

# DISTRICT 751 AERO MECHANIC

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## Arbitration delivers over \$100k backpay and benefits

As 751-member Mike Cummings entered the gates at the Boeing Everett plant on June 16, he was thankful to be a member of Machinists District 751. This was his first day back at work after Boeing wrongfully terminated him in July 2012.

District 751 President Jon Holden pursued the case for Mike as his Business Rep on the 747 line in 2012 and took it to arbitration after Boeing failed to agree on a settlement in the grievance procedure.

After hearing from both sides, the arbitrator agreed that Mike was unjustly terminated and ordered Boeing reinstate him with back pay and benefits (minus a 30-day suspension). The back pay and benefits include two AMPP (Aerospace Machinists Performance Plan) payments and potential overtime – making it more than \$100,000.

“I was very thankful to have the Union step up and come through the way they did. It was amazing,” said Mike, who works as an assembler installer in the 777 feeder line area. “Jon Holden was there the whole way through and kept me informed every step of the way.



751-member Mike Cummings (r) thanks District 751 President Jon Holden who took his unjust termination to arbitration and had it overturned with back pay and benefits.

It was reassuring to know our Union not only had my back, but continued to fight through all the legal channels provided in our contract and prevailed.”

Having an advocate to challenge an unjust termination or unjust discipline is perhaps one of the most valuable rights you have as a union member. Without

the Machinists Union to investigate and challenge his unjust termination, Mike would have had no recourse to challenge Boeing’s actions.

When Mike was terminated in July of 2012, he immediately turned to his union representative for help. Boeing fired Mike almost two months after an

incident occurred on the job with no previous warning or even an indication he had done anything wrong immediately following the incident.

After a thorough investigation, it was determined to take the case to arbitration – protesting that the punishment was too severe and inconsistent with past practice at the Company. Our Union argued that Boeing did not provide clear and convincing evidence of just cause for termination and that termination was too severe for Mike’s first offense. Our Union brought forth 22 cases with similar mitigating circumstances that did not result in termination to illustrate the inconsistent nature of Boeing discipline and to prove Mike was treated differently than others involved in similar incidents.

After reviewing all the testimony and information presented, the arbitrator agreed with our Union and ruled Boeing did not have just cause to summarily discharge Mike and ordered him returned with back pay and benefits (minus a 30-day suspension).

The case is just another example of the value of having Machinists Union representation!



## Membership survey: another chance for input

Stewards at Boeing will begin distributing membership surveys the week of July 21. This is the first membership survey in several years and another positive step in developing much needed two-way communication.

The survey will have a traditional paper version distributed and collected by Stewards to promote face-to-face interaction on the shop floor. In addition, we will also have an electronic version that will be sent out in the weekly E-news.

Take the time to give us your input and opinion, which will help make our Union better and stronger.

Our Union will be developing similar surveys for members working at employers other than Boeing, which we hope to distribute in the next few months.

## Value of union shown every day

Every day our Union shows its value to members by enforcing every aspect of the collective bargaining agreement. Hundreds of issues are settled daily, but few members ever hear about them. Our Union is trying to better publicize these contract enforcement efforts that have always been an important part of our union.

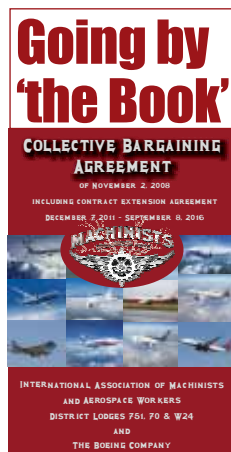
However, contract enforcement has become even more important in light of recent management activities. A new monthly section “By the Book” is aimed at educating members on contract language to counter stepped up management actions that often violate our contract.

Knowing your contract is the key to enforcing it or knowing who to turn to should questions arise. Your Union Steward is always the first point of contact.

These are just a few recent examples of our Union protecting members’ rights. We are encouraging more Stewards to share their success to educate others.

### Members Paid for Temp Upgrade

Our Union came through with back pay at just the right time for 751-member Mike Hardin. Thanks to union efforts, he received more than \$900 for a temporary upgrade the Company had originally objected to paying. Union Steward Rich Holman also received similar pay for the



same incident.

The additional pay came the same week Mike’s son was born and just after his car was broken into and the luggage that was packed and ready for when his wife went into labor was stolen.

“I came into work the day after my car was broken into, and Union Steward Rich Holman told me he had been paid for the temp upgrade. It was perfect timing when I really needed it,” said Mike Hardin.

Rich also received compensation for the same timeframe and temporary upgrade. Both Rich and Mike are Factory

Consumable Handler B’s, which is a grade 3 job. However, from July to November of last year, management had both members covering the daily activities of two tool rooms including inventory, ordering, receiving/issuing, restocking drawers, and cal/cert reports.

Because they were performing a “determining duty” of the grade 5 job by being responsible for two tool rooms, this entitled the two members to grade 5 pay. Business Rep Heather Barstow pursued the temporary upgrade when Rich was denied after taking it to both his supervisor and the general. Heather presented documentation of the dates, the two job descriptions and described the circumstances. Labor Relations reviewed the particulars and agreed that the members

*Continued on Page 5*

Business Rep Heather Barstow helped deliver more than \$900 for Rich Holman (l) and Mike Hardin for a temporary upgrade Boeing originally objected to paying.



## New Contract at Alcoa

Members at Wenatchee Works ratified a new 5-year agreement in June

12



## Added Help

Union adds second position to Health & Benefits office to better serve the members

4

**VOTE**  
in the Primary Election  
TUESDAY  
AUGUST 5th  
See Voting Recommendations, page 3

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## REPORT FROM THE PRESIDENT

# Working hard to make our union better

By JON HOLDEN  
District 751 President

Our members in Everett achieved two major milestones in June, delivering the first 787-9 and the 1,500<sup>th</sup> 747.

The 747, of course, is a unique airplane in the history of our industry. We've all heard tales of "The Incredibles" -- the Machinists and engineers, and construction workers who built the first 747s and the Everett factory at the very same time.

The work our members do on the 787 program is equally worthy of praise. Your skill, dedication and hard work has overcome all the problems generated by the global supply chain, and you are making Boeing's new airplane a success.

It's really remarkable, the caliber of work our members do at Boeing and the other aerospace companies we represent. There are no aerospace workers in the world who are as skilled and productive as you are and you should never forget it.

While you were working hard to make Boeing better in June, our Union staff was working hard to make District 751 better.

Our staff gathered for two days at the Seattle Union Hall to go over the input we received at the Town Hall meetings and plan our next steps. We developed an action plan that I believe will accomplish many of the things those of you who work at Boeing told us you wanted to see.

The first thing you will see is a general membership survey, which I believe will provide us with an even clearer blueprint for our future. Stewards will be handing out paper surveys, and you'll also have the option of taking it online.



Our goal with the survey is to get more input from you about the direction you want our union to take in the future. We received good feedback from the 400 people who took the time to come to the Town Hall meetings, but I want to hear from more of our 30,000 members.

We are finalizing the logistics now, so look for Stewards to be handing the survey out the week of July 21.

We have also agreed upon a plan to provide stewards with more tools to help them and you handle some of the issues that commonly crop up on the shop floor. I believe that will empower the stewards to push back successfully in many of the cases where management at Boeing, and our other companies, cross the line and violate our contracts.

We are also developing a new method to track the success our stewards have in resolving shop-floor issues, which I think will give all of us a better idea of the outstanding work that our stewards do every day.

We are going to be communicating with you directly as well, providing you with more information about your rights as workers under the law, and under our contracts.

Some of that will be flyers for your stewards to hand out, some will be in stories here in the *AeroMechanic* and some of it will be in the form of videos that we will post online. I expect we will have updates on a variety of topics -- everything from overtime rules to education benefits -- on a monthly basis.

Along those lines, we are working with the staff at the Washington Labor Education and Resource Center on a plan for classes for members, so that

you know for yourselves what your rights as workers are. Those classes are still several months away, but we are working on them.

At the first round of Town Hall meetings, a number of people suggested that District 751 could provide more information to members to help them plan their retirements. We're looking into that, as well.

But in the short term, I'd like to remind everyone that we already offer retirement planning classes through our IAM/Boeing Joint Programs. Those classes are on hold for the summer, but they will resume in September with sessions at the Auburn, Everett, Renton and Seattle union halls.

There are flyers out with the schedule, so check your union bulletin boards. We will also have updates here in the *AeroMechanic*.

I also appreciated the input and suggestions brought forward by Local 86 members in Spokane at meetings in June. I look forward to implementing their ideas, as well.

In addition, as you can read on page 4, we have added a second staff person to our Health and Benefits Office at the Seattle Union Hall. A big part of this person's job will be to help walk members through the process of retiring, to ensure every member is getting all the benefits that he or she is entitled to under our union contracts.

And while we are doing all this hard work, we are also going to have some fun. I'm pleased to report that we have reserved the state fairgrounds in both Monroe and Puyallup for a day of relaxation and solidarity with our families and our co-workers. That will be coming up in September. We will have more specific information for you as we get closer to that date.

It was a busy two days for your union staff, and we are going to be busy in the months ahead as we

execute this plan. But I am confident you will agree that the surveys, the new tools for the stewards and the new health and benefits rep will all translate into a stronger union.

All of these steps we are taking are in line with the plan we have moving forward. I am working to make our union more responsive to you, the members, and to provide members and stewards with more of the information you need to make your working conditions better.

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

**Jon Holden**  
President, Directing  
Business Representative

**Pat Bertucci**  
Vice President

**Susan Palmer**  
Secretary-Treasurer

**Clark Fromong**  
Sergeant-at-Arms

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

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

**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**  
**Dena Bartman**  
Union Business Representatives

#### Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
  - 201 A St. SW, Auburn; 253-833-5590
  - 233 Burnett N., Renton; 425-235-3777
  - 8729 Airport Rd, Everett; 425-355-8821
  - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from:  
Nationwide 1-800-763-1301  
Tacoma 253-627-0822  
Hotline: 1-800-763-1310  
Web site: www.iam751.org



## Local lodge barbecues, breakfasts set for August

District 751's annual membership barbecues begin in August.

In Puget Sound, the events are held in conjunction with each local lodge's regular meetings during the month at the Seattle Union Hall. They're open to all union members and their families, who are invited to stay for the union meeting.

All local lodges plan barbecue dinners for members who work on first shift. Some lodges will serve breakfast to members who work on second and third shifts who come to their lodges' morning meetings; others will serve lunch.

"Whether we're having burgers or breakfast, it's a great opportunity for everyone to come out, have a nice meal and talk about union business in a fun and relaxed



District 751's lodges in Puget Sound will host barbecues for members in August.

setting," said District 751 President Jon Holden. "I hope to see a lot of people there."

Here's the schedule for Puget Sound:

**Local E** (electronics and avionics) – 10:30 a.m. and 4:30 p.m. Aug 6;

**Local A** (assembly mechanics, cranes, forklift, painters, flight line mechanics,

wing line, structures and factory service) – 5 p.m. Aug. 7 and 10 a.m. Aug. 14;

**Local F** (inspectors, toolroom clerks and MPRFs) – 5 p.m. Aug. 13 and 10 a.m. Aug. 15; and

**Local C** (machinists, toolmakers, facilities) – 5 p.m. Aug. 14 and 10 a.m. Aug. 21.

Eastern Washington locals have their own barbecues each September.



# POLITICAL ACTION

## IAM 751 working toward fish consumption solution

By **LARRY BROWN**  
**District 751 Legislative Director**

There has been a lot of discussion the last couple of weeks about fish consumption rates, aerospace jobs and our union, and not all of it has been accurate.

For those of us who up to now mainly thought about fish consumption as being something you do after you take it off the grill, here is some background on the issue, and how it relates to us as both Machinists Union members and Washington state citizens.

### What are we talking about?

The fish consumption rate is an estimate of how much fish Washington residents eat per day. Right now, the estimate is that each citizen eats 6.5 grams per day. This works out to about 3.5 ounces of fish each month – close to what you’d get with a basic two-piece order of fish-and-chips.

The bottom line is that the fish consumption rate is a way for scientists to help calculate cancer risks from eating fish and informs regulators on the need for the level of water purity. Think of fish consumption rate as a way to measure cancer risk and control water quality.

### Why is this important?

All of our lakes and rivers contain some level of contaminants due to human activities. Rainwater runs off our roofs, yards, streets, and parking lots and factories use water for cooling and cleaning. The runoff from our communities and factories contain some level of contaminants which end up in our rivers and lakes. Some of these contaminants are cancer-causing. The fish absorb the toxins and they get passed on when people eat the fish. The more fish people eat, the higher their risk and the greater



Scientists are trying to figure out how much wild fish Washington residents catch and eat, as part of a process to set water-quality standards. District 751 is working toward a solution that protects public health, the environment -- and our jobs.

the need for our state to do something about cleaning up our water.

If our state doesn’t come up with a reasonable plan to do this by the end of this year, the federal Environmental Protection Agency has told our governor that it could impose its own regulations, which could perhaps be a much more difficult requirement that is more costly, or impossible to achieve.

### Why is our union involved?

Aside from the risk of cancer to us and our neighbors? It’s about quality jobs. There is little doubt that more

stringent water quality standards will be costly to employers, local governments, and taxpayers. The higher those standards are set, the higher the costs. These costs could compel employers to leave the state and local governments to raise taxes to pay for water treatment facilities. That could put some smaller employers out of business, and could potentially give Boeing another excuse to look elsewhere for future expansion.

At District 751, we want to make sure that we’re pursuing a balanced approach that builds our communities with jobs and clean water.

### What is our union doing?

District 751 has been deeply involved with this issue for close to two years. We’re one of the founding members of the group

People for Washington Waters and Workers – or “PW3” for short. Through this group of business, unions and municipalities, we are trying to find a common-sense solution, based on good science.

One thing we’ve tried to avoid is letting this become a partisan issue in Olympia. As a union, we don’t want a Republican solution or a Democratic solution – we just want a scientifically sound, commonsense compromise.

We’re also trying to keep this out of the courts. If we as a state simply study this thing forever without producing

an action plan, the feds will step in and we’ll end up doing things their way.

### Where do things stand?

It is anticipated that Governor Inslee will release draft rule changes in late July of this year. These draft rule changes will set a new fish consumption rate, phase-in rules and other variables which will hopefully drive water quality improvement, protect human health but not drive jobs out of Washington state.

In May, the PW3 group that we are involved with submitted its ideas to the Governor’s group. In it, they noted that a lot of the cancer-causing toxins get into our lakes and rivers from our homes and roads – not just from big factories and manufacturing plants. The storm water run off from freeways, roads, parking lots, residential neighborhoods, yards, and shopping centers must be accounted for.

Not to mention pollution that crosses borders into Washington that is not being addressed at all.

Even if the most extreme standards being discussed were implemented, this would not address other major sources of toxins in our waterways. Unless we make the investments in the infrastructure to actually treat the sources of the toxins, we can’t solve the problem. We also can’t ask the employer community to solve a problem that isn’t theirs alone so we need to take an all-inclusive approach.

Among the solutions we suggest is improving the way our state and local governments treat storm-water runoff, which now pours into our streams often untreated.

It would be a win-win: Building new treatment facilities would help create good-paying jobs, while also keeping our waters clean and protecting current and future manufacturing jobs. It would also

*Continued on Page 4*

## 751 RECOMMENDED CANDIDATES FOR AUGUST 5th PRIMARY

### VOTE IN THE PRIMARY ELECTION

**Tuesday, August 5**

#### FEDERAL RACES

##### U.S. Congress

- ✓ 1st Dist. - Suzan DelBene
- ✓ 3rd Dist. - Bob Digenthal
- ✓ 4th Dist. - Estakio Beltran
- ✓ 5th Dist. - Joseph Pakootas
- ✓ 6th Dist. - Derek Kilmer
- ✓ 7th Dist. - Jim McDermott
- ✓ 8th Dist. - Jason Ritchie
- ✓ 9th Dist. - Adam Smith
- ✓ 10th Dist - Denny Heck

#### SUPREME COURT JUSTICE

- ✓ Pos. 3 - Mary Fairhurst
- ✓ Pos. 4 - Charles Johnson
- ✓ Pos. 7 - Debra Stephens

#### King Co. District COURT SE

- ✓ Pos. 5 - John Torres

#### KING CO. SUPERIOR COURT

- ✓ Pos. 47 - Roger Rogoff

#### SEATTLE MUNICIPAL COURT

- ✓ Pos. 7 - Damon Shadid

Recommendations based on reviews of voting records and responses to questions on workers’ issues.

#### SNOHOMISH Co. DC JUDGE

- ✓ Pos. 1 - Anthony Howard

#### SPOKANE Co. PROSECUTOR

- ✓ Breean Beggs

#### STATE LEGISLATURE

- 1st District
  - ✓ Senate Rosemary McAuliffe
  - ✓ House 1 Derek Stanford
  - ✓ House 2 Luis Moscoso
- 3rd District
  - ✓ House 1 Marcus Riccelli
  - ✓ House 2 Timm Ormsby
- 5th District
  - ✓ House 1 Essie Hicks
- 6th District
  - ✓ Senate Rich Cowan
- 11th District
  - ✓ Senate Bob Hasegawa
  - ✓ House 1 Zack Hudgins
  - ✓ House 2 Steve Bergquist
- 19th District
  - ✓ House 2 Brian Blake
- 21st District
  - ✓ House 2 Lillian Ortiz-Self
- 22nd District
  - ✓ House 1 Chris Reykdal
  - ✓ House 2 Sam Hunt
- 23rd District
  - ✓ House 1 Sherry Appleton
  - ✓ House 1 Drew Hansen

- 24th District
  - ✓ House 1 Kevin VanDeWege
  - ✓ House 2 Steve Tharinger
- 25th District
  - ✓ House 2 Dawn Morrell
- 26th District
  - ✓ Senate Judy Arbogast
  - ✓ House 1 Nathan Schlicher
  - ✓ House 2 Larry Seaquist
- 27th District
  - ✓ Senate Steve Conway
  - ✓ House 1 Laurie Jinkins
  - ✓ House 2 Jake Fey
- 28th District
  - ✓ Senate Tami Green
  - ✓ House 2 Christine Kilduff
- 29th District
  - ✓ House 2 David Sawyer
- 30th District
  - ✓ Senate Shari Song
  - ✓ House 1 Greg Baruso
- 31st District
  - ✓ Senate Pam Roach
- 32nd District
  - ✓ House 1 Cindy Ryu
- 33rd District
  - ✓ Senate Karen Keiser
  - ✓ House 1 Tina Orwall
- 34th District
  - ✓ Senate Sharon Nelson
  - ✓ House 1 Joe Fitzgibbon
- 35th District
  - ✓ Senate Irene Bowling
  - ✓ House 2 Tammy Newton

- 36th District
  - ✓ Senate Jeanne Kohl-Welles
- 37th District
  - ✓ Senate Pramila Jayapal
- 38th District
  - ✓ House 1 June Robinson
  - ✓ House 2 Mike Sells
- 40th District
  - ✓ House 1 Kristine Lytton
- 41st District
  - ✓ House 1 Tana Senn
  - ✓ House 2 Judy Clibborn
- 43rd District
  - ✓ House 1 Brady Walkinshaw
- 44th District
  - ✓ House 1 Hans Dunshee
  - ✓ House 2 Mike Wilson
- 45th District
  - ✓ Senate Matt Isenhower
  - ✓ House 1 Roger Goodman
- 46th District
  - ✓ Senate David Frockt
  - ✓ House 1 Jessyn Farrell
- 47th District
  - ✓ House 1 Chris Barringer
  - ✓ House 2 Pat Sullivan
- 48th District
  - ✓ Senate Cyrus Habib
  - ✓ House 1 Ross Hunter
  - ✓ House 2 Joan McBride

**VOTE IN THE PRIMARY ELECTION**  
**Tuesday, Aug. 5th**

# 'You control your destiny,' Holden tells AJAC grads

Apprenticeships are a centuries-old approach to workforce training whose time has come once again, District 751 President Jon Holden told the first graduating class from the Aerospace Joint Apprenticeship Committee.

"Employers need skilled workers," Holden said. "Apprenticeship programs are what will deliver these skilled workers."

A total of 21 new journeymen were honored on June 27 for completing a four-year AJAC apprenticeship, combining 600 hours of classroom instruction on top of more than 8,000 hours of supervised work in the shops of aerospace industry suppliers across Western Washington.

As a result of that training, they are "multi-skilled machinists with the confidence to work on a variety of machines, across many different departments at their companies," said Lynn Strickland, AJAC's interim director.

AJAC was formed in 2008 after District 751 won a \$3 million state grant to establish an apprenticeship system for Washington's aerospace suppliers. After a couple years in start-up mode, it began

accepting apprentices into a full four-year program in the fall of 2010.

Those first apprentices are now graduating from AJAC's aircraft-oriented machining program.

"The No. 1 competitive advantage our state has in aerospace is the skill level of our workers," said Jesse Cote, the IAM 751 staff member who is AJAC's chairman. "If we're going to grow that industry, we've got to grow the pool of skilled workers too, and there's no better method than apprenticeships to turn entry-level workers into journeyman aerospace machinists."

AJAC now has more than 300 apprentices in training at aerospace suppliers statewide.

AJAC's first apprenticeship class already is making a difference at the aerospace supply companies where they work, Strickland said. Some have been targeted for management positions, while others are moving into shop-floor leadership roles as trainers and mentors to new hires.

The apprenticeship graduates will reap their own rewards as well.

Chandra Brown, the deputy assis-

tant secretary for manufacturing at the U.S. Department of Commerce, was the keynote speaker at the ceremony, which was held at the Museum of Flight.

She said studies show that apprenticeship graduates, over their lifetimes, will earn \$300,000 more than workers who don't get that same level of training.

Aerospace workers earn 47 percent more than other manufacturing workers, Brown added.

"It's a great career. You can support a family and do it without the debt that can come if you go on the college side," she said.

Brown said the goal of the Obama administration is to convince more aerospace companies to move work they've outsourced back to the United States. To help that process, the Commerce Department has committed \$100 million for grants to boost apprenticeship programs like AJAC.

"Without that pipeline of workers, we will not continue to be the greatest nation," she said.

In his remarks, Holden congratulated the new journeyman aerospace workers.



District President Jon Holden speaks to new journeymen aerospace machinists at the Aerospace Joint Apprenticeship Committee graduation ceremony.

"Because of your hard work, you control your destiny," he said.

And he encouraged them to give back. "Somebody provided this opportunity and this hand up to you," Holden said. "So share what you know with others."



Health and Benefits Reps Paul Veltkamp (left) and Garth Luark (right) meet with an IAM 751 member to discuss his retirement benefit options. Veltkamp was appointed in June to fill a newly-created position in your Union's Health and Benefits Office.

## New staffer to help District 751 members with benefit questions

Our union's District Council voted in June to create a position for a second health and benefits representative, who will assist District 751 members battling to get the benefits they are due under their union contracts.

The new rep will improve the quality of service union members get, said current Health and Benefits Rep Garth Luark. The Health and Benefits office is one of the busiest in our Union, fielding calls from both active and retired members.

"Having two people is absolutely going to expedite things and give us more quality time with our members, to sit down and figure out more of what is going on with their issues," he said.

District President Jon Holden has appointed Paul Veltkamp to fill the newly-created position. Veltkamp had previously been a union steward working in quality assurance for Boeing on the 747 line in Everett.

"Paul's been a strong advocate for workers at Boeing, and as a union steward, he's handled his share of questions about benefits," Holden said. "That made him a natural fit for the new position."

Union stewards "do a great job in terms of taking care of stuff at the shop floor level," Luark said. "What they can't handle, they send along to us."

Luark said he and Veltkamp will be busy helping members handle issues related to workplace injuries. As Boeing production rates go up – and the company brings in new workers – the number of on-the-job injuries is going up as well, the reps said.

More and more members are having issues getting their medical bills paid – something Health and Benefits assists with on a regular basis. The office also helps members and their dependents who need to get enrolled in treatment programs.

The reps also have a large number of leave-of-absence cases to handle. "We'll be making sure you're coordinating with your doctor to make sure the paperwork is correct and complete," Veltkamp said.

And Luark said there are an increasing number of Baby Boomers preparing to retire from Boeing, who come in to the Health and Benefits Office in Seattle to get assistance and advice.

"It's an honor to be able to work with these folks as they get ready to use their retirement benefits," Luark said. "They stood on the picket line and sacrificed over the years to protect them, and now they get to enjoy the benefits they fought for."

## Bartman appointed to serve as Business Rep in Everett

751-member Dena Bartman has long been a vocal advocate for union members -- serving more than 13 years as a Union Steward where she fought daily to enforce the contract and protect workers' rights.

On June 30, Dena is again focusing her efforts on contract enforcement in her new role as Business Rep in Everett. Dena was appointed to fill the vacancy created when Richard Jackson moved to Chief of Staff.

Dena has been active in the Union since she hired into Boeing in 1988 - serving as a Union Steward,

of Trustees and has been active in the Machinists Volunteer Program helping with the Salvation Army, Northwest Harvest and a variety of other projects.

For the past three years, Dena has helped members through her position as IAM/Boeing Joint Program Coordinator -- helping to implement and manage the

peer mentoring program in Renton.

In every position or project she works on, she remains a strong voice for the members and an advocate for improving the lives of others. Her belief in our Union is a core value, which is why she has volunteered numerous hours and weekends on



Dena Bartman looks forward to serving the members as a Business Rep in Everett and getting to know the members in her assigned area.

Local F Trustee, Local F Audit, and District Council Delegate. She has also been a strong advocate for workplace safety -- serving years on the Health & Safety Institute Site Safety Committee, as well as the District Safety Committee, which she chaired for a year. In addition, she is an active member of the Women's Committee, served on the ECF Board

organizing drives to bring the benefits of union membership to other workers in our state.

"It is a privilege to have the opportunity to serve the membership in this capacity," Dena said. "I look forward to my new position and getting to know the Stewards and members in my assigned area."

## IAM 751 working toward fish consumption solution

*Continued from Page 3*

ensure that everyone is doing their part; including our employers.

### What can I do?

Once Governor Inslee's group finishes its work and issues a proposal, we will review it and -- depending on what the proposal says -- make comments. At that point, we may ask union members to contact elected representatives in Olympia to insist they make specific changes.

Or maybe not. Until we know what

the Governor's plan is, we don't know the potential impact to jobs, taxes or the environment. Your Union has been working hard to ensure the plan that emerges later this year will strike a good balance between public health, our environment and our economy.

That should be the bottom line for all of us in Washington: a clean water plan that preserves our livelihoods, our lifestyles and our lives -- and makes fish consumption an issue for the dining room table, not the political spotlight.

## GOING BY THE BOOK

# Bereavement leave grief from management misinterpretation

Sometimes what appears to be clear, concise contract language can be misinterpreted by management. When that happens, it falls to our Union Stewards to set management straight. It can be a section of the contract members give little thought to and assume language is clear and couldn't possibly be misinterpreted.

Recently, Business Rep Dan Swank thanked Union Steward David Bryant for educating management on the bereavement leave section of our contract. This language seems pretty clear to members and a benefit we have enjoyed since it was originally negotiated in 1971.

However, an interiors mechanic on the 777 line had an unusual issue arise. He informed his manager that his grandmother had passed away and requested bereavement leave. The manager responded he would have to use his available benefits (sick leave and vacation), and that bereavement leave was **ONLY** paid if **ALL** of his benefits were exhausted. The manager

even went so far as to cite Section 6.6(c) of our contract, lines 42-44 "...however, such pay will not be applicable if the employee receives pay for such days off under any other provision of this Agreement."

The manager was adamant in this interpretation. Rather than argue with the manager, the member contacted his Steward. David was able to elevate the issue higher and explain that particular language only means the member cannot double dip and collect sick leave or vacation at the same time as bereavement leave.

The senior manager agreed and the employee was granted bereavement leave with no further harassment during his time of grief.

If members had a similar experience and were forced to use their vacation or sick leave for what should have been bereavement leave, they should contact their Steward to challenge this incorrect interpretation.



*Business Rep Dan Swank (l) thanks Steward Dave Bryant for ensuring a member was able to take bereavement leave after management misinterpreted the contract.*

## Members paid for temp upgrades

*Continued from Page 1*

should have been paid grade 5 rate when they were responsible for two tool rooms. Going forward, management has ensured the grade 3's on second shift only grab a tool from the second tool room rather than performing all the other functions.

"It felt really good to know the Union is still fighting for us and backing us up when we need it – especially since the contract vote at the holidays," said Mike. "It restored my faith in the Union that they protect our rights and enforce the contract."

Mike, who hired into factory service in August 2011, encouraged other members to take advantage of training available at IAM-Boeing Joint Programs to move to new positions inside Boeing.

"I had a couple college credits already. I began taking classes on the weekend and taking tests at Joint Programs to turn my lights green. When my first year was up, I was offered the grade three MPRF," said Mike. "A group of us made a pact to take the training to get an upgrade. More than 10 others who hired in with me in janitorial have taken advantage of the training and received the upgrades."

## Report time paid for Saturday members sent home

Often times Union Stewards help clarify contract language and ensure members are paid correctly for time worked or other pay provisions in the IAM-Boeing contract such as report time (Section 6.9 on page 32 of the IAM-Boeing contract).

This was recently the case in Renton when Union Steward Cliff Standfill helped clarify contract language and

ensured two members received 8 hours report time pay for a Saturday.

The two members (James Dugan and Ken Stroup) showed up as instructed for scheduled overtime on a Saturday and were sent home barely an hour later. Initially there was a misunderstanding on just how many hours pay they would receive. Management told the members they were entitled to 4 hours of pay when

they were sent home.

Cliff heard about the incident and showed the manager contract language clearly stating the members should receive 8 hours report time. After a brief discussion the manager agreed; however, the question then became how to record the pay in ETS. Cliff worked with Labor Relations and noted members enter their work time as report time in ETS and the system will correct it to ensure 8 hours of straight time are paid.

"I was initially happy to have 4 hours pay because I preferred to have the day off," said James. "It was good to have the Union to work through the issues."

"I didn't lose any sleep over it, said Ken Stroup. "I knew the union would make sure the pay was correct."

"With all the new supervisors, it is good to have the Union there to make sure the managers do not overstep their bounds," Ken added.

"Cliff is a tireless advocate for members in his area. He is firm in enforcing the contract while educating management so the issue will not come up again in the future," said Heather. "Our Stewards do a great job every day enforcing the contract and making sure the rights of members are protected."



*Business Rep Heather Barstow thanked Union Steward Cliff Standfill (center) for helping to clarify and ensure Ken Stroup (r) and James Dugan (not pictured) received 8 hours report time when they were sent home on a Saturday after working just one hour.*

## Holiday and holiday weekend overtime is voluntary

When a manager in the 40-56 building in Everett told his crew he was designating them for overtime on the Fourth of July weekend, the Union Steward immediately spoke up -- pointing out it was a violation of our contract.

The Steward then contacted Business Rep Ray Baumgardner, who recognized this could be happening in other areas and elevated the matter to Labor Relations. Ray asked the Company to educate their supervisors on the provisions of the Union contract book so our members would be able to enjoy their holiday weekend.

District 751 also emphasized this part of the contract in the E-news that was sent to thousands of members in case other supervisors tried to designate members for the Fourth of July weekend, which is a clear violation of the contract.

Page 137 of our contract is very clear



*Business Rep Ray Baumgardner asked Labor Relations to educate managers that overtime on a holiday weekend is voluntary.*

that ALL overtime on a holiday or on the weekend which immediately precedes a Monday holiday or immediately follows a Friday holiday shall be voluntary. The only exception is where necessary for facilities maintenance.

"Because many of the current shop managers were hired off the street with no prior experience at Boeing or dealing with a union contract, more and more of these issues are cropping up daily," said Ray. "These managers need to understand not just the provisions of the contract, but also the rights our members have under the National Labor Relations Act and other laws pertaining to union representation. If you have a question on any management action or the contract, ask your Union Steward. Never simply assume the supervisor is correct."

Ray had to correct another manager recently who tried to give a member

corrective action for checking Boeing email on work time. Ray took the time to explain that because it is a Boeing email that makes it work. Therefore, members cannot be required to check company email on breaks and lunches. He noted the supervisor can set aside a certain time during working hours specifically for members to check email. Ray added if the manager doesn't want members to have a Company email, then don't expect our members to know what is going on with various policies, procedures, etc. and other important information that Boeing only communicates via email.

After talking with Ray, the manager reversed his position ensuring our members get to enjoy their breaks and lunches without having to work or check company emails.

# NAS Whidbey Machinists win pay and pension gains

District 751 members who work for Doss Aviation at Whidbey Island Naval Air Station will get wage and pension benefit increases after ratifying their first union contract.

The Machinists at Doss approved the three-year agreement on June 9 with an 88 percent yes vote.

The contract covers roughly two dozen Doss employees who work as military aircraft refueling specialists at NAS Whidbey. The workers had voted in December 2013 to join IAM 751.

Under their new collective bargaining agreement, the Doss-Whidbey workers will get:

- Immediate 3 percent wage increases, with additional 2 percent raises coming on January 1 of 2015, 2016 and 2017, which will push wages up 9 percent over the life of the agreement;

- Additional pay for workers on second and third shifts, plus additional pay for those who work as trainers or when handling hazardous waste, plus up to \$100 a year for all workers for safety shoes;
- Establishing company contributions to the IAM National Pension Plan;
- Increased company spending on a health and welfare benefit, with the option for union members to roll unused health and benefit dollars into a company-sponsored 401(k);
- An agreement with the company to post four full-time positions allowing four part time workers to promote to full time; and
- Rules granting a standard 8-hour work day, with specified rest periods before the start of their next shift, plus an agreement by management to provide work schedules two

weeks in advance. “We were able to win improvements for the workers in terms of pay and benefits,” said District President Jon Holden. “Plus now that they have a union contract; they have the advantage of a grievance procedure that will ensure they’re treated fairly on the job.”

The Doss-Whidbey workers are the third group of NAS Whidbey contractors to join District 751 since 2010, joining workers at Delaware Resources Group and L-3 Communications. In all, District 751 now represents nearly 700 civilian employees at NAS Whidbey, Joint Base Lewis-McChord and Fairchild Air Force Base.

“These highly skilled workers play an essential role in protecting America, and we’re proud to have them as part of our Union,” Holden said.



Machinists working at Doss Aviation at Whidbey Island Naval Air Station ratified their first union contract in June with an 88-percent yes vote.

## Campaign continues at Jorgensen Forge



(Above) District 751 volunteers pose for a photo on June 11 outside Jorgensen Forge in Seattle after handing out information to workers going in and out of the plant. (Right) District 751 Organizer Loren Guzzone exchanges thumbs-up signs with a Jorgensen worker. If you or anyone you know works at Jorgensen Forge, please call Guzzone at (206) 764-0324.



## Steward stands up for member at Hytek

A union steward at Hytek Finishes took quick action recently to help a co-worker who had been unfairly disciplined by company managers.

The incident happened in June. A Machinist working at Hytek – who is not being identified – got sick and missed two days of work. Adding insult to her illness, when she got back to work, she was punished by her manager, who said she had not followed procedures for calling in sick.

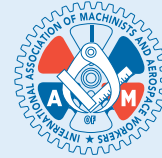
Steward Jay Lang investigated, and discovered that the union member had

in fact made a good-faith effort to follow the procedure. Lang took his findings to more-senior managers at Hytek, who agreed with him and pulled the disciplinary memo from her file.

“Jay did a really good job of responding quickly to help this member out,” said Loren Guzzone, the District 751 staff member who represents workers at Hytek. “When workers have unions, they have advocates who can make sure that management treats them fairly. That’s one of the biggest benefits to being part of a union.”

## Machinists Custom Choices: Supplemental Insurance for America’s Workers

Save the date – enrollment starting on 9/15/14 for Machinists Custom Choices. Please call 888-521-2900 or check our website: [WWW.EBSWORKSITE.COM](http://WWW.EBSWORKSITE.COM) for additional information.



## Solidarity night at Everett Aquasox - Thursday, July 24

Get your free tickets at any of the 751 Union Offices



District 751, along with the Snohomish County Labor Council and other unions, will be participating in Union Solidarity Night on Thursday, July 24th at Everett Memorial Stadium, home of the Everett AquaSox.

The gates open at 6 pm and the game starts at 7:05 pm as the AquaSox host the Boise Hawks.

District 751 has free general admission tickets for our members and their guest at all Union offices.

Join us for an evening of fun and solidarity with members from other

unions.

It is \$2 night at the ballpark, with hot dogs, beer and soda available for only \$2.00.

There will also be drawings and giveaways during the game, as well as information booths from our Union and others in the area.

## Union co-sponsors United Way Softball Classic



District 751 President Jon Holden (left) was one of 44 players to take part in the King County United Way’s annual All-Star Softball Classic at Safeco Field on June 21. The celebrity softball game attracted 6,500 people and raised \$1 million for United Way’s programs to help homeless youth in Seattle and King County. Holden played on “Team Jay” -- captained by former Seattle Mariner Jay Buhner -- along with current Seattle Seahawk Cliff Averill and former Seattle SuperSonic Sean Kemp. (Holden went 1-for-2 with a double, for those keeping score.) This is the second year that District 751 has co-sponsored the Softball Classic. We are the only union that has done so.

Join us on Facebook!

[www.facebook.com/IAM751](http://www.facebook.com/IAM751)

Follow us on Twitter:

[www.twitter.com/IAM751](http://www.twitter.com/IAM751)

## Community Service

# Flight for Sight raises \$14,000 for Guide Dogs



One of the Guide Dogs puppies-in-training proudly wears a Flight for Sight finisher's ribbon.

### 140 runners take part in 13th annual union fun run

More than 140 runners took part in this year's Flight for Sight fun run, which generated more than \$14,000 for Guide Dogs of America.

The totals were just shy of last year's all-time records.

"We had a good group of runners and some great volunteers and sponsors," said IAM 751 Women's Committee Chairwoman Grace Holland. "Thanks to all of them, it was a great day."

The event, which was held on June 7, included timed 5K and 10K races. Times for all the runners are posted online at [www.FlightForSight.com](http://www.FlightForSight.com).

Over the past 13 years, the Flight for Sight has raised approximately \$147,000 for Guide Dogs of America.



Runners at the start of the Flight for Sight.

To see all photos from the event, visit: [www.flickr.com/photos/iam751/sets](http://www.flickr.com/photos/iam751/sets). From the Machinists 751 photostream, click on albums. The photos from the 2014 Fun Run are divided into three albums. Click photo of choice, hit the three dots in lower right, click "view all sizes." Select the size, then click download button in upper right.



The top fundraisers for Guide Dogs of America at this year's Flight for Sight Fun Run were (from left) Cindy Maras, Paul Bartman and Monico Bretana.



Flight for Sight winners in each age category pose for photos with their medals at the start/finish line at the Boeing Everett Events Center.

## MVPs continue to build better communities



Machinists Volunteer Program members built two wheelchair ramps in June, one in Lakewood (above). Photo right: Machinists building a ramp in Buckley.



Machinists volunteers regularly prepare and serve meals at The Rescue Mission in Tacoma. Above: Gary Perry, Vennie Murphy, George Braun and Rob Curran got creative with the morning donuts to send a message.

Left: Vennie Murphy, Brenda Brammer, Rob Curran and George Braun served meals at the mission on June 14.

# Guide Dogs summer events get into full swing in July

District 751's summer fundraisers for Guide Dogs of America get underway in earnest this month, with annual motorcycle, golf and fishing events for union members and their family and friends.

District 751 is Guide Dogs of America's No. 1 fundraiser. Over the past five years, our union has raised nearly \$1.5 million for the charity.

## Puppy Putt 12

The 12<sup>th</sup> annual Puppy Putt charity motorcycle ride will be July 12.

Riders will leave between 8 and 10 a.m. on July 12 from Sound Harley-Davidson at 1612 Smokey Point Blvd. in Marysville and from Northwest Harley-Davidson at 8000 Freedom Lane in Lacey. The separate groups will meet at IAM 751's Seattle Union Hall – 9135 15<sup>th</sup> Place S. – for an afternoon of motorcycle-themed food, music and fun.

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

Puget Sound Harley-Davidson dealers are major sponsors, but Puppy Putt is open to motorcycles of all makes and models.

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

## Guide Dogs Golf

District 751's annual Guide Dogs of America Charity Golf Tournament is returning to Redmond this year.

The tournament will begin with a shotgun start at 8 a.m. July 20 at Willows Run Golf Course, 10402 Willows Road NE.

The tournament will be a scramble format. A trophy will be awarded to the first-place team, along with a \$100 prize for each team member. The tournament field is limited to 280 players.

The cost is \$100 per player, which covers greens fees, cart rental, a tournament t-shirt, lunch and prizes. For details or to request an entry form, call the Seattle Union Hall at (206) 764-0312 or one of the tournament committee members:

In Auburn – Ron Coen (253) 735-0577;

In Everett – Mark Clark (425) 232-6088 or Paul Schubert (425) 319-3186;

In Renton – Pat Bertucci (253) 229-6687; and

In Seattle – Chuck Fromong (206) 599-9198.

## Jimmy Darrah Salmon Derby

Local C's annual Jimmy Darrah Memorial Salmon Derby will be July 26 in Westport.

This year's derby is a fundraiser for Guide Dogs of America.

Local C has reserved four boats with



*The annual Guide Dogs of America Charity Golf Tournament is July 20 in Redmond.*

Ocean Sportfishing Charters, which is at 2549 Westhaven Drive in Westport. Boats will be filled on a first-paid basis with District 751 members and their guests. They will leave at 5:30 a.m. on derby day and will return by 5:30 p.m.

The cost is \$200 per person, which includes sandwiches, snacks, refreshments, trophies and \$1,500 in prizes.

Trophies and prizes will be awarded during a ceremony at Westport's Islander Restaurant, 421 Neddie Rose Drive, after all boats return.

In addition, Local C has reserved a block of rooms at the Chateau Westport, which are available at a discounted rate.

Local C also will hold a Big Fish Calcutta contest in conjunction with the salmon derby.

Registration forms are available at all IAM 751 union halls in Puget Sound. Details on the derby, hotel room availability and the Calcutta contest are available from Don Fike at (425) 822-5189 or [f2ndchance@comcast.net](mailto:f2ndchance@comcast.net).

## Shoes for Puppies

The 11<sup>th</sup> annual Shoes for Puppies horseshoes tournament will return to Maple Valley in August.

The tournament, which is sponsored by Local E, will start at noon Aug. 2 at the Red Dog Saloon, 18606 Renton-Maple Valley Road SE.

The cost is \$50 per player. Entry forms are available at all IAM 751 union halls around Puget Sound.

Last year's tournament raised more than \$3,500 for Guide Dogs of America.

## Local C Poker Tournament

Local C is planning another "All in for Guide Dogs" Hold 'Em Tournament, following up on the success of last winter's event.

The next tournament will be from 3 to 7 p.m. Aug. 9 at the Tulalip Resort Casino, which is at 10200 Quil Ceda Blvd.

near Marysville.

There is a \$100 entry fee, with a limit of 150 entries. Lessons will be offered before tournament play starts. The top finishers will split a final table payout of \$3,500.

There also will be a slot machine tournament for spouses and poker players who are eliminated early.

Information about the tournament, including where to go for entry forms, is available by calling the Everett Union Hall, (425) 355-8821.

In February, Local C raised \$12,000 for Guide Dogs with a similar tournament.

## Spokane Trap Shoot

Local 86 will hold its second Guide Dogs Charity Trap Shoot this summer.

The event will start with registration at 9 a.m. Aug. 10 at the Spokane Gun Club, 19615 E. Sprague Ave. in Greenacres. Shooting will begin at 10 a.m.

Registration costs \$70 per shooter, which covers targets, lunch, trophies and prizes.

Last year's first-ever Local 86 trap shoot raised \$3,500 for Guide Dogs of America.

## Pacific Raceways

District 751 is teaming up once again with Pacific Raceways for a joint charity fundraising event.

Our union is selling discount \$5 tickets for drag racing on Aug. 15-17 at the track, which is at 31001 144<sup>th</sup> Ave. SE in Kent. Tickets are on sale at all IAM 751 union halls around Puget Sound. They are good for entry on any one day of the event. Children under 6 are free.

Racing starts at noon on Aug. 15 and 9 a.m. Aug. 16-17, and will feature racing in the Lucas Oil Regional Drag Race Series. District 751 members also are expected to take part.

This will be the ninth year that District 751 and Pacific Raceways have teamed up for the "Dog Days" event. The previous eight race weekends have raised nearly \$50,000 for Guide Dogs of America.

## Local A Car Show

The Bill Baker Memorial Steel & Wheel SuperShow is coming back to Everett in August.

The annual hot rod and motorcycle show will be from 10 a.m. to 3 p.m. Aug. 16 at IAM 751's Everett Union Hall, 8729 Airport Rd.

There will be live music and food during the show, along with displays of classic cars, hot rods and custom motorcycles.

Check-in for exhibitors will be from 8 to 9:30 a.m. The cost is \$20 per vehicle if done in advance, or \$25 on the day of the show.

Pre-registration forms are available at all IAM 751 union halls in Puget Sound.

## Local F Karting Challenge

Local F will hold its second annual Guide Dogs Karting Challenge on Sept. 6 at PRP Motorsports Park at Pacific Raceways in Kent.

The race will be from 2 to 6 p.m. and will feature teams of drivers racing around a track for two hours. Prizes will go to the teams that complete the most overall laps in the time allowed.

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

Last year's Karting Challenge raised \$15,000.

"It was very successful last year and everybody had a lot of fun," said Local F President Robley Evans.

For registration information, call Evans at (253) 350-6725.



*The annual Bill Baker Memorial Steel & Wheel SuperShow is Saturday, August 16 from 10 a.m. to 3 p.m. at the Everett Union Hall, which features live music and food.*

## NAS Whidbey Machinists plan second charity golf tournament

District 751 members who work at Whidbey Island Naval Air Station will host their second charity golf tournament in August.

The four-man scramble tournament will begin with an 8 a.m. shotgun start on Aug. 23 at the Navy Gallery Golf Course, 3065 N. Cowpens Road, Oak Harbor.

The cost is \$85 per player, which includes cart rental, lunch and 18 holes of golf. Entry forms are available at all District 751 union halls in Puget Sound.

To request a form, call the Everett Union Hall at (425) 355-8821.

The event is a fundraiser for North Whidbey Help House, a community-based food bank that serves northern Whidbey Island. Last year's inaugural tournament attracted 56 golfers and raised more than \$3,500 for Help House.

District 751 represents about 250 civilian workers at NAS Whidbey who are employed by L-3 Communications, Delaware Resources Group and Doss Aviation.



*Last year's tournament, organized by IAM 751 members at NAS Whidbey, raised more than \$3,500 for North Whidbey Help House.*



# RETIREMENT NEWS

## July Retired Club meeting minutes

The meeting was called to order on June 9 by President Jackie Boschok. T.J Siebert 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 May minutes.

**Financial Report:** Tom Lux gave the report. He also mentioned that the South Park Bridge will be open for use on Monday, June 30. There will be a grand opening celebration on Sunday, June 29. District 751 Legislative Director Larry Brown was instrumental in working to get funding for the new bridge.

Jackie introduced labor supporter Shannon Walker, Executive Director of Sunrise Dental. She spoke about a new program for retirees called the 01 Dental Plan that provides a discount dental plan with savings of up to 70% on dental procedures. More information can be obtained on the web site: [www.01dentalplan.com](http://www.01dentalplan.com). Shannon also pointed out that employees at 54 Sunrise Dental offices are union members.

**Health and Welfare:** Helen Pompeo gave the report. A moment of silence was observed for the following deceased member: Josie Valiere. A sympathy card was sent to the next of kin. Helen Pompeo reminded all retirees to let her know about any brothers or sisters who are sick or in the hospital so that get well

cards can be sent out to them.

**Business Report:** Bus Rep Ray Baumgardner gave the report on activities at the various Boeing plants throughout the region and success we have had enforcing contract violations.

**Legislative Report:** Carl Schwartz reported political candidates are up and running. It is time to inform yourself, especially about candidates that have been endorsed by our Union. Get their stand on senior issues and be sure to vote! (see page 3 for a list of 751 endorsed candidates in the primary election).

Puget Sound Advocates for Retirement Action will have their summer potluck and annual meeting on June 19 at the Greenwood Senior Center.

Carl spoke about student loans, stating this item is important not only to students but to the parents and grandparents who have co-signed the loans. Student loan default enforcers have been trying to garnish grandparents (who have co-signed), even their Social Security check. The most recent information on this states the Obama administration has stopped this.

Carl made a motion to send ten delegates at a cost of \$500 to the Washington State Alliance of Retirees convention on August 27. Jackie asked for a vote on the motion. It was M/S/P. Jackie said to contact her if you are interested in being a delegate.

Carl read a motion to submit Resolution #10 "Opposing the Agenda of the American Legislative Exchange Council - ALEC" at the State Alliance for Retirees convention (see below lower left). It was M/S/P.

John Guevarra spoke about the Friday Alert and the need to protect Social Security for future retirees and recommended looking up

some of the web sites that are mentioned in the Friday Alert for more information.

John handed out copies of Resolution #10 that was drafted at the recent national ARA convention. It opposes the agenda of ALEC. He encouraged everyone to talk to their neighbors and friends about it.

John also spoke about a bill introduced in the House that would create a bipartisan commission to examine ways to improve Social Security. Over half of the Democrats have signed on as sponsors.

Senate Bill 567 would "scrap the cap" and help put more money into the Social Security system and fund it for the next 75 years. John encouraged everyone to call Senators Murray and Cantwell to ask them to support this bill. John suggested having post cards on hand to be able to send a quick note to legislators when necessary.

John and Robin Guevarra will be at the South King County chapter of the ARA meeting at the Kent Senior Center, June 12 from 1 to 3 p.m. to talk about the above issues. All are welcome.

**President's Report:** Jackie Boschok spoke about the recent Machinists Volunteer Program award banquet and said several retirees won awards, including George Braun, Tom Lindberg and Vennie Murphy. Jim Hutchins was honored with the Bill Johnson True Trade Unionist award.

She then talked about the Museum of Flight outing, which will take place Monday, July 21. We need at least 10 people to receive a group discount. The union van will be available to transport people to the museum from the Seattle



Ron McGaha and Tom Lux celebrated June birthdays at the Retiree Club.

Union Hall.

Jackie then described other travel events and asked for a show of hands to choose between the October Fest and the Leaf Festival both in Leavenworth. The Leaf Festival on Saturday, September 27 was the most popular. The outing will cost \$10 per person for a chartered bus.

Jackie announced there will be an opportunity for retirees to volunteer together at the Puget Sound Labor Agency food bank on Friday, August 22 from 10 a.m. to noon.

The Bill Moyers video entitled "The United States of ALEC" will be shown at the August 25 Retiree Club meeting during lunch and a special speaker will also be at that meeting.

**Good & Welfare:** none

**Old Business:** none

**New Business:** none

**Birthdays:** Tom Lux and Ron McGaha.

Meeting adjourned at noon.

Tom Lux won the drawing for a Fred Meyer gift card.

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

## Opposing the ALEC agenda

The Retiree Club pass the following motion to submit at the State Alliance for Retired Americans. It is important for everyone to understand what ALEC is and how it's agenda is not helpful to workers.

**RESOLUTION:** Whereas the American Legislative Exchange Council (ALEC) is a privately-funded collaborative of businesses that works in secrecy with conservative state legislators and national leaders to draft identically-worded, business-friendly state legislation without acknowledgement of the source; and

Whereas ALEC gets almost 98 percent of its funding from sources other than legislators' dues, such as corporations, trade associations, and corporate foundations, raising more than \$21 million from corporations and only \$250,000 from state legislators' dues from 2009 - 2001; and

Whereas ALEC seeks to make public employees scapegoats for the abuses and failures of business and Wall Street firms and attacks public-service jobs and pensions through its "model" legislation on privatizing public services and replacing public pensions with defined contribution plans; and

Whereas ALEC's members support privatization of public schools through vouchers, tuition tax credits, and charters that would open the door for more corporate profits from the nation's tax-

payer supported education system; and

Whereas ALEC's members are actively promoting the funding of for-profit "virtual schools" at the same level as brick-and-mortar schools, that would create even more profit opportunities for ALEC's corporate clients, and

Whereas ALEC members have taken extreme anti-union positions and have promoted legislation that would end such union rights as paycheck dues deduction, fair share fees, and even collective bargaining, while also urging reduction or elimination of pensions and pension security for public employees; and

Whereas Common Cause has requested the investigation of ALEC's dubious classification as a Section 501(c) (3) charitable organization; and

Whereas major corporate sponsors have left ALEC in droves in the wake of the shooting death of Trayvon Martin under Florida's Stand Your Ground law, which was based on ALEC's model gun legislation; and

Whereas since its founding over 30 years ago, ALEC has operated under the radar, keeping its enormous influence hidden and its fingerprints off of the harsh policies it promotes.

Therefore, be it resolved that the Alliance for Retired Americans, its members and affiliates, go on record in opposition to ALEC's anti-government, *Continued on Page 10*

**Retired Club Picnic - Monday, August 11**  
**Seattle Union Hall (9135 15th Pl. S.)**  
**11 a.m. with lunch at noon**  
**Please bring a side dish or dessert to share!**  
**All retirees & guests are welcome. Hope to see you there!**

### RETIREES

Congratulations to the following members who retired from our Union.

Paul P Aquino	Mark L Humphrey	Michael N Price
Dennis N Bagby	Paul D Hurd	Alido J Ricardi
John R Baird	Mai T Huynh	Donald L Rider
Michael S Barilleaux	Thomas W Jackson	Lawrence A Ringstad
Scott D Battle	Jeffrey L Johnson	Dennis R Roberts
Julio M Bedetti	Tyrone A Johnson	Roger K Royce
Charles J Brezina	Patricia G Kartes	Terry D Rude
Roger F Brinkhaus	Steven C Knapp	Terry L Seay
Glen D Brown	Gary L Knipschild	Rudy K Shimada
Sheryl D Brownfield	Michael B Kompelien	Harold L Skidmore
Edwin F Cassidy	George G Lawson	Randall S Slusarenko
Martin T Cummins	Joe Limas	Ronald G Sluyter
Philip E Dehnert	Roberta R McCaffree	Bruce L Smith
Glenn W Elliott	Mary K McCarthy	James D Smith
Mark A Flintoff	Thomas J McGoldrick	Jimmy L Smith
Maria P Florano	Michael T McGreevy	Greg H Snyder
Steven J Gane	Gary A Miller	Richard C Springer
Steven J Gregersen	Spencer F Mouglin Jr	Douglas K Still
Annette L Gumser	John C Muffenbier	Scott O Strand
Michael Gumser	Donald C Neuman	Paul A Stuhring
Peter N Gundram	Yen V Nguyen	Ronald S Susag
Thomas N Hale	Mark E Nyman	Marion T Thompson
Eileen Hardesty	David W Overcash	Richard L Wells
William T Harris Jr	Kenneth W Perreault	Joanne Wilson
Carmelit R Hizey	Robert W Peterson	Jerry M Winninghoff
Steven P Hobson	Graydon E Platz	James E Wozny
Daniel M Howard	Earl L Price	Sonja L Zilbauer

# FREE WANT ADS FOR MEMBERS ONLY

### 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  
July 23rd**

## AUTO PARTS & ACCESSORIES

AUTO PARTS & ACCESSORIES MAGS. 4 ALUMINUM RIMS from Chevy Silverado 265x75R16 \$20 each. And 2 Hankook studded snow tires from Chevy Cobalt 195x60R15. On car 1 week. Plus 1 Continental touring m+s tire from Chevy Cobalt P195x60R15. \$20 each. 425-239-4835

FRONT FLOOR MATS for Prius, grey, like new \$50. 425-228-3563

## BOATS

2000 MAXUM, 18 ft Runabout Sports Boat, 4 cylinder, Less than 500 hours great shape, never in salt. AM/FM CD w/subs \$12000 obo. 425-766-4180

21 FT GLASPLY BOAT inboard outboard with trailer. Must sell because of sickness. \$7,000 obo. 253-531-5671

2006 18 FT GLASTRON, 115 HP Mercury outboard, 5 hp 2012 Coleman trolling motor, 3 canvas tops, EZ load trailer with brakes, floor storage, radio, excellent condition. Must see. \$15,000 obo. 253-887-8187

## COTTAGE INDUSTRIES

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

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)

- Circle One: **ANIMALS** **ELECTRONICS & ENTERTAINMENT** **PROPERTY**  
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The following information must be filled in for your ad to appear:

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Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is July 23rd!

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

HEARING AID DISCOUNTS on quality major brand hearing aids for union members and their families. For info, call Affordable Hearing Solution

## FURNITURE & APPLIANCES

1 SET OF SOLID PINE (HEAVY DUTY) BUNK BED frame, \$150. 1947 Seeburg jukebox \$2,000. 253-735-1272

GE MINI FRIDGE, 19.5" wide, deep, tall. Ice maker, door storage, slide out shelf. Works great. \$35. 425-255-0839

LIFT CHAIR for sale. Maroon upholstery in good shape. Retail for \$800, asking \$350 obo. 425-902-1399

BEAUTIFUL BEIGE MICROFIBER/suede couch & loveseat. Like new. Only used in model home. Will throw in 3 new brown decorative pillows. Valued over \$2,000. 253-333-0609

## HOUSING

LIVE IN YOUR OWN RV above Marysville on 2.5 acres. 200 amp service, washer and dryer, storage shed. \$500/mo. Call Steve at 360-659-3116.

RENTON CONDO, \$1050/mo for 950 sq ft Renton condo. Just renovated. Elevator to the unit with view. Covered parking, secured entrance. Water/sewer/garbage included. 206-992-0687

2 BED, 1 BATH CEDAR SIDED RV park model cabin with front deck. On deeded lot with a shed. In gated RV Resort near Lacey, WA in the quietness of trees. Resort has many amenities with private fishing lake. \$130 a month HOA Dues. \$120,000 unfurnished \$123,000 furnished. 425-432-6134

KONA, HAWAII, Oceanfront, 2 bdrm, 2 bath condo. Enjoy luxurious view from private lanai. See [www.banyantreecondo.com](http://www.banyantreecondo.com). Pool, Jacuzzi, parking, wi-fi. Discount Boeing employees pays taxes. Sleeps 4. \$1050-\$1250/wk. 206-459-3444

TAKE A 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

## MISCELLANEOUS

WHEELCHAIR in great shape/black. I don't need it. \$75 OBO. [Ruby2sday@live.com](mailto:Ruby2sday@live.com)

DOUGLAS FIR FIREWOOD for sale. Available in various sizes. Available for pick-up only. Located in Shoreline area. 425-495-5658

MOTORIZED WHEELCHAIR, good condition, \$350 or best offer. Wheelchair push by hand or self propelled \$150. Lake Easton membership \$500 obo. 928-342-7218

29th POST HALLOWEEN LAS VEGAS GETAWAY; Nov. 1 through Nov. 4. Plaza hotel, 3 nights, Alaska Airlines & airport transfers. Cost \$350 each, double occupancy. Join us! 253-630-3394

QUICK SILVER SWIM TRUNKS, new, size 40, tags still on. Water repellent & 4-way stretch. Asking \$25. 253-333-0609

## SPORTING GOODS

COMPOUND BOW. Jennings black lighting, 45" wheel to wheel, camo fiberglass limbs, black aluminum riser with 71/2" brace height. \$85 OBO. 425-239-4835

## VEHICLES

2004 VOLVO XC90 suv 140k miles, 5 cyl. inline turbo, awd, black leather, sunroof, heated seats, ext. color is silver, brand new tires. Excellent condition runs perfect, no problems. \$7800 obo. 360-540-0466

2004 HYUNDAI XG350L, one owner, non-smoker, 77,800 original miles, factory maintained, near new tires, leather, all options, excellent conditions, plus records. \$6,950. 253-638-7193

## Trap shoot delivers for Guide Dogs



The Local C Trap Shoot brought in \$16,200 for Guide Dogs of America. Presenting the big check at District Council L to R: Rod Sigvartson, Susan Palmer, Don Fike, Ron Coen, Dave Henry, Jon Holden, Chris Louie and Paul Burton.

## Opposing the ALEC agenda

Continued from Page 9

anti-union agenda; and

Be it further resolved that Alliance for Retired Americans supports a campaign to actively oppose ALEC's agenda, a campaign that will inform members about ALEC and encourage them to share information with fellow voters about why the Alliance for Retired Americans opposes ALEC and its hidden agenda;

Be it finally resolved that the Alliance for Retired Americans supports and participates in efforts to remove ALEC's tax exempt status, require legislators to report their members in ALEC, and make certain that any elected official who receives either direct or indirect financial support from ALEC - including travel, dues, per diems, scholarships, grants and similar payments - is exposed.

## Union joins celebration of new bridge



About two dozen IAM 751 officers and members took part in the grand opening celebration for the new South Park Bridge on June 29. The bridge connects Seattle's South Park neighborhood -- home to our Seattle Union Hall -- with the rest of Seattle and Boeing Field. The new bridge opened four years after the old one was closed before it could collapse. District 751 played a key role in securing funding for the new \$163 million bridge; Union Legislative Director Larry Brown was co-chair of the New South Park Bridge Coalition. Having the new bridge open will help Boeing move people and material across the Duwamish River, while also making it easier for stewards to get from Everett to the Seattle Union Hall for meetings.



# FINANCIAL \$ENSE: Are you doing enough to keep your identify safe?

Are You Doing Enough to Keep Your Identity Safe?

Every year, thousands of unsuspecting individuals are targeted for fraud and identity theft in a number of ways via mail, telephone, the Internet, conversations – even sifting through victims’ trash. We’ve all heard the horror stories resulting from these scams. Hopefully, the gruesome details convinced you to heed warnings from financial institutions, credit card companies and government agencies to take basic necessary precautions for protecting your good name and credit. But are you doing enough to keep your identity secure? Storing personal records in a safe place, shredding financial documents, protecting passwords, and not opening suspect computer files or email from unknown sources are a good start. But there are also less obvious suggestions you may want to consider to safeguard your personal information.

**Have your full name and birth information removed from professional directories.** These biographical dictionaries, such as “Who’s Who” listings, typically include: full name, contact address, occupation, date and place of birth, family background, education summary, career profiles, memberships, awards, military service, religion, political activities and other information. Most content is public in nature. However, listing your full name and date of birth is considered risky. Contact the source to remove sensitive information.

**Monitor credit history, inquiries and changes by ordering a free credit report once a year.** With the passage of the Fair and Accurate Credit Transactions

## SCOTT

WEALTH MANAGEMENT GROUP

of Wells Fargo Advisors

Act (FACT) in December 2003, you are entitled to receive one free copy of your credit report from each credit reporting agency (Equifax, Experian, TransUnion) during any 12-month period. Order your free annual credit report online at [www.annualcreditreport.com](http://www.annualcreditreport.com), by calling 877-322-8228, or by completing the Annual Credit Report Request Form and mailing it to: Annual Credit Report Request Service, P.O. Box 105283, Atlanta, GA 30348-5283.

**Destroy hard drives or memory cards with personal information before disposing or donating personal electronic equipment or devices.** Wireless devices such as PDAs and cell phones should have the internal memory reset to ensure that all personal data is removed (most devices of this nature have a reset button – simply removing a battery from devices does not always delete the information). Be sure to check with your waste management service/recycling company to follow proper environmentally safe guidelines for disposing of this type of equipment.

**Examine your supply of checks to determine if any have been stolen.** If your home or office is burglarized, look closely at your supply of checks – often thieves will take one or two checks from the middle or back of a book of checks, making it more difficult to discover they are missing. Immediately reporting

lost or stolen checks to your financial institution may decrease potential losses. Another tip: Never leave your checkbook in your vehicle.

**When you are on your computer, seek out secure web sites.** Look for signs of a secure web site such as a web address that begins with “https” instead of “http” and the display of a “closed lock” in the status bar at the bottom of the screen. In most cases, these will indicate that your information is secure during transmission. However, malicious software can actually make a site look secure even when it is not, so it is always best to type in a web site address whenever possible instead of clicking on links in e-mails or being directed from other web sites.

**Be cautious and limit your access to your personal and confidential information on public computers.** Malicious software may be installed to obtain your account number and sign-on information, leaving you vulnerable to fraud. And whether you are on a computer at home, work or in a public facility, always remember to log out of online sessions that require you to use a password or login process and close out the browser. Unauthorized transactions and activity can occur if you leave your online session accessible to other people. Whenever possible, particularly in public facilities, reboot the computer to clear out any additional traces of your information that might be in memory.

**Assistance to victims of identity theft**

Contact your financial institution immediately if you suspect that someone has had unauthorized access to your

account(s), or access to your personal identifying information such as your Social Security Number or credit card information. In addition, you should also report the crime to your local law enforcement agency and to the Federal Trade Commission (FTC). To speak with a trained FTC telephone counselor, call toll-free at 1-877-IDTHEFT (1-877-438-4338). To enter information about your complaint into a secure FTC online database, sign onto [www.ftc.gov/idtheft](http://www.ftc.gov/idtheft). The site also provides links to numerous consumer education materials.

For more information or suggestions on how to protect your personal data and financial records, contact your Financial Advisor today.

*This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group in Portland, OR at 1-800-923-6399 or [www.scottwealthmgmt.com](http://www.scottwealthmgmt.com).*

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## Administering the oath of office



Local A President Les Mullen (l) administers the oath of office to Local A Audit Kenda McKenzie and Local A Vice President Jason Chan.



District President Jon Holden (r) administers the oath of office to Local A Council Alternates Wes Heard and Adrian Camez.



Business Rep Wilson 'Fergie' Ferguson (l) administers the oath of office to Local A Conductor Sentinel John Kussy (center) and Trustee Andrew Dennis.



Business Rep Chuck Craft (r) administers the oath of office to Local C Educator Bradly Hansen (l) and Local C Audit Gary Kiehl as Keith Elliott looks on.

# EASTERN WASHINGTON

## Town hall style meetings at Local 86

Members of Local 86 had an opportunity to meet and interact with District 751 President Jon Holden at the Spokane Union Hall in June. Holden asked members for input on the bargaining process, their various contracts, and how the union could better represent the members. Similar to the town hall meetings in Puget Sound, Holden encouraged open dialogue, including criticism so we can identify problems and make improvements going forward.

Before the two membership meetings at the Spokane Union Hall, Holden toured the Triumph Composite plant -- meeting many of the members, learning about their work packages and hearing their concerns and issues.

Accompanying Holden to the meetings was Bill Messenger, Trade Adjustment Assistance expert from the Washington State Labor Council, and Business Rep Steve Warren. The union leaders, along with the Stewards, met with Triumph management to hear an update on the workload at the plant and an employment forecast. Earlier this year Triumph lost the bid to build floor panels for Boeing airplanes. However, since that time they have picked up several new work packages and are continuing to bid on additional work.

Our Union asked for additional information on potential layoffs that may occur later this year so we can be prepared to immediately file for Trade Adjustment Assistance (TAA). If TAA benefits are approved for the plant, those members who do get laid-off would have substantially more benefits and a much-broader safety net to transition to a new career.



*Local 86 members appreciated the open dialogue with District President Jon Holden at their June meetings. Members were invited to ask questions, provide suggestions, discuss issues and bring ideas. Bill Messenger from the State Labor Council made a presentation on Trade Adjustment Assistance benefits that may be available should layoffs occur at Triumph later this year.*

Holden reported our Union is pressing for answers on how the state tax incentives might be impacted by Boeing's decision to move work out of the state, including work at the Triumph facility in Spokane. The incentives were meant to attract and retain work, not allow Boeing to offload additional work packages out of the state.

At the two membership meetings, Stewards offered suggestions to improve communications, requested additional information on pension plans in recovery status, and asked questions on the union endorsement of political candidates.

Members talked about the Triumph contract which members rejected last year but accepted by default when they fell short of a strike vote.

Holden reported that after the contract was implemented, the Union learned that in the 2016 negotiations, if the new contract fails to offer the IAM Pension Plan to all

employees (current and future), then the pension will be eliminated for all members there. The IAM National Pension Plan made dispensation to allow an exception since this information was not known when members were voting the offer last year. Holden only learned of the pension issue shortly after he became District President in March of this year and wanted to inform members so we have time to develop an extensive education and communication program for the next round of bargaining.

"It is very important to have a unified message. We need everyone to understand that having a pension is reasonable and these are things we have earned," explained Holden. "We deserve good wages and

health care, as well as a pension. If we don't believe it ourselves, the company won't either. That is the challenge going forward."

Bill Messenger outlined benefits available if TAA is approved after layoffs occur and answered members questions on the TAA process.

The evening meeting concluded with winners drawn in the Eastern Washington Guide Dog raffle, which raised \$5,725 as follows:

**1st Place:** Archie Hill, Local 86 - \$1,000 Ranch & Home

**2nd place:** Chester 'Sam' Felch, SPEEA member (Triumph) - Mariner overnight package.

**3rd place:** Marilyn Heasley, Richland, WA - One night at Davenport Hotel & \$50 dinner

**4th Place:** Kathy Bird, San Mateo, CA - \$100 to Hooked on Toys

**5th Place:** David Vendetti, Richland, WA - \$100 to Hooked on Toys

**6th Place:** Justin Herbert, Local 86 Triumph - \$100 to Hooked on Toys

**7th Place:** Chris Tiner, Local 86 Triumph - \$30 Texas Roadhouse

**8th Place:** Mike Hill, Local 86 Triumph - \$30 Texas Roadhouse



*District 751 President Jon Holden talks with members from Triumph and URM.*

## Members approve new contract at Alcoa's Wenatchee Works

Machinists Union members working at Alcoa's Wenatchee Works ratified a new 5-year contract on June 6.

The agreement provided a ratification bonus of \$1,000 and a yearly 2.5 percent wage increase for all job grades during the first three years, with a 3 percent yearly increase for all in the remaining two years. In addition, a one-time wage increase of \$1.92 was also allotted for electricians, general mechanics and machinists to address Alcoa's issue of retaining workers in these trades nationwide.

Just as important as the pay, the contract preserves active and retiree health care benefits, with no increases in deductibles, copays or coinsurance. There are no changes to health care contribution rates for active or retired employees.

The agreement also includes an increase in the pension formula and an innovative new benefit for Alcoa employees who suffer severe burns

"It was a good contract and people are generally happy," said Fred McNeil, who has been at the Wenatchee plant for 25

years. "It is the best contract I have seen since I have been at Alcoa."

"To ensure there are no added costs in medical care through May of 2109 is huge. It is nice to have wage increases each year that won't be erased by higher health care premiums since those costs remain the same throughout the life of the agreement," said Jim O'Brien, who was part of the negotiating team for the Wenatchee Aluminum Trades Council, which represents workers belonging to five different unions at Alcoa's Wenatchee Works plant.

"It was significant that we did not accept any concessions or two-tier proposals, which Alcoa was pushing," Jim added.

The new contract is part of a nationwide agreement covering workers at Alcoa plants in Warrick and Lafayette, Ind; Point Comfort and Rockdale, Texas; Davenport, Iowa; Badin, N.C.; Alcoa, Tenn; Massena, NY; and Gum Springs, Ark. The contract covers approximately 6,000 workers nationwide in 5 different unions.



*Above: Gary Swartz, Dist. President Holden, Business Rep Steve Warren and Rene Ochoa look at a new process at Triumph. Left: District President Holden talks with Chris Tiner.*



*Staff Assistant Ken Howard (r) congratulates Fred McNeil and Jim O'Brien on ratifying a new nationwide agreement covering members at Alcoa's Wenatchee Works plant.*

The Wenatchee facility currently has about 350 workers with 46 of them being Machinist Union members, more than 200 represented by United Steelworkers and the rest belonging to International Brotherhood of Electrical Workers, the Sheetmetal Workers Union and the Bricklayers Union.

Union members standing together nationwide and demonstrating a united message, the unions were able to defeat

Alcoa's initial demands for cuts in health care and the elimination of a defined benefit pension for new hires, as well as the company's push to establish a temporary workforce.

Negotiators noted the new contract reflects the contributions union members have made to Alcoa. The agreement is retroactive to May 16 when the previous agreement expired.

The contract shows that unity works!