

# District 751 elects Holden

## Former Everett Business Rep wins election; will serve as union President into 2017

Jon Holden is the new President and Directing Business Representative of District 751.

The 41-year-old Holden was elected March 6, receiving 2,163 votes in a three-way race. The other candidates, John Lopez Jr. and Roy Wilkinson, received 540 and 142 votes, respectively.

Holden assumed the duties of District President immediately and was sworn in by District Secretary-Treasurer Susan Palmer.

He succeeds Tom Wroblewski, who retired effective Jan. 31, citing health reasons. Wroblewski had served nearly seven years as leader of the 32,000-member union.

"The work starts now, or maybe it started yesterday," Holden said after he was sworn in. "Our members deserve better than what they've had. We're going to give them better than what



*District 751 Secretary-Treasurer Susan Palmer (left) administers the oath of office to new President and Directing Business Rep Jon Holden after his election on March 6.*

they've had. That will be our focus going forward."

Holden said the union has "a huge task ahead trying to unite our members. We have to engage our members and get

them involved in our union like never before."

Holden vowed to "do a much better job of listening and reflecting the will of the membership." Specifically, he

pledged to conduct:

Regular membership surveys,  
Town hall-style meetings at local union halls,

Conferences to inform members of their rights under contracts and labor law; and

Regular factory-floor visits to ensure he's in touch with members.

Holden also promised to be more aggressive in enforcing the union's contracts with Boeing and other employers, and to provide more training and mentoring to union stewards.

"We can and should be pushing the contract enforcement envelope," he said.

Holden is a Bothell native, who hired into Boeing's Everett plant as a parts and tooling expeditor 17 years ago. He has served as a Business Representative for District 751 for the past seven years, where he represented more than 2,500 workers on the 747 assembly line.

He had resigned his Business Rep job and returned to the shop floor at Boeing *Continued on Page 5*

## International elections take place in April

### Voting set for days of local lodge business meetings

Active and retired District 751 members across Washington State will vote in April for top officers of the International Association of Machinists & Aerospace Workers.

The IAM's Grand Lodge — as the union's International headquarters in Maryland is known — is holding elections for the offices of International President, General Secretary-Treasurer and eight General Vice Presidents.

It is the first time in the union's 126-year history that members will get to vote on a full slate of Executive Council candidates.

Elections will be held at each Machinists Union local lodge across the United States and Canada on the day of their regular April business meeting.

The schedule for elections for IAM 751 local lodges in Puget Sound is:

**Local Lodge 751-E** — 6 a.m. to 7 p.m. April 2 at District 751's Seattle Union Hall, 9135 15<sup>th</sup> Place S. (Polls will stay open til 7 p.m. or 30 minutes after the close of Local E's business meeting, whichever is later.)

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## New Business Reps appointed for Everett

### Ferguson, Swank to look out for interests of members

Newly elected District President Jon Holden quickly took action to appoint two new Business Representatives to help service the members in Everett: Wilson "Fergie" Ferguson and Dan Swank.

The two of them hit the ground running on March 21. Ferguson will represent workers on the Everett flight line, while Swank represents 777 workers.

While they are new to the position of Business Rep, both are no strangers to the members. Both Ferguson and Swank have been leaders from the shop floor for many years and are widely respected by the membership.

Ferguson emerged as a strong shop floor leader during the recent contract extension votes and won the trust of the membership with his own unique leadership style.



*Long-time Everett Business Rep Ron Bradley (left) briefs new BRs Wilson 'Fergie' Ferguson and Dan Swank at the Everett Union Hall.*

"We have a huge task in front of us to rebuild a strong union that once again will command the respect of Boeing or our politicians or anyone else," he said. "I'm honored to be able to help achieve that as a Business Rep and look forward to meeting the stewards and members in

my new area of assignment."

Ferguson came by his strong union beliefs at an early age. He was raised in a union household and often accompanied his father, who was a union truck driver near Pittsburg, on the picket line where

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## Town hall meetings set for Auburn, Everett

### Members invited to speak out on direction of union

District 751 Machinists will get a chance to speak out on what they want their union to do for them at the first of a planned series of town hall meetings in April.

The meetings will be at 6 a.m., 11 a.m. and 4 p.m. April 24 at the Auburn Union Hall, 201 A St. SW, and at 6 a.m. 11 a.m.

and 3 p.m. April 30 at the Everett Union Hall, 8729 Airport Road.

The 6 a.m. meetings are scheduled to make it easier for third-shift workers to attend (although third shift is welcome to attend any of the meetings). The mid-day meetings are for second-shift workers and the afternoon meetings for workers on first shift. The meetings are open to all District 751 members. Future town

hall meetings will be held in Renton and Seattle as well.

Meetings are scheduled to run up to two hours, to give everyone a chance to speak if they choose.

Newly elected District President Jon Holden had promised to institute the meetings as part of his campaign platform.

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## Investment advice

New AeroMechanic feature gives advice to help you plan for your retirement.



## Machinists rip Inslee

State Machinists Council gives Governor an earful for siding with Boeing over 777X

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## REPORT FROM THE PRESIDENT

# Our union can only work if we are united

By JON HOLDEN  
District 751 President

We must do better. That's the message I'm hearing from Everett to Frederickson, and from Whidbey Island to Spokane. You want better lives for yourselves and your families and you want your union to do more to help you achieve that.

My promise to you is that I will do all I can as President of District 751 to make our union stronger, more effective and more united, so that we can achieve that goal.

The past six months have been incredibly difficult, of course. The votes on the two Boeing contract extension proposals before Thanksgiving and after Christmas left our union split almost exactly down the middle, with 51 percent on one side and 49 percent on the other.

No matter how you voted on January 3, none of our members who work at Boeing can be happy about losing our pensions, or the fact that we're going to pay a lot more for our health care and get smaller raises in the future.

But a union can only work so long as we are united. For us to be effective, we've got to find ways to come together in unity and collective purpose like never before.

That process begins today.

I've directed your District 751 staff to set up advanced training classes this spring for our union stewards. As part of that process, we have surveyed the stewards to find out what they're hearing from you, and what issues they need help with to better serve you. We will use that information to fine tune the



training, to ensure the stewards have the tools they need to work the issues you're facing in the shops today.

It's my belief that better training for stewards will directly benefit our members. The better our stewards, the better the level of service our union will be able to provide, in terms of requiring Boeing managers to consistently apply the policies spelled out in our union contract, and in general pushing the envelope on contract enforcement.

I've also directed the staff to prepare a general membership survey that will be available online within the next few weeks. You will receive a letter with more specific information on the survey. We're going to use the information from the surveys to help plot a new course for our union.

But I also want to hear from you directly. We're going to have town hall meetings at all of our local union halls, with the first ones set for later this month in Auburn and Everett. And I'm blocking out time for regular visits to our shops at Boeing and the other places where we represent workers, so I can speak with members one-on-one and in small groups.

These will not be "one-and-done" meetings and surveys. I ran for District President on a platform that promised regular membership surveys and focus groups, and I intend to live up to that promise.

It's my belief that our union can – and must – do a much better job of listening and reflecting the will of the membership. My promise to you is that you will have the chance to express your opinions and bring issues directly to me

and to the rest of the District 751 leadership team. If you've got good ideas, I want to hear them, and we'll take the best of your ideas and look for ways to put them into action.

It's also important to mention that we are not just the "Boeing Machinists," the way the media likes to call us. We represent close to 50 other groups of workers, like the men and women of Doss Aviation at Whidbey Island Naval Air Station, where I was involved in contract talks in March, and our brothers and sisters at AIM Aerospace in Sumner, who also are deep into negotiations.

They are full-fledged Machinists Union members, and while the issues they face are sometimes different from those we encounter at Boeing, they too will benefit from our program of increased steward training. I invite them to take part in our town hall meetings as well.

Yet while your union is doing all this for you, I'm calling on you to do more with your union. We are going to have membership conferences and classes to educate you on your rights as workers – under the law and under our union contracts. This will empower you on the shop floor, and help you better stand up for yourselves.

We're also going to need volunteers to serve on shop floor jobs committees that will actively investigate work assignments and make recommendations on appropriate labor grades for those assignments.

And while all these new things are happening, we will continue our commitments to important things like our Machinists Volunteer Program, our Guide Dogs of America fundraising, and our involvement in the political arena with the Machinists Non-partisan Politi-

cal League. We will continue to help workers at new companies form bargaining units and join our union. We will not stop fighting for justice on the job, nor providing service to our communities.

There is a lot of work to be done, and we need to get started immediately. Please do your part by filling out the surveys and coming to union meetings – either the town hall meetings at our local union halls or our regular local lodge business meetings in Seattle. Get informed, get active, get stronger.

My goal is to make District 751 the best damn union in America. We must do better. If we come together with that common goal, we will make it happen.

## New Business Reps appointed for Everett

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the members "were militant people who were willing to die for what they believe in."

"I learned early that there is strength in numbers and you have to stand together to win against corporations," he said. "It has been a driving principle in my life. If you do what's right for the members, you can't go wrong."

Ferguson joined the Machinists in 1987 hiring into the mod shop in Everett to perform warranty work on airplanes, after serving 12 years as a crew chief in the U.S. Air Force. In 1989, after he transferred to Seattle Field, he first became active in the union. He served as a steward at various times throughout the years and was always quick to speak up when contract violations occurred.

In 2008, Ferguson was elected as a Grand Lodge Convention Delegate where he pushed to implement changes in the IAM Constitution to increase the strike benefits and defeat the International's proposed 2-percent dues proposal. His outspoken style and strong leadership presence moved him up through the Local A officer ranks serving

first as Auditor and Vice President. He has been Local A President since 2012, and heavily promoted getting more members involved in our union.

Ferguson has also consistently volunteered for community service projects with our Machinists Volunteer Program, as well as with the Bikers Against Statewide Hunger food drive and other outside groups.

Swank has also been a strong advocate for the members since he hired into Boeing 18 years ago. The fact that he has worked in many different shops has made him a visible leader to members throughout the Everett plant.

Swank originally hired into refurb on the 777, then spent time as an assembler installer on the 777 line before getting laid-off in 1999. He hired back into 747 final body join, spent time in the wing line S&I, before transferring to an in-tank mechanic position. He already had his airframe and power plant license prior to hiring into Boeing and utilized IAM/Boeing Joint Programs to turn his lights green to move to the flight line in 2006.

Swank says he always appreciated having a voice for workers through the union, so he applied to be a union steward as soon as there was an opening in his shop.

He brings that perspective to his new role as Business Rep.

"After what we have been through in

the past few months, I wanted to help bring back members' confidence in the union and help us get focused on doing what is right for the members," he said.

"I always appreciated the union and our ability to question management decisions on contract violations," Swank added.

"I look forward to serving the membership in this new capacity."

Swank's willingness to speak up and attention to details on contract language earned him the respect of members and management. If he brought a grievance forward, it had merit and he had the documentation to win his claim.

In addition to serving as Steward, Swank has also held other union leadership positions: serving two years on District Council, serving on the District Executive Board, serving as a Trustee in Local A, as well as volunteering for community service, legislative and other union activities.

Both Fergie and Swank look forward to serving the members in this new capacity and ensuring members in their area have visible reps fighting on their behalf.



Wilson 'Fergie' Ferguson



Dan Swank

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

**Jon Holden**  
President, Directing  
Business Representative

**Susan Palmer**  
Secretary-Treasurer

**Clark Fromong**  
Sergeant-at-Arms

**Tommy Wilson**  
**Heather Barstow**

**Don Morris**  
**Ray Baumgardner**

**Richard Jackson**  
**Brett Coty**

**D. Joe Crockett**  
**Ron Bradley**

**Emerson Hamilton**  
**Charles G. Craft**

**Steve Warren (Eastern WA)**

**Ernest McCarthy**  
**Richard McCabe**

**Jason Redrup**  
**Wilson 'Fergie' Ferguson**

**Dan Swank**  
Union Business Representatives

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### 751 AERO MECHANIC

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## POLITICAL ACTION

# Machinists confront Inslee over 777X role

Delegates from District 751 attending the Washington Machinists Council had very strong questions for Washington Gov. Jay Inslee last month. It was made very clear to the Governor that they were angry with him for the role he played in the vote that took away pensions and raised health care costs for Machinists at Boeing.

Inslee later described the encounter as “a real vigorous discussion, as friends do.”

But Machinists said they wanted to make sure the Governor understood the depth of the damage done to the relationship.

“The meeting was tense,” said Paul Veltkamp, a member of the District 751 Legislative Committee. “There was a lot of anger on our side.”

“Inslee got real agitated in the meeting,” added District 751 Secretary-Treasurer Susan Palmer. “I don’t think he realized how angry our members are.”

The meeting took place Feb. 26, as the Washington Machinists Council met in Olympia. The Council is the umbrella group for all Machinists Union lodges statewide. District 751 is the largest group.

Before the meeting, the Machinists talked among themselves and decided that while they didn’t want to be outright rude to the governor, they wanted to make it clear to him why so many union members are furious with the way he

sided with Boeing and pressured them into voting to accept the company’s 777X contract ultimatum.

They seem to have succeeded. Inslee told a reporter after the meeting that the Machinists “were not overly subtle.”

Inslee came into the meeting hoping to think the Machinists would appreciate the distinction between him calling for the second contract extension vote and telling us how to vote on the offer. We are not happy with him suggesting that we should be forced to decide whether to lose our pensions or lose the 777X, said then Local A President Wilson Ferguson.

Veltkamp agreed. “I really think the governor thought he was going to come in, say his piece, and we would forgive him. That didn’t happen.”

Palmer said she told Inslee she was “seriously disappointed and disgusted in your choice to take part in the media campaign to guilt-trip our members into a yes vote.

Ferguson said he told Inslee it was “obvious from the questions you’re asking that you were ignorant of the details of Boeing’s ultimatum, yet you weighed in on it.”

“You should have spoken to the t-shirts,” Ferguson said. “Not the ties.”

In perhaps the most-tense exchange of the meeting, Ferguson said he told the governor that Boeing has been creating problems for stewards who were leaders in speaking out against



Then-Congressman Jay Inslee pledged to support working people during an interview with District 751’s Legislative Committee in 2012. Many Machinists feel he went back on that promise last year when he sided with Boeing management.

both the November and January contract proposals.

District 751 Legislative Director Larry Brown said the union will evaluate its support for all politicians who took Boeing’s side on a case-by-case basis. For now, he said, Inslee remains Washington’s governor, and the union will work with him to make sure he signs laws that are good for working people –

and vetoes ones that are bad.

Inslee has a lot of work to do before he regains the support of Machinists, Veltkamp said.

The governor’s public comments undermined the union’s leadership in the middle of one of the most-crucial negotiations in its history, Veltkamp said. “He has not apologized for that.”

## MNPL bowling tournament set for April 27

Local F annual Unity Bowl fundraiser for the Machinists Non-partisan Political League is coming this month.

The bowling tournament will be at 1 p.m. April 27 at Glacier Lanes in Everett, 9630 Evergreen Way.

The cost is \$50 per person for teams of five people, or \$250 a team. All proceeds go to MNPL, which is the political arm of the Machinists Union.

Money donated to MNPL goes to support candidates who support working people at the national, state and local levels. The voluntary contributions are essential, because District 751 does not use dues money to support candidates.

Now more than ever, it’s important to give to MNPL, said District 751 Legislative Director Larry Brown.

“In the past few months, we’ve learned a lot about who our friends in elected offices really are,” he said. “It’s vital that we have the resources to support the elected officials who have supported us, as aerospace workers, and also have resources to challenge those who didn’t.”

## IAM 751 joins ‘Fight for \$15’ in Seattle

District 751 has formally joined the Fight for \$15 in Seattle.

The union’s District Council voted unanimously March 11 to endorse Seattle Mayor Ed Murray’s proposal to raise the city’s minimum wage to \$15 an hour.

The motivation is simple, said Larry Brown, the union’s Legislative Director. “Clearly, we’ll all do better when we all do better.”

The District Council is the 35-member governing body for the union, made up of union members who work for Boeing and other companies. The union has more than 32,000 members across Washington State.

The Fight for \$15 to date has focused mostly on low-wage workers in the food service industry. But Brown said there are workers struggling with inadequate paychecks in almost every industry sector here in Puget Sound, including aerospace manufacturing.

For example, District 751 is currently locked in contract talks for more than 275 workers at AIM Aerospace in Sumner. The average pay there is \$13 an hour, but most workers – including nearly everyone in the largest job classification – are paid less than that.



AIM-Summer workers posted handmade signs calling for better wages during a Feb. 4 rally at the plant.

The result is devastating to the workers and their families. Miguel Moldonado is a leader on a team that makes air ducts for Boeing and Airbus jets. He says that if he gets 10 hours of overtime each week – and he gets to his local food bank – then he and his family will have enough to eat and pay rent.

“But if I’m not getting overtime, I won’t make it,” he said.

Christie O’Farrell, who works in shipping and receiving at AIM, said many of her coworkers rely on welfare and charity to meet their basic needs.

“There are people who work here, single parents, who are on state assistance

and get (taxpayer-subsidized) Section 8 housing,” she said. “Half the people here use the food bank.”

AIM Aerospace is one of Washington’s 100 largest privately owned companies with revenues of more than \$80 million a year, noted Brett Coty, the District 751 Business Representative who is the union’s lead negotiator for the AIM talks.

“We as a community are indirectly subsidizing companies like AIM, by providing taxpayer-funded assistance that allows their workers to survive on the poverty wages these companies pay,” Coty said. “Employers like AIM CEO Jeff Feutz don’t seem to mind that their employees qualify for food stamps and Medicaid, but we’re not OK with that.”

Brown also noted that while the average Machinists Union member at Boeing earns \$29 an hour today, entry-level pay in the bottom four labor grades is below \$15 an hour. The people in those jobs must work for years before their pay hits the \$15 mark.

“There are far too many people, working at profitable businesses in our communities, who are paid poverty wages,” Brown said.

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## Pro-worker bills killed by Senate Republicans

By DAVID GROVES  
Washington State Labor Council

It’s been about 14 months since two erstwhile Democrats traded control of the Washington State Senate to Republicans in exchange for leadership positions — and bigger offices. Last month, the real consequences of those partisan political machinations became clearer than ever. Republicans chairing Senate committees killed dozens of labor-supported bills that had passed the House — dealing with everything from paid sick leave to wage theft to electricians’ certifica-

tion — in most cases without even allowing a public hearing.

“Apparently, legislation that’s important to working families isn’t even worthy of discussion on the Republican Senate floor, much less support,” said Jeff Johnson, President of the Washington State Labor Council. “The House stepped up and passed some important legislation to try to make Washington a better place to live and work, but the Senate appears intent on D.C.-style obstruction and gridlock. It’s truly a shame because that’s not what voters asked for in

*Continued on Page 8*

# Union delivers checks for members laid-off at JBLM

Machinists Union members working at JBLM realized the value of union membership – even after the contractor they worked for had changed. Five members each received a check for \$10,000 (before taxes) to settle a grievance for being laid-off out of seniority order. Robert Banaszak, Joshua McClintock, Matthew Davis, Kris Sayles and Peter Schnuelle appreciated having the Union to correct the injustice.

The issue arose when URS kept five junior employees on the payroll and laid-off senior workers in November 2012. The Union pointed out the contract violations immediately and asked URS to correct the matter. When URS refused, Business Rep Joe Crockett immediately filed a third step grievance.

When the government awarded another company the contract in March of 2013, the Union continued to pursue the issue with URS to ensure members were compensated for the violation of layoff language. Crockett scheduled the issue for arbitration, and as the arbitration date neared, URS called to negotiate a settlement to resolve the matter. The Union had just won another arbitration case that validated the Union's position that the Collective Bargaining Agreement takes precedence over the Service Contract Act (the position URS had taken).



Machinists members who had worked for URS at JBLM were all smiles as they received settlement checks of \$10,000 after URS laid them off out of seniority order in November 2012. L to R: Kris Sayles, Business Rep Joe Crockett, Matthew Davis, Pete Schnuelle and Robert Banaszak. Joshua McClintock also received the settlement but is not pictured.

Members were thrilled to learn of the settlement.

"My jaw dropped when I got the call from the union," said member Robert Banaszak. "I had forgotten there was even an issue with the order of layoff."

Pete Schnuelle echoed that sentiment, saying "It was great news when the Union called. It reinforced that voting for union representation in 2011 was a good decision, and one that continues to

pay off. The union never gave up and kept fighting for us even after we were laid-off. This was my first experience working under a union contract."

"Seniority language is one of the most valuable clauses in a Collective Bargaining Agreement," said Business Rep Joe Crockett. "Clear, concise contract language was meant to ensure each person was laid-off in proper order and recalled in proper order. Those waiting to be rehired when the contractor changed, were placed on a preferential hiring list with the new contractor that provides the member the first right of refusal when additional positions open up and ensures they are hired in seniority order."

"Without union representation, these workers would have no recourse and a

company could hire and layoff workers in any order," Crockett added.

"Before we had the union, we would only get a day or two notice for layoff," Banaszak added. "Now the employer must give 14 days in advance if possible."

Kris Sayles had previously worked in a union job and appreciated the Union efforts that delivered \$10,000 to correct the contract violation.

Matthew Davis also recognized the value a union brings when he voted for representation in 2011, and added, "Once the initial agreement passed and we received our raise, it more than paid for the union dues. After that, everything else was gravy."

***"It was great news when the Union called. It reinforced that voting for union representation in 2011 was a good decision, and one that continues to pay off. The union never gave up and kept fighting for us even after we were laid-off. This was my first experience working under a union contract."***

**-- Pete Schnuelle**

## HSI Site Committe Tour Process Revamped and Renamed

Once a month, every month for the past 24 years, members of the IAM/Boeing Joint Programs Site Committees have had a contractual obligation to tour a selected shop floor area to monitor safety hazards and offer solutions. These tours, consisting of up to 20 IAM-represented shop floor employees, managers, and EHS staff, would descend upon and disrupt an area for an hour or so.

Pre-scheduling of the tours resulted in work groups feeling the need to 'clean house' first. The housekeeping kept the Committee members from seeing the area in its typical state, whether clean or cluttered, safe or unsafe.

In February of this year, representatives from Site Committees in Puget Sound and Portland gathered to revamp the tour process. The team participants included EHS leaders from Fab and BCA, along with IAM/Boeing Joint Programs Site Committee members Sarah Rollins, Matt Hardy, Darrell Dolen, Paul Veltkamp, Christine Fullerton, Karen Baldtrip, Dorothy Crace, Mark Rogers, and John Kleiboeker; and Joint Programs Staff members Howard Carlson, Dan Cundiff, George Young, Dena Bartman, and Donna Wilker.

The weeklong workshop resulted in renaming the outing from "tour" to "Site Committee Walks." In the IAM/Boeing Joint Programs spirit of



Site committee reps revamped the monthly safety tours to Site Committee walks.

partnership, hourly IAM-represented employees and managers from a Committee have been paired and assigned to a specific area. The pair performs one or two informal 'walks' together through their assigned area each month, focusing on safety best practices, frequent and infrequent hazards, and employees' personal stories and lessons learned.

In the short time since implementing the new process, the walks have proven to be beneficial and far more personal, as well as less intimidating and disruptive. The smaller group allows for more one-on-one interaction with shop floor employees, and opportunities to follow up with them personally on safety-related concerns. In addition, the new standardized Walk Process has eliminated much of the pre- and post-tour administrative work. Site Committee members can focus on building relationships with their assigned areas and have a real impact on safety and hazard mitigation.

## Mango Languages available through Joint Programs

IAM/Boeing Joint Programs is pleased to announce that we have partnered with Mango Languages to provide IAM-represented employees a new way to learn a language. Mango offers 60 foreign-language courses and 17 English language courses to choose from – and is continuously adding to their library of languages.

Learning with Mango is free for active IAM-represented Boeing employees. The Licenses will be allocated on a first come, first serve basis, starting April 1, 2014. You are encouraged to take advantage of this great resource.

Mango offers a fast, effective, and convenient solution for all your language-learning needs. Each lesson combines real-life conversations and audio from native speakers with

simple, clear instructions. The courses also give users insight into

global customs and an effective approach that integrates components of vocabulary, pronunciation, grammar, and culture. Mango keeps language learning intuitive and encourages learners to fit pieces and sentence structures together on their own using critical thinking and repetition.

Mango is accessible online wherever there is an internet connection, and offers free downloadable apps for learning anytime on iPhone and Android devices. Mango's app is also available on iPad, Kindle, and Nook. Mango is for use on your personal computers and devices only; Boeing computers and devices should not be used for Mango.

Visit the IAM/Boeing Joint Programs website at <http://iamboeing.web.boeing.com> starting April 1, 2014 for information and to start learning the language of your dreams.

# District 751 elects Holden President

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in order to qualify under District 751 bylaws to run in the election.

Outside Boeing, Holden also played a key role over the past three years helping workers at three Whidbey Island Naval Air Station defense contractors to form union bargaining units, then negotiate

and enforce their first contracts.

He is one of a handful of union officers in District 751 to have served a full organizing apprenticeship, where he was trained in helping workers join unions and bargain for better pay and working conditions.

His experience earned him the support of a number of key figures within the

union, including Wilson Ferguson, the President of Local Lodge 751-A, which is the largest local lodge within the entire IAM, with more than 18,000 members.

“Jon has experience dealing with Boeing, and our International,” Ferguson said. “He’s run unionizing campaigns and negotiated contracts and has a much deeper understanding of our current Boeing contract than any of the other candidates.”

Holden also has been an officer in Local 751-F and an active member of the Machinists Volunteer Program – the community service arm of the union.

Holden acknowledged a lot of members are angry and asked for District 751 members to pull together for a better future.



*New District President Jon Holden is congratulated by union members.*

“No matter how any member voted on the recent Boeing contract ultimatum, nobody can be happy about it,” he said. “The divisive events of the last few months demand that our union come together in unity and collective purpose like never before. My role is to channel that anger to rebuild the District.”

“If we do that,” Holden said, “we can make Boeing and our other employers better places to work, and all our communities better places to live.”



*Members voting for District President at the Seattle Hall on March 6.*

## Town hall meetings set for Auburn and Everett

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“We’re going to talk about where we are as a union, where we want to be and how we’re going to get there,” Holden said. “But mostly, I’m going to listen. I want to hear from members about how they feel about the union today and what they think our direction should be in the future.”

In addition to the town hall meetings, Holden has directed District 751 staff members to prepare opinion surveys for both the general membership and for union stewards.

Results from the stewards survey – which was sent out in late March – will be used to help fine-tune plans for upcoming training sessions for stewards. The goal of those training sessions is to make sure stewards are armed with the knowledge they need to answer the most commonly asked questions and address the top issues members have following the January contract extension vote, Holden said.

“The stewards are the backbone of our union,” he said. “It’s my goal to make our backbone stronger.”

The general membership surveys will

be conducted electronically in the near future. The District will send out letters with additional information on it, as well as how to access the survey. Information from the survey will help plot a new course for our union. The more members who participate and provide input, the stronger the union will be going forward.

Holden said the ideas he gets from members, at the town hall meetings and from the surveys, will be important for him as he makes his plans for the next three years.

“We’ve got a lot of smart people in this union, who have good ideas,” he added. “I want to hear from them, so we can incorporate the best of their ideas into a plan of action for the future. The town hall meetings and surveys are the first step in that process.”

Holden added that he believes “most of us are angry right now, and that’s understandable.”

But, he added, “I believe that if we channel that energy in a positive direction, we can accomplish some things that will benefit all of us as union members, and our communities as well.”



*Machinists at KAI work on UH-60 Blackhawk helicopters similar to this, flown by the U.S. Army's 160th Special Operations Aviation Regiment. (Sikorsky Co. photo)*

## JBLM Machinists ratify their first union contract

Machinists Union members who support U.S. Special Forces personnel at Joint Base Lewis-McChord have won better pay and retirement benefits in their first union contract.

The workers at Kay and Associates Inc. – commonly known as KAI – ratified a three-year contract on Feb. 27. The vote to accept the contract came after they had voted on Feb. 24 to reject the company’s first offer and authorize a strike.

After the Feb. 24 vote, the company agreed to improve wages and retirement benefits, which led to workers accepting the second offer.

“All of us should be really proud of the way these new Machinists took a stand and held out for a better contract,” said Joe Crockett, the District 751 Business Rep who represents workers at JBLM. “It took real courage to take that vote.”

The contract covers roughly 50 KAI workers who do classified work on helicopters used by the 160<sup>th</sup> Special Operations Aviation Regiment, which has one battalion stationed at JBLM. They had voted to join District 751 in December.

Under the agreement, the workers will receive:

- General wage increases of 1.75 percent in the first year, with 2 percent raises in the second and third years;
- 5 percent annual cost of living adjustments;
- Company contributions to the IAM National Pension Plan, starting in the second year of the contract; and
- Three additional days of paid leave each year for every KAI worker, and up to 10 days of annual paid leave for those on National Guard or Reserve duty.

Improved time off and retirement benefits were among the top priorities identified by workers prior to the start of contract talks.

District 751 now represents more than 500 civilian workers at JBLM, Whidbey Island Naval Air Station and Fairchild Air Force Base.

“More and more, civilian workers at military bases want union representation,” said District 751 President Jon Holden. “We’re happy to help them achieve that, and proud to have them as part of our Machinists Union family.”

### Local A swears in new vice president



*Wilson 'Fergie' Ferguson (l) administers the oath of office to Lester Mullen to become vice president of Local 751-A during Local A's March 6 meeting.*

# COMMUNITY SERVICE

## Committees announce plans for Guide Dogs fundraisers

Save the dates!  
District 751 local lodges and volunteer committees have announced the dates for Guide Dogs of America fundraising events in the coming months.

"These are fun events that raise vital funds for a charity that makes a huge difference in the lives of the people it touches," said District 751 President Jon Holden. "I hope everyone gets involved."

District 751 is the top fundraiser for Guide Dogs of America, the California-based charity that provides service dogs and training in their use free of charge to people who are blind or have impaired vision from across the United States and Canada.

Over the past five years, the union has raised nearly \$1.5 million for the charity, including a record \$384,000 in 2013.

### Sporting Clays Shoot

Local 751-C will hold its second annual Sporting Clays Shoot May 3 at the Sumner Sportsmen's Association, 15711 96<sup>th</sup> St. E., Puyallup.

Registration for the event will start at 8 a.m. that day, with a safety orientation following at 9 a.m. Shooting will start at 10 a.m.

The cost is \$190 per shooter, or \$950 for a team of five. The entry fee covers targets, ammunition, loaner guns, trophies and lunch.

"We did this last year, and it really was a blast," said Local C President Ron Coen. "We're hoping for another big success."

Details are available online at [www.IAM751.org/ClayShoot](http://www.IAM751.org/ClayShoot).

### Flight for Sight Fun Run

The 13<sup>th</sup> annual Flight for Sight Fun Run & Walk will be June 7 at the Boeing



Rod Sigvartson takes aim while David Henry pulls the target at last year's Local C Sporting Clays Shoot in Puyallup.

Everett Activity Center, 6098 36<sup>th</sup> Ave. W. Registration will be from 7:30 to 9 a.m., with racing to start at 9:30 a.m.

The event includes chip-timed 5K and 10K runs over courses that are certified by USA Track & Field. There also is a one-mile non-competitive walk.

Advance registration is \$30, and registration forms – and runners pledge forms – are available online at [www.FlightForSight.com](http://www.FlightForSight.com). Race-day registration costs \$35. All registered participants will get a t-shirt.

Boeing employees who complete the 5K can go online at TotalAccess to secure

an additional \$100 donation from Boeing to Guide Dogs.

The annual fun run is sponsored by the District 751 Women's Committee, which has raised \$138,676 since it launched the Flight for Sight. Last year's race attracted nearly 200 runners and raised more than \$15,000.

"We'd love to see that many runners out again this year," said Chairwoman Grace Holland.

### Puppy Putt 12

The 12<sup>th</sup> annual Puppy Putt charity motorcycle ride will be July 12 at locations around Puget Sound.

This year, riders will leave between 8 and 10 a.m. July 12 from Sound Harley-Davidson at 16212 Smokey Point Blvd. in Marysville and from Northwest Harley-Davidson at 8000 Freedom Lane in Lacey.

The separate groups will meet at District 751's Seattle Union Hall – 9135 15<sup>th</sup> Place S. -- for an afternoon of motorcycle-themed food, music and fun.

Puget Sound Harley-Davidson dealers are primary sponsors, but Puppy Putt is open to motorcycles of all makes and models, said Terri Myette, who is chairwoman of the organizing committee. "It's an all-breed event," she said.

Advanced registration is \$15 for a rider, and \$5 for passengers. Registration will cost \$20 for a rider on the day of the ride. Registration forms are available at all District 751 union halls in Puget Sound or online at [www.PuppyPutt.com](http://www.PuppyPutt.com).

For details go online at [www.PuppyPutt.com](http://www.PuppyPutt.com), or call District 751's Renton Union Hall at (425) 235-3777.



District 751 has raised nearly \$1.5 million for Guide Dogs of America over the past five years.

## Vennie Murphy 5K is April 12

The second annual Rescue Race: Vennie Murphy 5K will be at 9 a.m. Saturday, April 12 at Dacca Park on 54<sup>th</sup> Avenue East in Fife.

The 5K run and walk is a fundraiser for The Rescue Mission in Tacoma.

Registration is \$25 for adults, \$20 for youth under 18 and \$10 for children under 12.

Boeing employees and members of their families receive discounted rates if they register online at [www.RescueRace.org](http://www.RescueRace.org). In



Vennie Murphy

addition, Boeing employees who complete the 5K can go online at Total-Access to secure an additional \$100 donation from Boeing to the mission.

Last year's 5K raised more than \$9,000 for the mission, which works with people at all stages of addiction, homelessness or other life challenges. Founded in Tacoma in 1912, The Rescue Mission now has six locations across Pierce County.

The walk and fun run is named in honor of longtime District 751 MVP Vennie Murphy, a retired Boeing worker who has volunteered at the mission in Tacoma since the '90s.

## Machinists help mudslide survivors

District 751 Machinists are stepping up to help their fellow union members who were affected by the catastrophic March 22 mudslide in the community of Oso in Snohomish County.

"At least one union member has family in the hospital after their home was destroyed," said District President Jon Holden. "And virtually every one of our 1,400 union members who lives in Arlington and Darrington knows someone who was affected."

In response, the union is doing the following:

- A charity fund has been created so that union members can donate money to help fellow IAM 751 members who were directly affected by the mudslide. Members who wish to donate can send checks to "District 751 Charity Fund," care of 9125 15<sup>th</sup> Place S., Seattle, WA 98108. Please put "Mudslide Relief"

on the check's subject line. All money received will go to union members who were directly affected by the mudslide.

- The Snohomish County chapter of the American Red Cross is coordinating relief efforts for mudslide victims. To make a donation, go online at [www.RedCross.org/donate](http://www.RedCross.org/donate). Be sure to designate that your donation is going to disaster relief.

- District 751's Machinists Volunteer Program will coordinate with the United Way of Snohomish County and the Red Cross to determine what kind of volunteer labor will be needed to help residents of the Oso community clean up and rebuild in the weeks ahead. The MVPs will put out e-mail blasts to call for volunteers when they are needed.

"Unions are all about helping each other and helping our neighbors," Holden said. "In times like these, we need to do all we can to help."

## Subcommittee serves Snohomish County



Members of the Machinists Volunteer Program's North End Subcommittee have been preparing and serving Sunday breakfasts to 80 or more homeless people at the Everett Gospel Mission in recent months. The group -- comprised primarily of District 751 members who work at Boeing's Everett plant -- also does highway clean-up and works with other Snohomish County social service agencies on joint projects. The subcommittee will meet on April 16 at the Everett Union Hall to discuss future projects. For more information, call Kay Michlik at the Seattle Union Hall: (206) 764-0335.

## COMMUNITY SERVICE

# MVPs rebuild ramp, and Seattle man's faith in others

MVPs recently rebuilt a Seattle man's wheelchair ramp – and his faith in humanity.

"It's so fantastic – I can't believe this is happening," said Tim Owens, as volunteers from District 751 installed a new 6-foot ramp at his north Seattle home. "Yesterday, I was in total despair. Today, I have hope."

Owens is partially disabled due to a combination of medical conditions that make it extremely painful for him to stand and walk. He uses a motorized wheelchair to get around.

Despite that, he remains an active member of his community. He volunteers every week at a thrift store and soup kitchen run by University Temple Methodist Church in Seattle.

"What is the world, if a man doesn't make it a better place?" Owens said.

But all that appeared to have come to a halt on Feb. 27, when Owens discovered that the 6-foot aluminum wheelchair ramp he used to get out his front door was gone. "I opened the door and said 'Oh no, where'd my ramp go?'"

It was probably taken to a scrap yard to be sold for quick cash, police told him.

Owens' story was reported by two Seattle TV stations, which ran stories about the theft, and one of those caught the attention of District 751 members who belong to the MVP Committee.

"I was sitting in a meeting and my phone started buzzing with e-mails asking 'Can we do this?'" said then-MVP Chairman Robley Evans. "Because it was a wheelchair ramp, it was natural for us to get involved."

District 751 MVPs specialize in wheelchair ramps – the one they built for Owens was the 335<sup>th</sup> built by union volunteers since the committee was formed by former IAM 751 President Bill Johnson in 1997.

Typically, the MVPs provide free labor while the family of the person receiving the ramp pays for materials.



(Above) Tim Owens gets a hug from a friend as they watch District 751 MVPs build a wheelchair ramp at his Seattle home, while KING-TV videographer Eric Sander records the scene. (Right) MVPs: Robley Evans, Paul Schubert, George Braun and Ed Lutgen pose with Owens after they finished building him a wheelchair ramp to replace one thieves had stolen from his home in north Seattle.

But in this case, the MVPs had lumber and plywood on hand – materials recycled from a ramp they'd built last winter for a union member who died shortly after the ramp was completed.

The family had donated the materials back to the MVP Committee, which had them on hand when Owens needed a ramp on short notice.

With help from reporters at KING-TV in Seattle, Owens and the MVPs got in touch, and on the next day, Feb. 28, four union volunteers showed up at



Owens' home to build his new ramp – which they securely bolted into the concrete steps and sidewalk to make sure it wouldn't be taken.

Owens said he was incredibly grateful.

"This means my freedom. This means my independence," he said. "I can't imagine these people giving their own time and energy to do this. I'm beyond words."

## Peanut butter drive continues

The Pierce County Central Labor Council's peanut butter drive to help feed hungry local people continues in April.

Last year's drive collected more than 4 tons of peanut butter, which was given to the Emergency Food Network and distributed to hungry families throughout Pierce County.

District 751 members contributed 1,690 jars of peanut butter last year, with an estimated weight of 2,696 pounds -- or roughly 1.3 tons. That represented roughly a third of all the peanut butter collected by the 35 unions affiliated with the labor council.

"Peanut butter is an important source

of protein," said David Henry, a District 751 officer who is one of the union's delegates to the Pierce County Labor Council. "It's something nearly every kid will eat, and it's something food banks really need."

Union stewards and members are encouraged to bring jars of peanut butter -- particularly Adams and Jif brands, which are made by union workers -- to their local lodge meetings in April, as well as the town hall meetings in Auburn on April 24 and Everett on April 30. Donations can be dropped off any time at District 751 union halls in Auburn, Everett, Renton and Seattle.



Some of the 1,690 jars of peanut butter donated by IAM 751 Machinists last year.

## MVPs take on another ramp



District 751 MVPs met at the Seattle Union Hall March 20 to pre-fabricate the framework for a wheelchair ramp they planned to install at the home of a Seattle woman on March 22. Building the frame in advance cuts down on final assembly time once they get on-site, said newly appointed MVP Committee Chairman Rob Curran. The group (at right) posed for a photo once they finished.



From left, Jim Hutchins, George Braun, Vennie Murphy, Curran, Terri Myette and Clark Fromong.

# Grand Lodge elections take place in April

Continued from Page 1

**Local Lodge 751-A** — 5 a.m. to 8 p.m. April 3 at District 751's union halls in Auburn, Everett, Renton and Seattle and at the Pierce County Vocational Skills Center in Puyallup, 16117 Canyon Road E.

**Local Lodge 751-F** — 5 a.m. to 8 p.m. April 9 at District 751's union halls in Auburn, Everett, Renton and Seattle, and at the Pierce County Vocational Skills Center in Puyallup, 16117 Canyon Road E.

**Local Lodge 751-C** — 5 a.m. to 8 p.m. April 10 at District 751's union halls in Auburn, Everett, Renton and Seattle, and at the Pierce County Vocational Skills Center in Puyallup, 16117 Canyon Road E.

In Puget Sound, Machinists Union members are assigned to a local lodge depending on the type of work they perform at the Boeing Co. or other employers. For example:

**Local A** members include painters, assembler/installers, assembly workers, production workers, structures mechanics, wing line mechanics, factory service workers, sealers, flightline mechanics, aircraft-on-the-ground mechanics, forklift drivers, interiors mechanics, wire shop mechanics, functional test mechanics and overhead crane operators.

**Local C** members include maintenance mechanics, tool makers, model makers, machinists, CNC machinists, facilities/maintenance workers, tools & die makers, automotive mechanics and hazardous waste workers.

**Local E** members include electronics assemblers, electronics inspectors, electronics technicians, flight test technicians and avionics installers and inspectors.

**Local F** members include MPRFs (parts and tooling expeditors), quality assurance inspectors, storekeepers, shipping and receiving clerks, CSHA (confined space safety) monitors, dispatchers and nurses.

District 751 members should have received letters in March from the International, notifying them of the election and what day they are eligible to vote. However,

LOCAL	ELECTION DATE & TIME	POSITION	ELECTION VOTING LOCATIONS
751-A	April 3 5 a.m. to 8 p.m.	1 Int'l President, 1 Gen. Sec-Treas. & 8 Gen. Vice Pres.	<b>Auburn:</b> 201 A St. SW <b>Everett:</b> 8729 Airport Rd. <b>Frederickson:</b> Pierce County Skills Center, 16117 Canyon Rd E <b>Seattle:</b> 9135 15th Pl. S. <b>Renton:</b> 233 Burnett N.
751-C	April 10 5 a.m. to 8 p.m.	1 Int'l President, 1 Gen. Sec-Treas. & 8 Gen. Vice Pres.	<b>Auburn:</b> 201 A St. SW <b>Everett:</b> 8729 Airport Rd. <b>Frederickson:</b> Pierce County Skills Center, 16117 Canyon Rd E <b>Seattle:</b> 9135 15th Pl. S. <b>Renton:</b> 233 Burnett N.
751-E	April 2 6 a.m. to 7 p.m. or 1/2 hour after close of meeting (whichever is latest)	1 Int'l President, 1 Gen. Sec-Treas. & 8 General Vice Presidents	<b>Seattle:</b> 9135 15th Pl. S.
751-F	April 9 5 a.m. to 8 p.m.	1 Int'l President, 1 Gen. Sec-Treas. & 8 Gen. Vice Pres.	<b>Auburn:</b> 201 A St. SW <b>Everett:</b> 8729 Airport Rd. <b>Frederickson:</b> Pierce County Skills Center, 16117 Canyon Rd E <b>Seattle:</b> 9135 15th Pl. S. <b>Renton:</b> 233 Burnett Ave. N
86	April 10 Noon to 7 p.m.	1 Int'l President, 1 Gen. Sec-Treas. & 8 Gen. Vice Pres.	4226 E. Mission Spokane, WA
1123	April 3 7 p.m. to 8 p.m.	1 Int'l President, 1 Gen. Sec-Treas. & 8 Gen. Vice Pres.	Aluminum Trades Council, 180 Rock Island Rd. East Wenatchee, WA
1951	April 1 8 a.m. to 8 p.m.	1 Int'l President, 1 Gen. Sec-Treas. & 8 Gen. Vice Pres.	Hanford Atomic Metal Trades Council 1305 Knight, Richland, WA

members who work at Boeing who have changed jobs may also have changed local lodges, which means you may no longer be eligible to vote on the day specified in the letter.

**To confirm which local lodge you belong to currently, you can look up your Boeing job code number online at [www.IAM751.org/jobs.pdf](http://www.IAM751.org/jobs.pdf) or by calling the Seattle Union Hall at (800) 763-1301.**

In Eastern Washington, local lodge membership is determined by geography. District 751 members in the Spokane area are members of Local Lodge 86, those in Wenatchee and north-central Washington are members of Local Lodge 1123 and those in the Tri-Cities and Yakima and Klickitat counties are members of Local

Lodge 1951.

The schedule for voting in Eastern Washington is:

**Local 1951** — 8 a.m. to 8 p.m. April 1 at the Hanford Atomic Metal Trades Council Hall, 1305 Knight St., Richland;

**Local 1123** — 7 to 8 p.m. April 3 at the Wenatchee Aluminum Trades Council Hall, 180 Rock Island Road, East Wenatchee; and

**Local 86** — noon to 7 p.m. April 10 at District 751's Spokane Union Hall, 4226 E. Mission Ave., Spokane.

Election results won't be known until all IAM local lodges across the United States and Canada have finished their voting and the results have been certified.

## Pro-worker bills killed by state Senate Republicans

Continued from Page 3

2012," an election where Democrats won the governor's office and majorities in both legislative houses.

One of the few labor-backed bills that got a Senate hearing was House Bill 1313, the Paid Safe and Sick Leave legislation. Sen. Janéa Holmquist Newbry (R-Moses Lake), chairwoman of the Commerce and Labor Committee, scheduled the hearing on the lobbying day for the National Federation of Independent Business.

"When you pay people to be sick, they will be sick," testified Linda Wilson of Dewils Custom Cabinetry in Vancouver, predicting that her employees will simply use paid sick time as "another form of paid vacation."

Representatives of unions, progressive businesses, public health and domestic violence groups all gave very compelling testimony in support of HB 1313, but in the end it suffered the same fate that almost every other labor-backed bill did in Sen. Holmquist Newbry's committee, it was killed without a vote.

"There are a million Washingtonians who have no paid safe or sick leave," said Rep. Laurie Jinkins (D-Tacoma), the bill's prime sponsor. "HB 1313 was a reasonable, business-friendly

response to these pressing issues that affect so many of our friends and neighbors. The failure of the Senate Republicans to bring HB 1313 up for a vote is inexcusable. This is just one more sign of how their priorities ignore the daily struggles of working Washingtonians. The Senate Republicans, in killing this bill, have shown they have little interest in making sure all families are able to live with basic dignity and respect."

Here are some of the bills killed by Republican-controlled Senate committees:

**PAID SAFE AND SICK LEAVE** — HB 1313 would have required businesses with at least five employees to allow their employees to earn some paid sick leave over time. *It passed the House 52-45 and was killed in Senate Commerce and Labor.*

**LOCAL COLLEGE BARGAINING** — HB 1348 would have allowed community and technical colleges to use local funds for part- and full-time faculty step increases. *It passed the House 63-34 and was killed in Senate Commerce and Labor.*

**CERTIFIED PAYROLL** — HB 2331 would have enabled workers on public construction projects to confirm they are being lawfully paid their pre-

vailing wage by requiring contractors to post timely certified payroll reports. *It passed the House 54-44 and was killed in Senate Commerce and Labor.*

**TRIPLE DAMAGES** — HB 2332 would have discouraged wage theft by making employers liable for triple damages, rather than double, in a civil action. *It passed the House 53-45 and was killed in Senate Commerce and Labor.*

**WAGE THEFT RETALIATION** — HB 2333 would have established criminal penalties for employers who retaliate against workers who seek their rightfully earned wages. Today, victims of wage theft often don't seek their earned pay due to the threat their hours will be cut or they will be fired. *It passed the House 53-45 and was killed in Senate Commerce and Labor.*

**WORKPLACE FRAUD** — HB 2334 would have addressed the workplace fraud of misclassifying employees as independent contractors to avoid paying taxes and premiums for workers' compensation and unemployment insurance. It would establish a three-part test — one used in other states — to make it clear who is a traditional employee and who is a bona fide independent contractor. *It passed the House 51-45 and was killed in Senate Commerce and Labor.*

**ELECTRICIAN CERTIFICA-**

**TION** — HB 2550 would have promoted apprenticeship and improved worker and public safety by requiring completion of an apprenticeship program to receive a journey-level or residential specialty electrician certificate of competency. *It passed the House 54-40 and was killed in Senate Commerce and Labor.*

**FEDERAL BASIC HEALTH** — HB 2594 would have created a blueprint for a Federal Basic Health Plan Option under the Affordable Care Act, which would allow low-income adults who might not be eligible for Medicaid to purchase affordable coverage. *It passed the House 54-43 and was killed in Senate Health Care Committee.*

### IAM 751 joins 'Fight for \$15'

Continued from Page 3

"To build our economy, and a future for our kids, we need to do something about that," he said. "The Fight for \$15 in Seattle is one of the things that we can do, today, to help people in our communities. That's why we're supporting this."



### Musicians, performers sought for Labor's Got Talent! show

Sure you've got your day job building airplanes or airplane parts, but what is your hidden talent?

The Washington State Labor Council -- as part of MayWorks, a month-long celebration of workers' culture and history -- is looking for performers for its first-ever Labor's Got Talent! show.

The event will be at 7:30 p.m.

May 16 at the Best Plus Western Executive Inn, which is near the Seattle Center at 200 Taylor Ave. N., Seattle.

Are you the next Aretha Franklin, but only your shower head knows? Or maybe your specialty is stand-up comedy? Whatever your talent, you can petition to be included as a performer in the show by e-mailing

Tracey Whitten at [twhitten@aftwa.org](mailto:twhitten@aftwa.org). Send a description of your performance no later than May 1.

Organizers will follow up with performers with additional details.

If you want to attend the show, you can RSVP online at [leadernet.aft.org/webform/labors-got-talent-rsvp](http://leadernet.aft.org/webform/labors-got-talent-rsvp).



# RETIREMENT NEWS

## Retiree Club business meeting minutes for March

The meeting was called to order by President Jackie Boschok. John Guevarra led the attendees in a prayer which was followed by the flag salute and the singing of God Bless America.

**Roll call of Officers:** All officers were present.

**Minutes:** M/S/P to accept the February minutes.

**Financial Report:** Treasurer Tom Lux gave the report.

**Communications:** Jackie Boschok read a thank you note from former District 751 President Tom Wroblewski thanking the Retiree Club for the Salty's gift card.

Jackie then introduced special guest, Steve Kelly, the new President of the Alliance for Retired Americans in Washington State. He thanked District 751 for their continued support and said his organization has many new members and wants to work with us. Tom Lux presented a check to Steve Kelly for this year's ARA dues.

**Health and Welfare:** Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Paul Dexter, Lyle Eddington, Paul Fox, Robert Krauter and Ivan Morgan. Sympathy cards were sent to next of kin, also get well cards will be sent to Betty Degerstrom and James Evanson. Jackie also announced that retired Western Territory GVP Lee Pearson lost his son recently. She will bring a sympathy card to the next meeting for people to sign.

**Legislative Report:** John Guevarra gave the report. He spoke about the

Friday Alert which was handed out along with The President's Budget for Fiscal Year 2015 with the heading Opportunity for All: Supporting Seniors. John read the headings of each paragraph which included the following: Improving Customer Service at the Social Security Administration, Improving Retirement Security, Protecting Worker Pensions, Expanding the EITC for Older Workers, Engaging Older Americans in High-Impact Service and Providing Housing for the Elderly.

Steve Kelly added that he would like to talk about enhancing Social Security not just protecting it although he is happy overall with what President Obama has done regarding Social Security.

**Business Rep Report:** Business Rep Jason Redrup gave the report.

**President's Report:** Jackie Boschok announced that Jon Holden is the newly elected President of District 751 and hopes he can come and visit the club. She also spoke about the upcoming elections for the International offices. This will be the first vote in more than 50 years. She went over the absentee ballot procedure. Jackie spoke about the Executive Board which meets at 9 a.m. before the first retiree meeting each month. People are welcome to attend or forward suggestions for discussion.

Jackie said the special corned beef and cabbage lunch was catered by the Pickled Onion. She added that the lunch is free but any donations put in the donation can will go toward purchasing prizes for bingo.

**Good & Welfare:** Jim Hutchins



Celebrating birthdays in March L to R: Ric Rivera, T.J. Seibert, Ken Dinning, Mike Lough and Vera Doss.

announced that he and his wife attended a seminar about fraud put on by the AARP. He thought it might be a good seminar to hold here. He said they stressed the importance of shredding paperwork and not carrying your Social Security card with you. Jim said identity theft can happen to anyone so be sure to report it to the police if you are scammed.

T.J. Seibert said when he met Insurance Commissioner Mike Kriedler during the senior lobby day Mr. Kriedler talked about phone calls that can cost you money as long as you stay on the phone. So be careful about answering the phone

if you are not familiar with the number and don't hit the call return button.

John Guevarra said he spoke to Jackie about members keeping letters, etc. that document legislative activities such as responses to correspondence with legislators. He plans to turn in some letters he has received and encouraged others to do so as well.

Tom Lux encouraged everyone to vote in the elections for International officers in April. He said Jason Redrup is on the ballot and is one of us. If more people like him were involved we wouldn't have  
*Continued on page 11*

## Scherie Hart: 751 mourns the passing of a true trade unionist

On March 13, the IAM lost a true trade unionist with the passing of Scherie Hart, who holds a very special place in 751 history. Scherie became the first female Business Rep in 1994 and helped break the glass ceiling that deterred female members from pursuing top leadership positions in our union.

Her passionate approach to representing members quickly earned her the respect of other Business Reps, stewards and members. The name Hart was appropriate for this fiery spirit. Literally every project or grievance she worked on was attacked with enthusiasm and tenacity.

Her determination and drive guided her in her work, as well as her personal life. As a single mother raising five daughters (Scherie, Sarah, Schelie, Schanon and Schanel), she provided a strong role model and showed them you can accomplish anything you put your mind to. Often her daughters would take part in union events – instilling the strong belief that unions are the way to improve the quality of life for others.

Scherie's passion for unions was

in her blood. Her father was a strong union member. When Scherie first began working in her 20's, she went to work at a non-union plant only to have her father lecture her on union shops. Scherie decided to continue working there and help unionize the workforce, which she succeeded in doing. She knew then unions would be a central part of her life.



Scherie Hart was the first female Business Rep and always fought passionately for the members. She passed away after battling cancer a second time in her life.



From the moment she hired into Boeing, Scherie took an active role in the union, serving as Union Steward, Local F Sentinel, District Council Delegate, picket captain, legislative committee and on the women's committee – inspiring others along the way to get more involved.

In 1990, Scherie was appointed Union organizer working on both the General Office Drive and SPEEA merger. Scherie served as a temporary business rep in Everett from Oct. 1991 until July 1992. She was appointed the first female Business Rep in January 1994, was elected to the position in 1996 and proudly served in that role until her retirement in 2000. She served as Defense Committee chair in both the 1995 and 1999 negotiations,  
*Continued on page 11*

### 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
Sergeant-at-Arms.....	Mike Lough .....	206-371-4778
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		

### RETIREES

Congratulations to the following who retired from the Union:

Karen I Allen	Thomas H Fraser	Jody M Pflugrad
Michael W Anderson	Richard L Graham	Robert P Pierce
Dennis Archambault	Rex M Hatfield	Bruce A Poliak
Brent K Baird	Jeffrey D Heller	James S Purcell
Brenten N Bartlett	Eugene F Hemner	Richard J Razo
Robert D Bean Jr	Edward Hubel	Steven L Reeder
James A Berger	Kyung-Ja Huh	Cynthia J Riebow
Diana M Bertsch	Alan R Jacobson	Kent Roeder
Bessie J Booker	Koviljka Jevtic	Max J Roushman III
Richard A Bowles	Cami D Journey	Rodney D Rutt
Bernard R Braget	David W Kaszycki	David M Sadowski
Michael D Brister	Myrna Kershaw	Paul F Senger
Donna K Bromley	Lewis K Kibler	Carlos V Sibuma
Wayne R Callan	James L Kroeger	Daniel F Simms
George W Campbell	Stanley V Larsen	Philip L Sing
Stephen M Chambers	Dale R Larson	Steven T Sorensen
John D Champion	Lee M Little	Ceotris Spicer
Michael F Cramer	Timothy Logan	Rick B Steenerson
William P Cramer	Dian G Lord	William E Strickland
Rodney H Curry	Jeffrey S Lyon	Joann E Swanson
Bill Daniels	Patrick L McCart	Kenneth M Thomas
Brian D Dapp	E F McQuarrie	David W Thompson
Patricia Davis	Carol A Mendenhall	Gary E Tolman
Scott A Dolan	Otto L Misivila	John H Tregilgus
David V Dupea	Richard A Morden	Belen S Trost
Duane S Eddy	Dorothy L Moss	Shelby G Valliant
Pamela K Elder	Scott S Niegemann	Terry L Wagner
Lori J Fetterly	Lito C Palacay	Terry A Walter
Thomas E Firkins	David R Perkins	David R Watson Jr
Douglas R Fleming	Jozsef Pinczes	Kenneth L Yoakum

# FREE WANT ADS

FOR MEMBERS ONLY

## ANIMALS

SOCHI WAS RESCUED FROM A TEXAS SHELTER and flown in cabin to Washington to find a forever home. About 3yrs old female 6 pounds Chihuahua friendly spayed up-to-date on shots \$200 adoption fee pictures at

PIXIE WAS RESCUED FROM A TEXAS SHELTER and flown in cabin to Washington to find a forever home. About 1yr old female 4 pounds Chihuahua shy friendly spayed up-to-date on shots \$200 adoption fee pictures at [www.imageevent.com/hearttoheart/pixie](http://www.imageevent.com/hearttoheart/pixie). 253-874-8822

PROFESSIONAL OSTER TURBO A5 clipper for pet grooming #10 and #40 blades with cutting attachments, perfect condition. \$125. Valued at \$190. Ask for Jim 425-255-7963

## AUTO PARTS & ACCESSORIES

NICE CANOPY, burgundy off a 1999 Ford Leer full size bed, see ad pictures in Sonohomish County C.L. ad Lake Stevens. 425-334-4749

STP OIL TREATMENT. Reduced price. 15 oz cans @ \$4 each or \$45 for case of 12. 360-683-4994

## BOATS

BOAT 18' BAYLINER and trailer. \$1,825 obo. 206-783-1711

WANTED: 18 FT TO 20 FT BOAT with motor and trailer, in excellent condition. Ask for Jim. 425-255-7963

NORTH BAY CANOE, 15' Scout. Excellent condition, \$600. Color green. 360-673-2781

12 FOOT ALUMINUM FISHING BOAT, 9.5 horsepower Johnson motor. \$1,000 includes newly wired trailer with spare tire. 206-353-2194

2000 CRESTLINER, 18.5 tournament, 140 hp Suzuki, SS prop, 2 livewells, 2 baitwells, galv trailer w/folding hitch, very clean. \$10,900. 509-346-2738

10' NAVIGATOR SAILBOAT, main sail & jib. Great rowing dinghy. Electric motor included. Road trailer, oars, life vests. See photos at [ghboats.com](http://ghboats.com). \$4,000. 360-481-6514

## COTTAGE INDUSTRIES

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

THE "BOEING REAL ESTATE BROKER" is here to help you buy, sell or consult on local market conditions. Call, text or email: [vonprovo@admre.com](mailto:vonprovo@admre.com). 425-359-0165

F.C.C. COMERCIAL EXAMS. Dream of becoming a commercial radio operator or operating radios on a large ocean ship. Call Mark to schedule F.C.C. exam. 513-604-4054

H2o GUTTER CONTROL, licensed & bonded, continuous aluminum gutters & downspouts installed repairs, roof & gutter cleaning. Gary the owner/operator has 37 plus years experience, license #HZOGUG941NU. 253-538-7966 (office). 253-722-4149 (cell)

HEARING AID DISCOUNTS on quality major brand hearing aids for union members and their families. For info, call Affordable Hearing Solutions at 425-931-5278

FREE TRAINING IN FINANCIAL SERVICE and opportunity to make extra income. 214-909-6277 or 512-888-5710

## ELECTRONICS & ENTERTAINMENT

LOWERY "MAGIC GENIE" ORGAN. Console, lift up bench, bi-level, keyboard, tempo selects, Leslie speakers. Sacrifice due to moving. Mint cond. Beautiful wood. Cost over \$4,500, must see to appreciate \$300. 425-255-7963

## 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  
April 15th

## FURNITURE & APPLIANCES

ROLL ARM BENCH, upholstered in rich burgundy. Approximately 22.5 h, 17 w 45 long. Almost new. \$60. 425-255-7963

DAVENPORT WICKER/RATTAN. Plush seat cushions and wide sweeping arms. Natural wicker is handwoven. Almost new, beautiful. Sacrifice \$225. 425-255-7963

## HOUSING

DUPLEX FOR SALE, each side 2 bed 1 full bath washer/dryer separate fenced yards new roof vinyl windows huge attic plenty of parking wood & laminate flooring across street from Auburn Boeing \$135,000. 734 & 736 Ellingson in Pacific/Auburn. 206-799-8811

SPRING BREAK ON HOOD CANAL: 1-bdrm beach cabin, \$100/night with 2-night minimum. Mention that you're a Machinist and get a third night free! Search "Sisters Point Cabin" on Facebook, then call (360) 275-6816

BEAUTIFUL HOUSE IN LAKE STEVES. 1 studio & 1 bedroom, available now. 425-344-7255

ORCUTT REAL ESTATE - your professional for buying or selling your home. For current market information or free home evaluation, call today! Brooke Orcutt 425-299-7696

## MISCELLANEOUS

HONEYWELL HEPA AIR FILTER, \$50. Smith-Corona typewriter, case included, \$25. Microwave stand on wheels \$50. Sharp microwave with turn table \$25. 253-941-5987

MURRAY RIDING MOWER, 10 hp, 30 cut, runs good. \$500 OBO. 253-435-0501

UTILITY TRAILER 7 x 16. Open bed with side rails, loading ramp, tandem axle, 7000 gv. New condition, used once. \$1750. 253-327-4680

KNOW A RABBIT FARMER? I need rabbit manure for this year's garden and flowers. 253-735-6290 Kelly

GREENHOUSE: EDENLITE 6' x 8' greenhouse kit. All glass and aluminum construction. All assembly instructions included. Award winning design. \$800. 206-243-9491

COLLECTION: BOEING BUCKLES (colored) w/case, 247D, 707 Seattle Seafair, 757, 747-100, D.B. Cooper, B17, 727/737, 767, 747 Space Shuttle, B29, 747 Everett, 767 Mukilteo, 747 P/E, 767, 1 with all planes. 1-541-523-5800

2 CEMETERY PLOTS. Washington Memorial Park on a hilltop with shade tree. \$3,500 each. Ask for Jim 425-255-7963

PROFESSIONAL OSTER TURBO A5 clipper for pet grooming #10 and #40 blades with cutting attachments, perfect condition. \$125. Valued at \$190. Ask for Jim 425-255-7963

DAVENPORT WICKER/RATTAN. Plush seat cushions and wide sweeping arms. Natural wicker is handwoven. Almost new, beautiful. Sacrifice \$225. 425-255-7963

AFGHANS - beautiful, hand-made. New, misc. sizes and colors. Would make great gifts \$10 to \$35. 425-255-7963

FENCE POSTS, new treated 4 x 4 x 8 ft, 100 posts, \$7 each. 425-255-7963, ask for Jim.

REMEMBER THE GOOD OLD FASHIONED MEALS mom used to make? Not fancy with exotic ingredients. Just simply delicious recipes! 5 books only \$10. 425-255-7963

LOWERY "MAGIC GENIE" ORGAN. Console, lift up bench, bi-level, keyboard, tempo selects, Leslie speakers. Sacrifice due to moving. Mint cond. Beautiful wood. Cost over \$4,500, must see to appreciate \$300. 425-255-7963

JIM BEAN BOTTLES, some never opened \$10-\$35. 425-255-7963

ANTIQU: OAK SLANT TOP small desk. Excellent condition. \$65. 425-255-7963

WANTED: 18 FT TO 20 FT BOAT with motor and trailer, in excellent condition. Ask for Jim. 425-255-7963

UTILITY TRAILER \$700. State quarters in books, all 50 states, \$35 (great gifts). Other stuff will be selling later in garage sale. 253-845-0947 South Hill Puyallup

PRINCESS HOUSE CRYSTAL BOWLS, large \$20, 1 medium \$15, 4 small bowls w lids \$10. 1 lg lasagna dish \$20. 1 small lasagna dish 45. 8 footed Fantasia glasses, dark green \$2 each. 6' x 6' x 1' white floor shelf white movable shelves \$20. 425-226-7252

HAULING GROCERIES, garden supplies, laundry, etc. is easy with this sturdy wheeled wire cart. Folds for storage, new. \$19.99. 425-255-7963

ROLL ARM BENCH, upholstered in rich burgundy. Approximately 22.5 h, 17 w 45 long. Almost new. \$60. 425-255-7963

RASCAL POWER CHAIR, cost over \$4,000, sell for \$2,000. Red, 400 lbs capacity, less than 100 miles. Like new. 425-255-7963

## PROPERTY

2 CEMETERY PLOTS. Washington Memorial Park on a hilltop with shade trees. \$3,500 each. Ask for Jim 425-255-7963

MOSES LAKE - Nice 3+ acre lot located in a neighborhood of custom homes. Walk to the lake. \$73,000 MLS#571070. Realtor 509-989-4220

2 BURIAL SPACES side-by-side at Greenwood Memorial Park, 350 Monroe Avenue NE, Renton. Located in the Rhododendron Gardens. \$5,000 per space. 509-445-0337

TWO CEMETERY PLOTS in Floral Hills Cemetery, Lynnwood, WA. Was \$6,990, now \$4,000. Call 480-983-0956 (Arizona) or call cell 480-286-1877

FOR SALE 20 ACRES designated forest timber land on Anderson Island, WA \$400,000. 253-863-8372

FOUR BURIAL SPACES, lot 286 block 19. Spaces 1-2-3-4, Memorial Garden. \$5,000 each. 425-255-5920

GRAVE SITES - Poulsbo First Lutheran Church, Poulsbo, WA. Good view - buy one or up to eight, \$1,000 obo. 360-275-4872 or 360-801-1518

GREENWOOD MEMORIAL PARK, 3 side-by-side plots, Azalea Garden lot 69, block 5, spaces 1, 2, 3, \$3,000 each. Firm. 360-637-9165 or 360-591-8789

## REC MEMBERSHIP

SUNRISE RESORT membership. Six resorts in WA and 3 in Arizona. Affiliates Coast-to-Coast, Resort Park, International & Adventure Outdoor Resorts. Cost over \$3,500. A bargain at \$2,000. Enjoy ocean to mainland. 425-255-7963 or 425-225-1760

## REC VEHICLES

SNOWMOBILES FOR SALE. 1997 Polaris 700 with 2002 Polaris 800 ves 700, 2002 Polaris 800, 800 ves, 2003 Polaris 800 with Union Bay 900 ves with reverse. 425-308-4316

SUPER CLEAN 1999 WINNEBAGO Adventurer, 35 ft, V-10, slideout, jacks, new tires, has almost every option. Under 38,000 original miles. Asking \$23,500. Call George or Dorothy at 253-872-4859 (living in Manson, WA)

## TOOLS

MURRAY RIDING MOWER, 10 hp, 30 cut, runs good. \$500 OBO. 253-435-0501

MINI WOODWORKING LATHE. 8 inch x 12 inch x 13 inch, distance between centers, used twice, in new condition. \$95. 425-765-7478

## VEHICLES

RASCAL POWER CHAIR, cost over \$4,000, sell for \$2,000. Red, 400 lbs capacity, less than 100 miles. Like new. 425-255-7963

1977 CORVETTE (Shoreline, WA), 3 speed auto transmission, 350 cu in engine. Cash only. \$12,500. 206-365-1063

1990 DODGE DAKOTA \$1,850. 1995 Mercedes, 4 door, 420 SEL. Boat 18' Bayliner and trailer. \$1,825 obo. 206-783-1711

- |             |                          |                             |                         |
|-------------|--------------------------|-----------------------------|-------------------------|
| Circle One: | ANIMALS                  | ELECTRONICS & ENTERTAINMENT | PROPERTY                |
|             | BOATS                    | FURNITURE & APPLIANCES      | RECREATIONAL MEMBERSHIP |
|             | TOOLS                    | RECREATIONAL VEHICLES       | SPORTING GOODS          |
|             | HOUSING                  | MISCELLANEOUS               | VEHICLES                |
|             | AUTO PARTS & ACCESSORIES |                             | COTTAGE INDUSTRIES      |

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 April 15th!

1984 LIMITED EDITION ANNI-VERSARY 5.0 MUSTANG T-704, original owner, dash plaque #0785. Also have original 15" aluminum mags. Original paint. Interior very clean. 131,208 miles. 206-762-4608

WANTED: COMPACT 4-door, au-tomatic, for 16 year old daugh-ter. Looking for reliable, reasonably priced first car for her. 206-755-8575

1978 CHEVY CAPRICE CLASSIC, 48,000 actual miles. 99% original, PS, PB, PDL, PW, AC, AM/FM 8 track, works. \$6,500. Everett. 425-353-4136

## Scherie Hart: a true trade unionist

*Continued from page 9*

in addition to serving as one of the Strike Coordinators in 1989.

Her daughter Schanon noted, "My mom spent a lot of time at the Union working to help the members because she believed in what she did. Yet somehow she was always there for me and my four sisters, making our sports and school events. She could do it all."

Whatever the task, Scherie always gave 100 percent and put her whole heart and soul into the job. She will be missed by all who had the pleasure of working with her and knowing her.

## Notice of Nomination & Election for District Vice President

To the fill the vacancy for the unexpired term of District Vice President, the Union will hold nominations for the position at the April 22, 2014 District Council meeting to be held at the Seattle Union Hall, 9125 15th Pl S, Seattle, convening at 5:30 p.m.

To be eligible for nomination, members must be a seated District Council delegate as well as meeting all the "Qualifications of Candidates" listed in the District By-laws and the IAM Constitution.

**Election Day.** If more than one person is nominated for the position of District Vice President on April 22, an election will be held on May 1 from 5 a.m. to 8 p.m. at the following Union offices:

- Auburn:** 201 A Street SW
- Everett:** 8729 Airport Rd.
- Renton:** 233 Burnett N.
- Richland:** 1305 Knight
- Seattle:** 9135 15th Pl S

**Spokane:** 4226 E Mission St.  
**Wenatchee:** 180 Rock Island Rd, E. Wenatchee and Pierce County Skills Center, 16117 Canyon Rd E, Puyallup.

**Absentee Ballots.** Absentee Ballots will be furnished upon written request to the Dist Sec-Treasurer. Such requests for absentee ballots must be received **no later than 10 days** before the election. Members must qualify under the provisions of the IAM Constitution.

**For Locals A, C, E & F:** Direct absentee ballot requests to: District Secretary-Treasurer, 9125 15th Pl. S., Seattle, WA 98108 - either delivered in person or by mail.

**For Local 86, 1123 and 1951:** Mail or personally deliver absentee ballot requests to: IAM & AW Ballot Request, 4226 E. Mission, Spokane, WA 99202. Office hours are 7:30 a.m. to 4:30 p.m. and closed for lunch from 1 to 2 p.m.



Retired Club Treasurer Tom Lux (l) and Retired Club President Jackie Boschok (r) present Alliance for Retired Americans Washington state president Steve Kelly a check for 2014 ARA dues.

## Retiree Club business meeting minutes for March

*Continued from page 9*

been asked to give up our pensions. Vennie Murphy talked about the Rescue Mission 5k Run fundraiser on April 12 that is named in his honor. All proceeds benefit the Rescue Mission, which helps people who are homeless or face other life challenges.

**Old Business:** None

**New Business:** Jackie Boschok said at last years' Retiree Conference we were contacted by a large number of District 751 retirees living in Arizona. The idea came up about having a satellite meeting to help them get plugged in to their local Alliance for Retired American chapters and also to send a mailing to them before the next ARA convention in Las Vegas. Jackie said we need a motion to approve up to \$200 to pay for this mailing. The motion was M/S/P.

Max Templin asked if those District 751 members in Arizona who went in to management prior to retiring would be eligible to be considered District 751 retirees. Jackie answered that they probably didn't get a retirement card from the IAM. So no they wouldn't be considered IAM retirees. However, any retiree is eligible to join the Alliance for Retired Americans, and that is the organization that we are encouraging our retirees in Arizona to participate and become involved with.

Jackie welcomed two visitors and new retirees DeAnn Lord and Ric Rivera.

**Birthdays and Anniversaries:** Birthdays: Mike Lough, Ric Rivera, Kenneth Dinning, T.J. Seibert, DeAnn Lord and Vera Doss.

**Adjournment:** The meeting adjourned at 11:45 a.m.

## FINANCIAL \$ENSE: How to Prepare for Stock Market Swings

Crises that buffet the financial markets have become commonplace in recent years: 2008's banking crisis, the housing market implosion, credit woes at home and abroad, currency fluctuations, natural disasters. As a result, stock prices have been extremely volatile, sometimes rising or falling by 10 percent or more in a matter of weeks — or even days. "The past couple of years have been challenging for investors, to say the least," says Gary Thayer, chief macro strategist for the Advisory Services Group of Wells Fargo Advisors.

Fortunately, there's a straightforward way to meet the challenge of market volatility. The key is to create a mix of investments that can weather big swings in the stock market — while still providing the potential for gains over time.

### When Bad Things Happen to Good Investments

While the recent frequency of market disruptions may seem unprecedented, investors can take a lesson from prior decades' periods of extreme stock market swings, including severe declines. In the mid-1970s, a deep economic recession and a national energy crisis contributed to steep drops for stocks, which fell more than 26 percent in 1974 alone.<sup>1</sup> And the early 2000s' collapse of the dot-com bubble led to a string of annual losses, with stocks dropping more than 22 percent during 2002.<sup>2</sup>

These periods clearly demonstrated the dangers of volatile markets, which can generate sudden and steep drops as well as prolonged slumps. "Investors," Thayer notes, "learned not to take more risk than they were comfortable with."

Unfortunately, he adds, many investors had forgotten that lesson by 2008. That year, some investors nearing retirement were caught with stock-heavy portfolios when the downturn hit. They saw their nest eggs shrink dramatically as the stock market plummeted, jeopardizing their retirement plans.

Worse, some of those investors compounded their mistake by moving money out of the declining stock market in hopes of minimizing their losses. By the time stocks finally bottomed out in March 2009, investors had withdrawn nearly \$25 billion from equity funds.<sup>3</sup> As a result, they weren't positioned to participate in the dramatic market rebound that began that month and led stocks to a gain of almost 27 percent for the year.<sup>4</sup>

### An All-Weather Solution

Those mistakes offer an important reminder of how *not* to react to short-term market swings. Though double-digit drops in the S&P 500 can be scary, they

shouldn't trigger big changes in your investment strategy. "Radical changes based on emotion probably aren't the best decisions in hindsight," Thayer says. Instead, Thayer recommends building an all-weather portfolio: one designed to perform reasonably well in up markets without exposing you to risk beyond your tolerance when stocks hit a rough patch.

Start by reviewing your asset allocation — how your portfolio is divided among different types of investments. A good asset allocation strategy establishes the right balance of stocks, bonds and cash holdings. The more stocks you hold, the more vulnerable your portfolio is to short-term drops in the stock market. But avoiding stocks — which offer strong return potential — may make it difficult to reach your long-term financial goals. "Investors need to recognize the trade-off between risk and return," Thayer points out. "If you want to earn better than zero percent returns, you need to take *some* risk."

Of course, just how much risk you can tolerate will factor into your selection of investments. For instance, a young investor who has decades before retirement won't need to draw on his or her retirement savings for decades and is more likely to tolerate even significant market fluctuations. Such an investor can probably afford to hold a larger stake in stocks than an investor who is just a few years from retirement.

There's no way to predict when a market downturn will hit. That's why it's important to review and adjust your asset allocation strategy now — before the next big surprise comes along.

*This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group in Portland, OR at 1-800-923-6399/www.scottwealthmgt.com.*

Asset allocation cannot eliminate the risk of fluctuating prices and uncertain returns. Investments in securities and insurance products are: NOT FDIC-INSURED/NOT BANK-GUARANTEED/MAY LOSE VALUE. Wells Fargo Advisors, LLC, Member SIPC, is a registered broker-dealer and a separate non-bank affiliate of Wells Fargo & Company. ©2012 Wells Fargo Advisors, LLC. All rights reserved.0812-0080 [87238-v1]

<sup>1</sup> Ibbotson S&P 2011 Yearbook.

<sup>2</sup> Ibid.

<sup>3</sup> Investment Company Institute, <http://www.ici.org/research/stats>.

<sup>4</sup> Ibbotson S&P 2011 Yearbook.

## Money Management Workshops

District 751 members who work at Boeing can learn how to maximize their retirement benefits at retirement planning workshops. See below for times and locations.

Learn about your VIP options, how to maximize your Boeing pension options, about tax favored investing and proper asset allocation, calculate your post-Boeing income and examine creative

budgeting.

"With the changes coming to our Boeing retirement plans as a result of our vote on the 777X contract ultimatum, it's more important than ever for our members to get informed about their retirement planning options," said union Health and Benefits Rep Garth Luark.

Check the schedule below and register for the workshop of your choice.

751 Everett Hall, 8729 Airport Road  
 April 17th May 22nd June 26th  
 11:30 a.m. to 1:30 p.m. AND 2:30 pm to 4:30 pm

751 Auburn Hall, 201 A St. SW  
 April 22nd May 21st June 11th  
 9:30 a.m. to 11:30 a.m. AND 2:30 p.m. to 4:30 pm

751 Seattle Hall, 9135 15th Pl. S.  
 April 15th June 24th  
 Noon to 2 p.m. AND 3 pm to 5 pm

751 Renton Union Hall, 233 Burnett Ave N.  
 April 16th June 15th  
 Noon to 2 p.m. AND 3 p.m. to 5 p.m.

To reserve a seat for any location, contact Money Management Educators at 888-223-8311 or email [mmepugetsound@mmeducators.org](mailto:mmepugetsound@mmeducators.org)

## EASTERN WASHINGTON

# Brown bag lunches get second shift members involved

Local Lodge 86 in Eastern Washington conducted their first quarterly swing shift general membership meeting of 2014 in the month of March.

The quarterly meetings are designed to inform swing shift members of the Local Lodges activities, current issues and the general operations of the local and district lodge.

Business Representative Steve Warren welcomed the new members and discussed the Local Lodge, District Lodge and International responsibilities and governance to our union.

Members from Triumph, ASC Machine Tools, and URM Trucking participated in a discussion about Trade Act Adjustment (TAA), contracting out, outsourcing and company handbook and policies. The Machinists Union has been preparing the required documents so we can file for Trade Act Adjustment the moment any members receive a 60-day WARN layoff notice. Triumph has indicated there may be layoffs later this



*At a quarterly meeting, Business Rep Steve Warren talks to members from various employers. The meetings give members working second shift a chance to get information on union activities and get their questions answered.*

year and the Union wants to be sure if any members should face layoff, we have the broadest safety net to assist them in transitioning to a new position.

Discussion also focused on a new revised employee handbook for Triumph Composites. Although all employers have a handbook and policies, having a

collective bargaining agreement means the employer needs to follow progressive steps of discipline whenever enforcing these policies. Also if changes result in a change in working conditions, the Union has the right to bargain such changes.

"These meetings are a great opportunity to learn what is going on

in the union, share your concerns at your workplace, allow members to ask questions and present ideas for moving the union forward," said Warren. "Sharing ideas and participation build a stronger union."

The next brown bag lunch will be in June 12, 2014.

**IAM District 751 - Local Lodge 86**  
**2nd Annual**  
**TRAP SHOOT**  
**at Spokane Gun Club**  
 19615 E. Sprague Ave • Greenacres, WA  
**Sunday, August 10 - 10:00am**  
**Must RSVP by July 31, 2014**  
 Sign-In/Registration Starts at 9:00am  
**\$70 per shooter**  
**Each Registration Includes**  
 Lunch, Trophies and Door Prizes  
 Optional Gun Rental  
 Drawing to be held for Browning 12g Shotgun and BBQ  
 Special Contest Tickets Sold Separately on the Field  
**Net Proceeds to benefit Guide Dogs of America**  
 Register at the Union Hall: (509) 534-9690,  
 or email [aevland28@msn.com](mailto:aevland28@msn.com) or (509) 953-9246  
 Local Lodge 86 - 2014 Trap Shoot Committee: Allen Eveland and Casey Streeter  
 opeiu#8 aff:cio



*At the bargaining table for the UPS contract, L to R: Mark Sullivan (Local 289), David Bakken (Local 86), Steve Warren (Business Rep District 751), Greg Heidal (Business Rep District 160), Ernie Soderman (Local 289), Jeff Moats (UPS), Aaron Johnson (UPS), Brian Person (UPS), Bob Esperto (UPS), Leo Machado (UPS).*

## Talks for local UPS agreements focus on outside contractors

Machinists Union leaders have been in negotiations for 18 months working at United Parcel Service (UPS) throughout Eastern Washington in Locals 1123, 1951 and 86.

The negotiations are being held in conjunction with District 160, who represents the UPS mechanics working in Western Washington.

District 751 Business Representative Steve Warren and District 160 Business Representative Greg Heidal, along with Union Stewards have been meeting with UPS's company representatives to

discuss issues specific to the Spokane and Seattle local agreements. During the talks the two sides have agreed to establish a working resolution to the ongoing outside contractor issues.

While the machinists union has local agreements throughout all of United States with UPS, wages and benefits fall under a master agreement. Master agreement covers all local agreements throughout the United States. Contract negotiations for the master agreement are scheduled to begin in May 2014.

## McGaugh retirement honored at Local 86 March meeting

At the March Local 86 monthly meeting, members honored member Steve McGaugh who retired from ASC Machine Tools at the end of 2013.

Steve has been a member of the IAM since hiring into ASC in 1981. Throughout the years, he appreciated having an advocate in the union.

Local 86 Conductor-Sentinel Allen Eveland (r), who worked with Steve at ASC Machine Tools, presented Steve with a Machinists watch and thanked him for the decades of service to the union and wished him well in his retirement.



## RETIREES

Congratulations to the following Eastern Washington members who have retired with the Union. Their employers are noted after their names.

### Local 86

Dixie Malmoe, Triumph  
 Steve McGaugh, ASC  
 Edward Pettersen, Triumph  
 Ronald Pierce, Triumph  
 George Ray, Triumph  
 Jean Sams, Durham  
 Charles Voss, Triumph

### Local 1123

Loren Mathis, Alcoa