common accidental injuries, and follow-up care

- Benefits pay in addition to any other coverage to help with expenses not covered by health insurance

- Individually owned policy which is portable if you change jobs or retire

Policy Series: WS-ACC 8/08

Act now so you don't miss out on these benefits & special offers!

Insurance underwritten through Boston Mutual Life Insurance Company, Canton, MA and Humana Insurance Company. Please refer to product brochures for more details on benefits and limitations.

Governor's Safety Conference offers information-packed safety workshops

The 64th annual Governor's Industrial Safety and Health Conference will be held Oct. 7 and 8 at the Greater Tacoma Convention Center.

This Conference brings together workers, employers, safety and health professionals, medical providers and experts of all industries to deliver a program of cutting-edge education, best practices, peer networking and demonstrations in the exhibit hall. The conference will offer over 70 different workshops over the two day

event. Numerous vendors will be on hand with the latest information and technology in the safety products industry.

IAM 751 Safety Coordinator Tommy Wilson serves on the advisory committee for the conference and encourages all members involved in safety in the shop to ask their manager for permission to attend. If you are interested in taking part in this comprehensive safety conference, contact your supervisor, indicate you are interested in attending and express an

interest in improving safety and health in your workplace. Should you have questions or run into an issue with your manager, contact 751 Safety Coordinator Tommy Wilson on 253-833-5590.

IAM members will be featured in the statewide forklift rodeo finals that takes place at the conference, as well as several members will be presented the Governor's Lifesaving Award for their heroic efforts.

To obtain more information on the conference, visit wagovconf.org.

Union Yes in Pennsylvania

Nearly 1,000 workers employed by Bowhead Support Group at Letterkenny Army Depot in Pennsylvania voted in August to join the Machinists Union.

Some 77 percent of those who cast ballots voted in favor of joining the union.

The group at Letterkenny includes welders, electricians and machinists in addition to vehicle and equipment repair technicians.

Meetings encourage ownership and involvement

Continued from Page 1

Lodge Convention and revisions process will be as follows:

Renton Union Hall – Oct. 20 at 6:30 a.m.,
11 a.m. and 3 p.m.

Auburn Union Hall– Oct. 21 at 6:30 a.m.,
11 a.m. and 3:30 p.m.

Everett Union Hall – Oct. 22 at 6:30 a.m.,
11 a.m. and 3 p.m.

Keep in mind there is only a short window of time to make and submit revisions, which is why we are starting early. The goal is to put together meaningful resolutions to effect change.

Ultimately our emphasis remains on members getting involved, being united and focused on a goal.

Holden also led a discussion on new tactics for solidarity and dealing with employers in all our bargaining units because a Union is only as strong as its members.

Members in SDC ask questions about provisions in the Union contract.



Secretary-Treasurer Susan Palmer talks with a member about getting more involved.



Members freely expressed their concerns at the second shift SDC lunch meeting and appreciated the opportunity to have candid discussion with our Union leaders.



Business Rep Brett Coty (r) talks with a member.

Innovative ideas keep IAM work in-house

Continued from Page 1

Work Transfer Reps, Spencer Burris and Mike Hill, allows them to envision better ways to perform the work and build arguments to keep work here. That has been key in convincing Boeing to leave the work in-house," said IAM District 751 President Jon Holden, who appointed Hill and Burris in May of this year.

"Don Fike's extensive experience in the work transfer process, coupled with Spencer and Mike's varied work experience, make them very effective in crafting and proposing different ways to perform the work. Often it involves moving a job to a different position in the assembly process where the installation can be done easier and with less strain on our members' bodies," Holden added. "That makes it a win-win for everyone."

While Don Fike has served as our Work Transfer rep since the position was created in the 1999 contract, Spencer and Mike each have held numerous positions – giving them a unique perspective and extensive knowledge of the production process to put together viable alternatives.

In 1989, Mike Hill hired into the change incorporation job on the 747, where he was tasked with incorporating assembly line changes onto previously built aircraft. From there, he has worked in functional test, as a body join mechanic, a door rigger, a sealer, a painter, a tool room clerk and most recently as an electronics technician in equipment services. This gave him exposure to various parts of the assembly process and a familiarity few could match.

Spencer Burris also brings a wealth of experience to the job. Spencer hired into Boeing in 1988 working with composites in the IRC and assembling interior parts. He then moved to 767 change incorporation before moving to 747 final assembly. In 1996 he accepted a position on the Everett Flightline and used Joint Programs to get his A&P license. In 2007, he accepted an AOG quality assurance position and was tasked with many special repair projects at the Everett site. In addition, Spencer spent more than eight years on the HSI Site Safety Committee.

For those not familiar with these positions, IAM Work Transfer Reps are union-appointed positions responsible with proposing alternatives to keep work in-house to counter any offload proposals Boeing may have impacting our members. Per Section 21.7 of our contract, Boeing must provide our Union notice of proposed offloads so our Union can propose alternatives to attempt to keep the work in-house.

In getting these offloads cancelled, our reps determined some of their proposed changes in the production system would actually improve access to the work, making it not only easier but safer for our members to perform. Our IAM proposed alternatives showed we could do the



Everett IAM Work Transfer Rep Spencer Burris (r) reports to 751 Chief of Staff Richard Jackson alternate proposals the Union crafted that kept IAM work in-house.

work at a much lower cost and provide equal or better quality, which prompted acceptance of our alternative and avoided the loss of jobs for four members in the future.

One of the proposed offloads that was cancelled and the IAM alternative proposal was accepted involved the locating and drilling of the forward 777 longerons. As the entire production system of the 777 is being transformed to be more efficient, the company believed there wasn't enough space on the new future build 'crawlers' and keeping that work in-house would cause ergonomic

problems. Our union proposed two alternatives to move this work to either wing-body join or final body join eliminating the 'crawler' issue. By teaming with MBFB engineering group the company accepted our proposal to move the longeron work package to wing-body join, our IAM alternative proposal reduced some of the ergonomic risk and saved the company money.

Another work package the company was looking to have a supplier install concerned the temporary installation of the under wing fittings. Again, our Union work transfer reps proposed a revised process that was accepted, made it more ergonomic than the existing process, and pointed out that having our members

perform the installation resulted in much lower labor costs.

IAM reps demonstrated on another work package Boeing wanted to move to a supplier, that by moving some of the jobs that currently are being performed on the airplane in awkward positions to a pre-assembly area, our mechanics could complete this work using an adjustable height work bench in the new build process in the 40-27 building. In addition, performing the work on the adjustable height work bench keeps our members from the awkward positions they currently face to drill and assemble

these parts. Spencer also pointed out if assembly process of the 777 closeout panels were moved to the supplier, the assemblies would come in over the new 35 pound lift policy. This would require Boeing to purchase a zero gravity tool to facilitate the installation to ensure our members didn't violate Boeing's "Go for Zero" rules. Taking the IAM alternate proposal into account, the work will remain here, assembled on an ergonomic friendly adjustable bench, reduced cost compared to the vendor quote, and the company has said it will also order a zero gravity tool to assist with the installation process.

777 leadership and their engineering teams have been totally transparent in sharing information with the reps regarding these studies while welcoming their input and providing key contacts to consult with and exchange ideas.

"The company's engineering teams have evolved to the point of accepting our input, listening to our suggestions and sharing pertinent information," Fike added. "We are making headway in dealing with 777 and 777X decisions. Our Union is involved and Boeing sees the value in taking our suggestions and harnessing the tremendous knowledge our members have to improve the process in-house."

"We are involved in all phases of the proposed work transfers," said Fike. The Everett Reps are engaged and provided critical information early on in the study phase allowing our input to be considered before a decision is required.

Although the above examples involve the 777 program our Everett Site Work transfer reps have also been working very closely with the 747,767,787,IRC and ESRC groups and submitting IAM alternative proposals to help keep the proposed work transfer packages from those programs here at the Everett Site.

We have work transfer reps at all of our Puget Sound locations, as well as Portland, that are out there responding to potential work transfer packages by proposing ideas, safety improvements and process changes to keep the work in the hands of our IAM members.

PITCHING IN FOR GUIDE DOGS

Participants in the 12th annual Shoes for Local 751-E Puppies Horseshoe tournament pitched in for a worthy cause and delivered a ringer with more than \$3,300 going to Guide Dogs of America.

The annual event held at the Red Dog Saloon in Maple Valley on Saturday, Aug. 8 provided a good time for all.

Teams competed for the top three spots, as well as a consolation bracket winner. Ron McGaha won the big screen, Bob Giannetti won the tablet and Richard Jackson and Dorinel Morar each won a stay at the Polynesian Resort. Thanks to all the volunteers and sponsors.



Local E Officers Roy Wilkinson (far left) and Ira Carterman (far right) present the first place trophies to Jeff Austin and Larry Austin.



Jill Saunders sets her sights on a ringer. The Red Dog Saloon in Maple Valley is a great location to host the annual Local E event.



Allen Neph pitches a shoe.



Second place went to Richard Harrison and Jeremy Harris.



Don McPeak (l) and Brett Coty were the third place team.



Richard Jackson and Janson Correa won the consolation trophy.



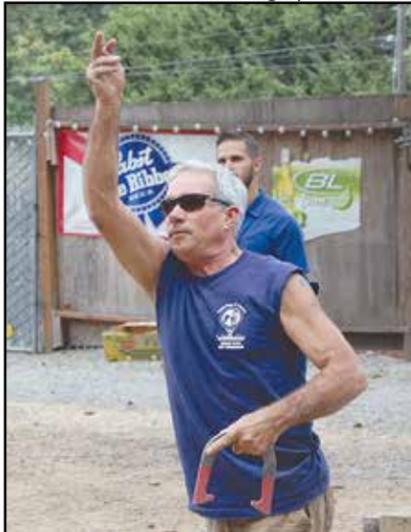
Kelly Coty lines up to throw.



District Secretary-Treasurer Susan Palmer prepares to throw.



Lisa Wilkinson eyes her target.



Larry Austin pitches a ringer and shows why his team finished first.

Thanks to the following pit sponsors:

- Ira Carterman
- Roy Wilkinson
- Mark Clark
- The Polynesian Resort
- Brett Coty
- Grace Holland
- Dena Bartman
- Richard Jackson
- Allan Gipson
- Cris Olafson
- Kathy Evans Beauty Salon 425-822-0600

Renton wingline grills up support for injured member

Members in the Renton wingline continue to show their solidarity in helping out a co-worker.

District 751-member Crystal King was in a motorcycle accident and has been off work. Union Stewards Terri Myette and Darry Woodson teamed up to put together a lunchtime

fundraiser. Management also got involved and donated meat for the barbecue.

Members learned of the fundraiser and turned out in droves. By the end of lunch, over \$1,600 was collected for Crystal.

As IAM 751-member Mel Kennedy was set to retire, he learned of Crystal's circumstance. When co-workers pitched in \$400 for his retirement gift, he decided to donate that to help Crystal — again demonstrating the solidarity and closeknit relationship in the Renton wingline.

"I want to thank everyone who came out for the event and pitched in to help Crystal," said Steward Terri Myette. "By helping with some of the financial burden that accompanies a leave of absence, Crystal can now be more focused on her recovery. The goal is to get her back to work as quickly as possible with the least amount of stress during her leave."



Upcoming fundraisers promise fun events

District 751 has two fundraisers coming up in September. Each is for a good cause and promises to be a lot of fun.

Local F Karting Challenge

Local F will hold its third annual Guide Dogs Karting Challenge on Sept. 12 at PGP Motorsports Park at Pacific Raceways in Kent.

The event will be from 2 to 6 p.m. and will feature teams of drivers racing for two hours around the PGP track, which is at 31001 144th Ave SE. Prizes will go to the teams that complete the most overall laps in the time allowed.

The cost is \$400 per team, and each team can have up to four drivers. Lunch is included in the registration fee.

Last year's Karting Challenge raised more than \$14,000.

"We've had lots of success and a lot of fun with this event," said Local F President Robley Evans.

For registration information, call Ev-

ans at (253) 350-6725.

Local C Golf Tournament

Local C will hold its 13th annual Golf Tournament on Saturday, Sept. 26 at Auburn Golf Course (29630 Green River Rd SE). All proceeds from the tournament will be to benefit the Machinists Non-Partisan Political League (MNPL).

The four-man scramble will begin with a shotgun start at 8 a.m. The cost is \$100 per player and includes 18 holes of golf, cart rental and lunch with a raffle and prizes for closest to the pin and longest drive.

Entry forms are available at all District 751 union halls in Puget Sound. Entries and questions regarding tournament: Chris Schorr 253-797-2288, John Lopez 253-230-9192, Andy Schier 253-691-0879, Mark Mason 360-631-4412, Andre Trahan 206-930-8569, Scott Daniels (Renton).



SERVICE TO THE COMMUNITY

Volunteers make the climb easier for area residents

IAM 751 MVPs took their ramp-building show on the road in August when they traveled to Chehalis to install a wheelchair ramp for the wife of a current union member.

It was a multi-day effort. On Aug. 6, volunteers gathered at the Seattle Union Hall to prefabricate key portions of the ramp, then on Aug. 8 they carpoled to Chehalis to assemble it.

“Building the sections in advance was important. Because of the time it took us to drive down and back,

we didn’t have as much time as we normally would to work on-site,” said Robley Evans, who headed up the project for the MVPs. “It was an important project since our member and his spouse both use crutches or walkers to get around. Thanks to all who helped with the project.”

In late July, Evans headed up another project to help the parent of a member who is currently in a nursing home. The ramp will allow home visits and ensure he gets to return home as soon as he is ready.



Both the member and spouse in Chehalis use crutches or a walker, making the ramp even more crucial. Helping in Chehalis: Robley Evans, David Wyatt, Russ Gierke Jr, Jason Chan, Bob Merritt, Charles Cesmat, and Jim Hutchins.



Photo left: MVPs: Robley Evans, Chanele Klinessmith, Jeremy Coty, Wilson ‘Fergie’ Ferguson, Jason Chan, John Lopez Jr, and Jim Hutchins pose for a photo with the resident.



Left: Putting the railing on the ramp in Federal Way. The husband is currently confined to a wheelchair and in a nursing home, but will need the ramp in order to return home. The ramp will also be helpful to the wife who was beginning to have trouble navigating the stairs at the entrance to the home.



In the Seattle Union Hall parking lot, Lloyd Wilson and George Braun help pre-fabricate the ramp that was installed in Chehalis for the wife of a member.



The Machinists Union had a strong presence in the Snohomish County Labor Council booth at the Stillaguamish Festival in Arlington – educating area residents on the value of union membership to the community. L to R: Don Chapman, Mike Hill and Derek Gottschalk were some of the volunteers at the booth.

Festival features union booth

When the Stillaguamish Festival of the River and Pow Wow was held on Aug. 8, District 751 was there touting the benefits of Union membership at the Snohomish County Labor Council booth.

751 Business Rep Jason Redrup, who serves as President of the Snohomish County Labor Council, coordinated volunteers at the booth and was excited about the reception from area residents.

The Arlington festival strives to help people who live and work in the surrounding area understand how their actions can help make their environment healthier for people, fish and

wildlife and to introduce people to Native American traditional dances and culture. It was a perfect opportunity to educate residents on the union advantage, as well.



Amanda Hines was one of the 751 volunteers working the booth at the festival.

Serving meals at the missions



751 volunteers continue to serve and prepare meals at the Rescue Mission several weekends each month. L to R: Gary Perry, George Braun, Brenda Brammer, Rob Curran.



Mike Hill was one of the 751 volunteers preparing and serving breakfast at the Everett Gospel Mission.

DreamBuilders event delivers for kids

The second annual DreamBuilders car show drove in serious donations for Big Brothers and Big Sisters of Snohomish County – raising more than \$27,000.

751-member Steve Myers is one of the organizers who is thrilled at the turnout and support from our Union.

More than 256 vehicles took part in the show at the Monroe Fairgrounds.

District 751 was a sponsor, but also had an informational booth that provided educational material and giveaways for those attending. Thanks to Mark Mason, Rob

Jones, Adrian Camez and Jason Redrup who volunteered at the booth.



Mark Mason talks about the benefits of Union membership to those attending the car show.

Labor archives at U of Washington receive grant to process important aerospace collection

The Labor Archives of Washington has received a grant from the University of Washington Friends of the Libraries to preserve, process and create access to the Harold J. Gibson Papers on the Aerospace Industry and Labor Relations in Washington State.

The Gibson Papers document the incredible story of Harold J. Gibson, who rose from abject poverty to become a machinist at the Boeing Company and was eventually elected as the head of the union at Boeing, the International Association of Machinists, District Lodge 751.

Gibson also served in national office

for the union, as an international vice president of the International Association of Machinists in an era when the labor movement had important political influence in Washington, DC. Gibson was friends with John L. O'Brien (Speaker of the House) and Senators Henry Jackson and Warren Magnuson, and the story of those relationships is part of the collection as well.

As head of the union, Gibson made important stands that anticipated the expansion of civil rights and social justice decades in the future. He advocated lifting the color barrier so that African Americans could become full equal

members of IAM 751 in an era where many unions still maintained an auxiliary local for non-white members. During the 1940s, Gibson argued that women should receive equal pay for equal work in the same conditions.

These records document the life and career of an important but not yet well known figure in the political, labor and economic industry of a region that was shaped in fundamental ways by the growth of the aerospace industry from the 1930s to the present. The collection will provide an important resource to scholars seeking to better understand our region's rich history.



The Labor Archives at the UW will preserve and create access to the Harold J. Gibson papers. Gibson was an early dynamic leader who had important political influence and went on to serve at the International.

Labor Day celebrations around Washington State

Labor Day is a celebration of the incredible contributions of America's working people. Through sweat, sacrifice and innovation, workers built this country and make it run every day. Several of the regional AFL-CIO central labor councils across Washington State are planning Labor Day picnics and

All workers and their families in Washington State are invited and encouraged to join in the following activities on Labor Day:

LAKESWOOD — The Pierce County Central Labor Council and Washington Federation of State Employees Local 793 invite all union members and their families to a Labor Day Picnic from 11 a.m. to 5 p.m. on Monday, Sept. 7 at Fort Steilacoom State Park's picnic pavilion, 9200 Steilacoom Blvd. SW in Lakewood.

SEATTLE — The M.L. King Jr. County Labor Council will host its annual Labor Day Celebration on Monday, Sept. 7 from 11 a.m. to 3 p.m. at the Lower Woodland Park's Shelters 1-3, N. 50th St. & Woodland Park Ave. N. in Seattle. This free event will feature live music, ice cream, hot dogs, sodas, popcorn, clowns, games, face painting, and raffle prizes.

BURLINGTON — The Northwest Washington Central Labor Council invites all to its annual Labor Day Picnic from noon to 5 p.m. on Monday, Sept. 7 at the Maiben City Park, 1011 Greenleaf Ave. in Burlington. It's a potluck so (if you can) bring your favorite side dish. If not, come anyway and enjoy great food, conversation, music face-painting, and more.

CASTLE ROCK — The Cowlitz-Wahkiakum Central Labor Council invites union members and their families to attend their Labor Day Picnic starting from 10 a.m. to 3 p.m. on Monday, Sept. 7 at Toutle River RV Park, 168 Dwight Road (Exit 52 off I-5), in Castle Rock.

CHEHALIS — The Thurston-Lewis-Mason Counties Labor Council invites union members and their families to its annual Labor Day Picnic from 11 a.m. to 4 p.m. on Monday, Sept. 7 at Stan Hedwall Park, 1501 Rice Road (I-5 exit 76) in Chehalis.

KENNEWICK — The Southeast Washington Central Labor Council invites union members and their families to its annual Labor Day Picnic from 11 a.m. to 3 p.m. on Monday, Sept. 7 at Columbia Park's Main Stage, 5111 Columbia Park Trail in Kennewick.

events on Monday, Sept. 7 to celebrate and honor the working men and women who are the foundation of this state's economy.

This Labor Day, AFL-CIO organizations and other labor and community groups are rededicating ourselves to pushing a Raising Wages agenda with policies that

make the workplace fairer for everyone. That includes raising wages, schedules that work for working families, the ability to use earned leave for sick days and other emergencies, and expanded overtime protection so people don't have to keep working more for less pay.

LABOR DAY FACT SHEET

Three Reasons Why We Need STRONGER UNIONS TO FIGHT INEQUALITY

1. In the postwar period when unions were stronger, inequality fell dramatically and wage growth largely kept pace with increases in employee productivity.¹
2. The weakening of unions explains about one-third of the growth of wage inequality among men and one-fifth among women.²
3. Employees covered by union contracts still earn 13.6% higher wages—17.3% higher for African Americans and 23.1% higher for Latinos.³

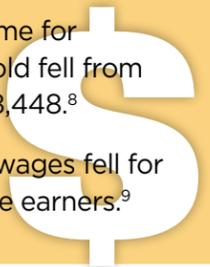
Three Facts About WAGE AND INCOME INEQUALITY

1. Between 1979 and 2014, employee productivity increased 64%, but employees' hourly compensation grew only 8.8%.⁴
2. The wealthiest 1% captured 58% of the income gains from 2009 to 2014.⁵
3. In 2014, the average CEO was paid 371 times the average wage of a U.S. employee and 894 times as much as a full-time, year-round, minimum wage worker.⁶



Three Facts About FALLING WAGES AND INCOMES

1. If the minimum wage had kept up with inflation since 1968, it would be \$10.97.⁷
2. Between 2000 and 2013, income for the typical nonelderly household fell from \$64,800 to just more than \$58,448.⁸
3. Between 2009 and 2014, real wages fell for the entire bottom 90% of wage earners.⁹



Three Reasons Why We Need to FIGHT WAGE THEFT

1. More than two-thirds of low-wage employees (almost 90% of fast food workers) are victims of wage theft each week.¹⁰
2. Immigrant and undocumented employees are the most vulnerable.¹¹
3. Approximately 43% of employees who speak up about wage theft face employer retaliation.¹²



Three Reasons Why We Need to FIX OVERTIME

1. Overtime protections have not been adjusted for inflation in 40 years.
2. As it stands, working men and women who earn a salary of less than \$23,660 a year are guaranteed overtime protections. But those who make more than that threshold can be denied overtime pay by their employers.
3. Despite putting in the extra hours, millions of working people are being denied access to overtime pay.

Endnotes

- 1 Robert Reich, The New York Times, 9/4/11
- 2 www.epi.org/publication/ib342-unions-inequality-faltering-middle-class/
- 3 Ibid.
- 4 www.epi.org/publication/raising-americas-pay/
- 5 http://eml.berkeley.edu/~saez/saez-UStopincomes-2014.pdf
- 6 www.aflcio.org/Corporate-Watch/Paywatch-2015
- 7 www.bls.gov/data/inflation_calculator.htm
- 8 www.census.gov/content/dam/Census/library/publications/2014/demo/p60-249.pdf
- 9 www.epi.org/publication/raising-americas-pay/, Figure Z, p. 63
- 10 http://www.unprotectedworkers.org/index.php/broken_laws/index
- 11 29% of undocumented men and 47% of undocumented women are estimated to be victims of wage and hour violations;
- 12 See www.nelp.org/page/-/Justice/2012/WinningWageJusticeTalkingPoints.pdf?nocdn=1

RETIREMENT NEWS

IAM 751 Retirement Club picnic packs Seattle Union Hall

Retirees and their guests packed the Seattle Union Hall on Monday, Aug. 10 for the annual IAM 751 Retirement Club Picnic.

The festive event provides an opportunity to catch up with old friends, make new friends, and talk with union leaders. Retirees each bring a side dish or dessert to share, which makes for an incredible smorgasbord. The Song Vendors provided music and many won raffle prizes at the free drawing.



The Seattle Hall was packed with retirees and their guests for the annual picnic on Monday, Aug. 10.



District President Jon Holden addressed the retirees along with IAM 751 Retirement Club President Jackie Boschok.



Retirees visited with old friends and made new acquaintances at the picnic. All enjoyed the great variety of food the picnic potluck had to offer.



With retirees bringing side dishes and desserts, those attending were treated to a huge variety of food.



Those attending were treated to lively music by union musicians as the band "The Song Vendors" played during and after the event.

RETIRED CLUB OFFICERS

President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	Lucia Raum	206-772-5110
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Mike Lough	253-371-4778
Trustees:	Louise Burns	206-242-5878
	John Guevarra	206-762-3848
	Michael Keller	206-723-4973
Union Office: (1-800-763-1301) or 206-763-1300		

National legislation introduced affecting Medicare & Social Security

From the Alliance of Retired Americans Friday Alert - Aug. 14, 2015

Congressional Republicans Move to Dismantle Medicare

In August, House Republicans on the Ways and Means Committee signaled they would begin writing legislation to privatize Medicare and turn it into a voucher system. The proposal, spearheaded by Rep. Kevin Brady (R-TX), would also combine the Part A and B deductibles, shifting additional costs on to beneficiaries who do not use hospital care. The action could be particularly dangerous should the GOP win the White House and retain control of Congress in 2016.

"Just as we finished celebrating 50 years of Medicare keeping seniors out of poverty, recent events have shown that House Republicans have declared war on Medicare and are committed to tearing apart this important and incredibly successful program," said Alliance Secretary-Treasurer Ruben Burks.

Senator Brian Schatz Introduces Legislation to Expand Social Security

On Aug. 13, U.S. Senator Brian

Schatz (D-HI) introduced S. 1940, the Safeguarding American Families and Expanding Social Security Act, which would change the cost-of-living adjustment formula (COLA) to better reflect the needs of older Americans. Current beneficiaries would be expected to see their Social Security benefits increase by an average of \$65 per month. This legislation is fully paid for by lifting the cap on income subject to the Social Security tax (currently at \$118,500) which would also extend the life of the trust fund for decades into the future.

"Sixty-two percent of households aged 55-64 have saved less than one times their annual salary, not nearly enough to sustain a family," said Alliance executive director Richard Fiesta. "The Safeguarding American Families and Expanding Social Security Act will increase monthly payments for current retirees, base payments on the real costs seniors face when calculating benefits and make the Social Security system solvent for decades to come. It is one of several bills that the Alliance supports that would expand Social Security benefits."

RETIREES

Congratulations to the following who recently retired from the Union

Mary A Ames	Stanley A Johnson	Stephen C Plumley
Kathleen R Armstrong	Rickie L Kinkade	Martin J Reilly
Tibe Assebu	Robert E Korn Jr	Marian Remy
Vickie K Bahr	George A Lehman	Steven D Rogiers
Anita L Balderes	Scott L Lundberg	Jeffrey J Satterlee
Bienvenido Bernardo	Michael R Lundi	Noel J Schick
Richard L Bobek	Brian K Marshall	Mitzie L Schield
Donald C Burnett	Michael L Martin	Mark A Scott
Frank E Christensen	Frank R Martinez	Bruce A Seer
Duane R Coleman	Tommy W Massey	Randall W Seilhan
Anthony W Collar	Rickie A Mathews	Robert H Sherrill
Edward L Crenshaw	Danny B Matthews	Enrico I Solano
Glen A Crowell	Patrick J Mccarthy	Ellen Starks
Gregory T Detert	Kim E Mccarty	Anthony Stiffarm
Charles F Dillehay	Jane A Mcknight	Steve L Sutter
Wayne L Emmons	William D Meservey	Tomas A Trias Jr
William Epps Jr	Donna L Moore	Douglas S Tschider
Russell E Faldzinski	Lynn C Moreau	Wendell G Wahl
Harry L Fifield	Daniel A Neeland	Randolph J Walbrun
Donald J Foster	Ryan W Niemi	Kenneth L Walker
Dianne E George	John L Norwood	Arnold A Walter
Joe B George	Kathryn A Parsley	Pamela L Walters
Luann Gomez	Tony J Pensula	Donna E Williams
Michael P Griffin	Darren C Peterson	Gregory K Williams
Frederick G Harding	Dan D Petersen	
Tan Ho	Cory R Phelan	
Frederick D Hoskins	Mark R Philpott	
Bruce Johanningmeier	Mary V Pierce	

Local 86
Cheryle Tripp, Triumph

FREE WANT ADS

FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

WARN ELECTRIC 2 way winch 8000 lbs, model 8274 150yds of cable, chrome mounting bracket and brush guard. Leather cover. Have manuals. \$550 253-854-4606

COTTAGE INDUSTRIES

GOT CAR PROBLEMS? If so come see us at Elite Automotive. Spanaway's trusted auto repair shop. Oil change special \$29.95 Free 32 pt. inspection. M-F 8 a.m. - 5 p.m. 253-847-8947

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

FIELD MOWING, ROTOTILLING, driveway grating and plows. Reasonable price. 206-437-6943 or 425-413-2630

ELECTRONICS & ENTERTAINMENT

COLT VOCO PRO KARAOKE EQUIP. JBL speakers, Yamaha Mackie mixers, disc players Yamaha Mackie gen power of light and sound, fully equipped microphones. 206-604-7032

FURNITURE & APPLIANCES

LA-Z BOY MODEL 1 HL562 500 lb, power luxury lift chair recliner, neat functions, color Tahoe 31D burlap. New January 2014. Was \$1,560 sell for \$700 firm. Great condition. 206-772-2999

HOUSING

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

MOBILE HOME in Park in Auburn. 3 bedroom, 1960 sq. ft., new heat pump and furnace in February. 13 Champion windows. All new paint. Lots of extras. 3 car plus carport. 4 miles to Boeing in Auburn and 167. 253-735-1832 or 253-569-4532

MISCELLANEOUS

30th ANNUAL LAS VEGAS HALLOWEEN GETAWAY October 31 return November 3, Alaska Airlines 3 nights, Plaza Hotel. 253-630-3994 racinricky@msn.com

HELZBERG GOLD DIAMOND ENGAGEMENT RING. 1/2 CT w/28 accent diamonds weighing approx. 5/8CT. \$3,750 206-794-2448

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 Sept. 22nd

HORSE TRAILER '94 Logan "Cimeron" sliver blacktrim, 2 horse. Excellent condition with saddle racks and tack doors both sides. \$2,900 OBO. Cost \$4,900. 360-829-0719

PROPERTY

ONE DOUBLE INTERNMENT LAWN CRYPT Mt. Olivet Cemetary. \$1,800 H# 425-988-3500 or C# 425-830-8970

2 ACRE BUILDING LOT. Well in, approved septic, power at road. Arlington/Darlington area. Beautiful view of White Horse Mountain 85K ask for Sally 425-308-1287

20 ACRES view of Lake Roosevelt. Great deer and turkey hunting. Power across the road. All private land area. \$40,000 - \$5,000 down 253-218-5546

2 CEMETARY PLOTS at Greenwood Memorial Park, Renton in the Veteran's Garden, next to the flag. Space 2 and 3. \$2,000 each. 425-922-1541

CEMETARY PLOTS - KITSAP COUNTY, Poulsbo First Lutheran Church - view! Call for details, 1 plot up to 8. 360-801-1518

2 CEMETARY PLOTS in Floral Hills Cemetary, Lynnwood, WA. \$1,000 each plot OBO. Call 480-983-0956 in Arizona.

RECREATIONAL VEHICLES

2001 NATIONAL RV 37' diesel pusher, 6 speed Allison transmission, 2 slides, 300 Cummins 85K, levelers, non-smoker. Call for details, excellent condition \$39,750 OBO 360-582-6434 or 928-210-6767

SPORTING GOODS

TWO MAGNA STEEL MOUNTAIN BIKE style bicycles. Blue, red color. Slightly used \$65 each or \$100 for the two. 12 foot sailboard with accessories \$165 NEED PHONE NUMBER!!!

CZ75 SP-01 TACTICAL 9mm with de-cocker, new VZ grips, 2 18 round mags and approximately 200 rounds of ammo including 49 rounds of Corban. Gun was just upgraded at Cajun Gun Works where the Pro package (see website) was installed. I have receipt. Has had about 100 rounds through it total. \$800 OBO. Can text or e-mail pics on request. 425-478-2784

BICYCLE 24" 21 SPEED candle lever brakes, 2 x suspension \$35 OBO. Stationary exercise bike with console - seat and backrest - much more \$150 was \$1,400 new. 253-638-7193

TOOLS

10 INCH CRAFTSMAN TABLE SAW with stand and antique 7 1/2 inch cast iron table saw. Best offers. 253-856-7904

1976 BRIDGPORT SERIES 1 MILL. One owner, ORO, Pwr. Feed. Many extras. 206-886-5875

AIR COMPRESSOR, light duty jib crane, Hobart welder w/8500 watt generator and more! 253-261-3736

VEHICLES

1998 FAT BOY 95th Anniversary #2777 of 3500. 13,435 miles, 5 speed, over \$2,500 in chrome and accessories. Always garaged and well cared for. \$7,500 OBO. 206-762-1117

TOYOTA 2011 WHITE PRIUS only 39,000 miles. This car is nice, everything works, like new. 50 miles per gal is real. \$15,750. 360-829-5230

2003 VICTORY CLASSIC CRUISER \$4,500 OBO 1502 CC, 28,000 miles, new interstate battery, runs great, full face helmet with smoke tinted shield, internal drop down sun shield 3 vents, lift up chin guard, magnetic tank bag. Newer front and rear tire and brakes, current tabs. All the maintenance records, made in USA. 206-243-1278

1976 CHEVY Custom Deluxe with Fire Body. 26,896 miles. Accessories: air compressor, light duty jib crane, Hobart welder w/8500 watt generator and more! 253-261-3736

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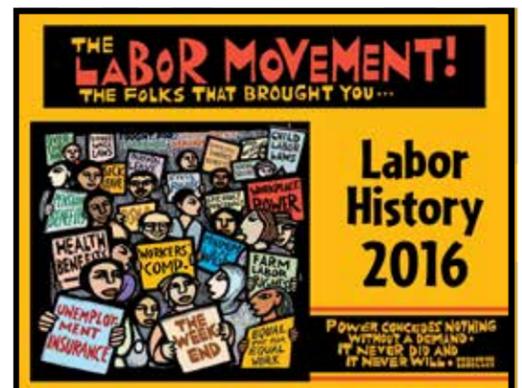
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Labor History Calendars \$5

You can get your labor history all year long by purchasing a 2016 Labor History Calendar for just \$5. Almost every day of this full-color calendar features photos of events from labor's history. Remember the labor movement is the folks that brought you the weekend, minimum wage, workers' compensation, unemployment insurance, health care benefits and a whole lot more.

The District 751 Labor History & Education Committee will have these educational calendars available for purchase mid-September at the Local Lodge meetings and the Everett, Seattle, Renton and Auburn Union Halls.



UNION YES FACTS

Unions fought for so many things we simply take for granted. It's good to remember what those who came before us fought long and hard to secure...

All breaks at work, including your lunch break were issues the labor movement fought to obtain.

Delicious food at August meetings



Local A's morning meeting featured steak and eggs on the menu.



Family members attended the barbecues.



Cam Griffin shares a laugh with his daughter.



Local C Officers take a photo before slicing the pig roasted by 751-C member Levi Focht and his wife Cheri (far right).



Many members brought their family to the August meetings to enjoy the barbecue.

Local F new member raffle



Jeremy Parker won the \$250 Fred Meyer gift card drawing in Local F for attending.



Local F President Robley Evans (l) and Rec. Secretary Christine Fullerton (r) present Steward Tony Young with a \$250 Fred Meyer gift card. Tony won the drawing from among Local F members bringing new members to meetings.

Lots of children attended the August barbecues.



Local C Recording Secretary Chris Schorr served roasted pig at the evening barbecue.



Bruce McFarland cuts up the ribs at the Local E barbecue

FINANCIAL \$ENSE:

How to be generous to family and yourself

Graduations, holidays, birthdays, and weddings are just some of the life events that can make us think about large gifts to children and grandchildren. "Often, we want the next and future generations to have a better and easier life than we've had," explains Deborah Lauer, vice president in Wells Fargo Advisors' Life Event Services team.

"This can take the form of bequests to heirs. But periods of unemployment, volatile incomes, and other economic circumstances among younger generations are inspiring many people to give assets *during* their lifetimes, when there is a need and while the giver can see it being enjoyed," says Lauer.

It's important to make sure your generosity doesn't jeopardize your own financial security. After all, you've planned carefully for your own retirement. Financial gifts you make now can reduce the assets you have to rely on later in life.

How can you manage these competing priorities? With open communication and an awareness of tax implications, you may be able to provide the help you want to give in a way that works for the recipient and you.

Assess Your Situation

"Secure your own oxygen mask first before assisting other passengers" is an instruction every frequent flier knows by heart. It also applies to your finances.

Have you also reviewed your estate plans recently? Are you seeing the opportunity for assets you had earmarked for transfer later to instead be given today?

Your Financial Advisor can help you explore how parting with certain assets now might affect your future financial

independence. Together, you can discuss options for minimizing the impact of removing those assets from your nest egg now.

"It's critical for individuals to prioritize their own financial security *before* making gifts to family members," Lauer says. "Nobody wants to become a burden to their family, which can happen if you give away the assets you've acquired to support yourself."

Keep Talking

Communication about money is critical within families. Once you've established limits for yourself on your ability to give, share with your family members the help you'd like to offer. Invite them to also talk with you about their needs.

Maybe you already know your grandson and his fiancée are saving for a first home. Find out what their shortfall is.

Is what you're being asked to support in line with your priorities? If you value education and are committed to developing your granddaughter's academic talent, you may want to offer to pay tuition directly to her school rather than giving a lump sum of cash to her parents.

If the conversation hasn't come up yet, but you've seen a need or simply want to share wealth during your lifetime, prepare for a longer discussion. It may take a few conversations with family to figure out exactly how they are comfortable being assisted and how you can appropriately supply that assistance.

Pride and a sense of independence can play an important role here – on both sides. Before you start the conversation, recognize you may have differing values

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and consider how those might influence your decisions about giving.

Consider the Tax Implications

As tax rules change, it's important to work closely with both your Financial Advisor and tax professional to make sure any gifts you make don't trigger an unexpected tax bill. For 2014, you can give individuals up to \$14,000 and married couples can make gifts of up to \$28,000 to individuals, according to the IRS.*

These gifts are called annual exclusion gifts. In addition to the annual exclusion gift, an individual may gift all or a portion of his or her \$5.34 million* gift tax exclusion without triggering a federal gift tax (although this may require additional tax reporting).

Noncash gifts such as securities or real estate could also be given instead of cash.

Medical expenses and tuition bills paid directly to the institution or service provider are tax-free and don't count toward your annual or gift tax exclusions, according to IRS rules.

With the right planning, you and your team of professionals can develop a gifting strategy that is likely to achieve your desired goals without putting your finances in jeopardy.

Don't forget that your gifts don't need to be monetary. After talking with your family, you may discover offering your time is what's really needed. Regular child care to working parents or lending your time and expertise to helping a

grandchild apply for college scholarships can be invaluable. These don't cost money but can buy your family real peace of mind.

Talk With Your Financial Advisor About:

Reviewing your current and long-term financial picture and estate plans, focusing on assets

Communicating effectively with family members about the wealth you'd like to share

Working with a tax professional to make sure financial gifts don't trigger additional taxes

*Wells Fargo 2014 Tax Planning Tables

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EASTERN WASHINGTON

Family fun at Local 86 annual picnic

Members of Local 86 and their families came out for an afternoon of fun at Mission Valley Park on Aug. 2.

The picnic offered live music featuring our own Darrin Truitt, a catered barbecue lunch, and free giveaways.

In addition, members had the opportunity to talk with District

President Jon Holden, District Secretary-Treasurer Susan Palmer, and Business Rep Steve Warren. Many members working at Triumph wore their contract shirts and shared how each was personally preparing for contract talks next year. It was a fun event that built solidarity!



Union Steward John Warren from Triumph wore his contract shirt for solidarity and visited with Steward Jerry Womble.



Yesterday's Cake provided live music featuring IAM member Darrin Truitt (r) on guitar.



Right: Union Steward David Bakken from UPS and wife Sheri enjoyed the picnic.



Valley Mission Park provided a nice venue for the event with shade at the picnic shelter, grass for lawn games, playground and much more.



ASC member Ron Fechner and his wife enjoyed visiting with members from other workplaces.



Right: After the barbecue, Ted Hogeweide and wife, Michelle, kick back and enjoy the music.



Retiree Erin Blashill dishes up the catered lunch.

Discussions at Durham



Steve Warren, IAM 751's Business Rep for Eastern Washington, met with members of Local 86 who work at Durham School Services in August, to discuss new work schedules and possible new hiring at the company. The Machinists who work at Durham maintain buses used by the Spokane School District.



Members from Kenworth attended meetings to discuss priorities in their upcoming negotiations this fall.

Kenworth members meet, prioritize issues to gear up for contract

Local 86 Machinists who work at Kenworth Sales in Spokane are gearing up for contract talks this fall.

Eastern Washington Business Rep Steve Warren met with members in August to begin discussing priority items they'd like to see in their next collective bargaining agreement.

There are 23 Machinists Union members at Kenworth who service diesel trucks for the dealership.

"The work our members do is essential to Kenworth's success in Spokane, and they deserve a contract that reflects their contributions," Warren said.

Members at Kenworth ratified their current contract in 2013. The agreement preserved their pensions and won wage increases.

For regular updates about the upcoming talks, go online at www.iam751.org/kenworthsales/

Local 1951 Membership Picnic

Sunday, Sept. 13 from 3 p.m. - 6 p.m.

Fullbright Park, 4508 Main Street, Union Gap

Local 1951 members, retirees and their families are invited for a day of fun, food, music with a DJ and union solidarity. Door prizes for retirees and members. Please RSVP By Sept. 10 at 1-800-763-1305 or email barbc@iam751.org.

