



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 19  
915 2ND AVE  
STE 2948  
SEATTLE, WA 98174-1006

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (206)220-6300  
Fax: (206)220-6305

July 1, 2013

TERRY BRISCOE  
AIM AEROSPACE SUMNER, INC.  
2940 FAIRVIEW AVE E  
SEATTLE, WA 98102

CARSON GLICKMAN-FLORA, ATTY  
SCHWERIN CAMPBELL BARNARD IGLITZIN  
& LAVITT LLP  
18 W MERCER ST, STE 400  
SEATTLE, WA 98119-3971

Re: **AIM AEROSPACE SUMNER, INC.**  
**Case 19-RC-107737**

Dear Parties:

Enclosed is a copy of the election agreement that I have approved in this case. This letter will provide you with additional information about the election eligibility list, posting the election notices, and the agreed-upon election arrangements.

**Election Eligibility List**

It is longstanding Board policy that all parties to the election should have access to a list of voters and their addresses which may be used to communicate with them. In accordance with the terms of the election agreement, the Employer must file with me an election eligibility list, containing the **full** names and **complete** addresses (including postal zip codes) of all the eligible voters who were on the Employer's payroll for the period ending June 23, 2013.

**The list must be of sufficiently large type to be clearly legible, and the names should be alphabetized.** I will make this list available to all parties to the election.

To be timely filed, the list must be received in this office on or before July 8, 2013. No extension of time to file this list may be granted except in extraordinary circumstances. Failure by the Employer to comply with this requirement is grounds for setting aside the election if proper objections are filed.

Electronic filing of the list through the Agency website is preferred but not required. To file electronically, go to [www.nlr.gov](http://www.nlr.gov), click on **E-File Documents**, enter the **NLRB case number**, and follow the detailed instructions. The list also may be submitted to our office by fax to (206)220-6305 or by regular mail to the address above. The burden of establishing the timely filing and receipt of the list is on the sending party.

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### **Election Arrangements**

The arrangements for the election in this matter are as follows:

**Date of Election:** Friday, July 26, 2013

**Time:** 6:00 a.m. to 8:00 a.m. and 2:30 p.m. to 4:30 p.m.

**Place:** Employer's premises located at  
1516 Fryer Avenue, Sumner, WA

**Election Observers:** Each party may have 1 observer for each polling session. The observers may be present at the polling place during the balloting and to assist the Board agent in counting the ballots after the polls have been closed. **Please complete the enclosed Designation of Observer form and return it to this office as soon as possible.**

**Pre-Election Conference:** A pre-election conference for all parties will be held on Friday, July 26, 2013 at 5:30 a.m. at the Employer's premises located at 1516 Fryer Avenue, Sumner, Washington. The parties are requested to have their election observers present at this conference so that the observers may receive instruction from the Board Agent about their duties.

**Election Equipment:** The Board agent conducting the election will furnish the ballot box, ballots, and voting booths. The Employer is requested to provide, at the polling place, a table and a sufficient number of chairs for use by the Board agent and observers during the election.

### **Posting of Election Notices**

Election notices will soon be mailed to the parties. Section 103.20 of the Board's Rules and Regulations requires the Employer to timely post copies of the Board's official Notice of Election in conspicuous places. In this case, the notices must be posted **before 12:01 a.m. on Tuesday, July 23, 2013**. If the Employer does not receive copies of the notice by 5 working days before the election, it should notify the Regional Office immediately. Pursuant to Section 103.20(c), a failure to do so precludes an employer from filing objections based on nonposting of the election notice.

To make it administratively possible to have election notices and ballots in a language other than English, please notify the Board agent immediately if that is necessary for this election. Also, as noted in paragraph 9 of the stipulated election agreement, if special accommodations are required for any voters, potential voters, or election participants to vote or reach the voting area, please tell the Board agent as soon as possible.

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If there are any questions, please feel free to contact Field Examiner DIANNE TODD at telephone number (206)220-6319 or by email at [dianne.todd@nrlb.gov](mailto:dianne.todd@nrlb.gov). The cooperation of all parties is sincerely appreciated.

Very truly yours,



RONALD K. HOOKS  
Regional Director

Enclosures

1. Approved Election Agreement
2. Designation of Observer Form

cc: JEFF MOORE, SITE MANAGER  
AIM AEROSPACE SUMNER, INC.  
1516 FRYER AVENUE  
SUMNER, WA 98390-1514

IAM & AW, DISTRICT LODGE 751  
9125 - 15TH PLACE SOUTH  
SEATTLE, WA 98108

**DESIGNATION OF OBSERVER(S)**

Re: AIM Aerospace Sumner, Inc.  
Case 19-RC-107737

**PETITIONER** **International Association of Machinists & Aerospace Workers, District Lodge 751** hereby designates the individual listed below to act as its observer during the election in the above case.

Observer's Name	Observer's Job Title
1.	

I certify that each of the above-named individuals is an employee of the Employer and is not a supervisor within the meaning of Section 2(11) of the Act.

International Association of Machinists & Aerospace Workers,  
District Lodge 751  
(Name of Party)

By:

(Signature)

(Representative Name: Print or Type)

(Representative Title)

(Date)

**Note:** The use of a supervisor as an observer may result in setting aside the election. Section 2(11) of the National Labor Relations Act states: "The term 'supervisor' means any individual having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibly to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment."

Form NLRB-652

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**STIPULATED ELECTION AGREEMENT**

**AIM Aerospace Sumner, Inc.****Case 19-RC-107737**The parties **AGREE AS FOLLOWS:**

**1. PROCEDURAL MATTERS.** The parties waive their right to a hearing and agree that any notice of hearing previously issued in this matter is withdrawn, that the petition is amended to conform to this Agreement, and that the record of this case shall include this Agreement and be governed by the Board's Rules and Regulations.

**2. COMMERCE.** The Employer is engaged in commerce within the meaning of Section 2(6) and (7) of the National Labor Relations Act and a question affecting commerce has arisen concerning the representation of employees within the meaning of Section 9(c). The Employer, a Washington corporation, with an office and place of business in Sumner, Washington, is engaged in the business of manufacturing airplane parts and equipment. During the last twelve months, a representative period of time, the Employer had gross revenues in excess of \$500,000, and purchased and received at its facilities within the State of Washington goods valued in excess of \$50,000 directly from suppliers outside the State of Washington.

**3. LABOR ORGANIZATION.** The Petitioner is an organization in which employees participate, and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work and is a labor organization within the meaning of Section 2(5) of the Act.

**4. ELECTION.** A secret-ballot election under the Board's Rules and Regulations shall be held under the supervision of the Regional Director on the date and at the hours and places specified below.

**DATE: Friday, July 26, 2013****HOURS: 6:00 a.m. to 8:00 a.m.****and****2:30 p.m. to 4:30 p.m.****PLACE: The Employer's premises located at 1516 Fryar Avenue, Sumner, Washington**

If the election is postponed or canceled, the Regional Director, in his or her discretion, may reschedule the date, time, and place of the election.

**5. UNIT AND ELIGIBLE VOTERS.** The following unit is appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

**Included:** All full-time hourly and regular part-time hourly kit cutters, team leaders, laminators, paint preppers, production control coordinators, mold makers, painters, tool preppers, water striders, assemblers, maintenance helpers, document control clerks, inventory clerks, trimmers, quality administrators, quality inspectors, clerk 1, oven operators, core cutters, trainers, tool repairers, autoclave operators, shipping and receiving clerks, inventory leads, drivers, lab tech A, continuous improvement administrators, tool coordinators, and maintenance employees employed by the Employer at its facility located at 1516 Fryar Avenue, Sumner, Washington.

**Excluded:** All salaried employees, professional employees, office clerical employees, temporary agency employees, and guards and supervisors as defined by the Act.

Those eligible to vote in the election are employees in the above unit who were employed during the **payroll period ending June 23, 2013**, including employees who did not work during that period because they were ill, on vacation, or were temporarily laid off.

Employees engaged in any economic strike, who have retained their status as strikers and who have not been permanently replaced are also eligible to vote. In addition, employees engaged in an economic strike which commenced less than 12 months before the election date, who have retained their status as strikers but who have been permanently replaced, as well as their replacements are eligible to vote. Employees who are otherwise eligible but who are in the military services of the United States may vote if they appear in person at the polls.

Ineligible to vote are (1) employees who have quit or been discharged for cause after the designated payroll period for eligibility, (2) employees engaged in a strike who have been discharged for cause since the commencement thereof and who have not been rehired or reinstated before the election date, and (3) employees engaged in an economic strike which began more than 12 months before the election date who have been permanently replaced.

**6. ELECTION ELIGIBILITY LIST.** Within seven (7) days after the Regional Director has approved this Agreement, the Employer shall provide to the Regional Director an election eligibility list containing the full names and addresses of all eligible voters. *Excelsior Underwear, Inc.*, 156 NLRB 1236 (1966); *North Macon Health Care Facility*, 315 NLRB 359 (1994).

**7. THE BALLOT.** The Regional Director, in his or her discretion, will decide the language(s) to be used on the election ballot. All parties should notify the Region as soon as possible of any voters or potential voters who only read a language other than English.

The question on the ballot will be "Do you wish to be represented for purposes of collective bargaining by International Association of Machinists & Aerospace Workers, District Lodge 751? The choices on the ballot will be "Yes" or "No".

**8. NOTICE OF ELECTION.** The Regional Director, in his or her discretion, will decide the language(s) to be used on the Notice of Election. The Employer will post copies of the Notice of Election in conspicuous places and usual posting places easily accessible to the voters at least three (3) full working days prior to 12:01 a.m. of the day of the election. As soon as the election arrangements are finalized, the Employer will be informed when the Notices must be posted in order to comply with the posting requirement. Failure to post the Election Notices as required shall be grounds for setting aside the election whenever proper and timely objections are filed.

**9. ACCOMMODATIONS REQUIRED.** All parties should notify the Region as soon as possible of any voters, potential voters, or other participants in this election who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.503, and who in order to participate in the election need appropriate auxiliary aids, as defined in 29 C.F.R. 100.503, and request the necessary assistance.

**10. OBSERVERS.** Each party may station an equal number of authorized, nonsupervisory-employee observers at the polling places to assist in the election, to challenge the eligibility of voters, and to verify the tally.

**11. TALLY OF BALLOTS.** Upon conclusion of the election, the ballots will be counted and a tally of ballots prepared and immediately made available to the parties.

**12. POSTELECTION AND RUNOFF PROCEDURES.** All procedures after the ballots are counted shall conform with the Board's Rules and Regulations.

**AIM Aerospace Sumner, Inc.**

(Employer)

By Theresa Bruscoe 7/1/13  
(Name) (Date)

**International Association of Machinists &  
Aerospace Workers, District Lodge 751**

(Petitioner)

By Isi Causen Glendon-Flora 7-1-13  
(Name) (Date)

(Union)

Recommended: Dianne Todd 7-1-13  
Dianne Todd, Board Agent (Date)

By \_\_\_\_\_  
(Name) (Date)

Date approved: 7/1/13

R K Han  
Regional Director, Region 19  
National Labor Relations Board