

**Steward/Member Informational Packet  
2024 IAM/Boeing Contract Negotiations**

## Table of Contents

**Introduction ..... 4**

**Newest Questions Added to the FAQ's .....4**

**Medical Insurance and LOA's during a strike – FAQ's added 7-25-24**

Q: [What happens to medical insurance during a strike?](#)

Q: [How much does COBRA cost?](#)

Q: [What if I'm on an LOA , Paid Family Leave or State Industrial L&I, what happens to me in a strike situation?](#)

**Education Benefits – FAQ's added 6-13-24**

Q: [What happens to our education benefits IF there is a strike?](#)

Q: [If I'm in the Apprenticeship, what happens IF there is a strike?](#)

Q: [What happens to ERT classes IF there is a strike?](#)

FAQ's Added 3-23-24

**General Questions and Answers for the 2024 Negotiations.....5**

Q: [How will the IAM approach this year's negotiations?](#)

Q: [When will negotiations be formally opened?](#)

Q: [What length of contract are we going to propose?](#)

Q: [What are some of the top issues from the Union leadership's perspective?](#)

Q: [Why doesn't the minimum wage rates increase with GWI & COLA](#)

Q: [How will the Union address the Job Security issue?](#)

Q: [What approach will the Union leadership be taking with respect to retirement security?](#)

Q: [What about the issue of health care costs?](#)

Q: [Does the Union want a strike?](#)

Q: [What is our Union's history of striking?](#)

Q: [What informational resources are available to me?](#)

Q: [How can I help in the negotiations process?](#)

**External Media Requests ..... 7**

Q: [What about providing information to newspapers, radio stations or other outsiders pertaining to labor negotiations or a potential strike?](#)

**Strike Sanction Meeting..... 7**

- Q: When is the Strike Sanction meeting?
- Q: What is the purpose of a strike sanction vote?
- Q: Will we get paid for attending?
- Q: Will buses be provided as transportation to the meeting?

**Contract Vote..... 8**

- Q: What about the final contract vote?
- Q: How and where do I vote on the contract offer?
- Q: Will we be having a mass meeting to vote on the contract or will we be voting at the halls?
- Q: How does the contract vote work?
- Q: Why does it take two-thirds reaffirmation vote to call a strike?
- Q: What responsibilities does the Negotiating Committee have once receiving the Last, Best and Final offer?
- Q: Does the Union Staff get paid if we go out on strike? If so, why is that?
- Q: If we go out on strike, what benefits will be available to me if I am in school on Joint Programs funding?
- Q: What if I physically can't do picket duty if we go out on strike?
- Q: Why do we have rallies during negotiations?
- Q: How much time will I have to review the Company's final offer before getting to vote on it?
- Q: [How will the Union keep me updated on the status of negotiations?](#)

**Miscellaneous ..... 10**

- Q: How will a new CEO affect contract talks?
- Q: When will the survey results be out?
- Q: Why can't we get more strike pay?
- Q: How much is strike pay?
- Q: What should I say to support the Unions' efforts in negotiations when I am asked by management to give them my input on negotiations?
- Q: What do I do if a member or co-worker doesn't want to participate in the negotiation related activities?
- Q: If I wanted to possibly add a question to these FAQ's where would I send the question to?

## **Introduction**

### **It's Our Future, Our Fight!**

We expect to have successful contract negotiations with the Boeing Company and aim to negotiate a contract that reflects what our members have earned and deserve. We don't take going on strike lightly; however, we're willing to do so if our members vote that way. Our communications plan for this negotiation will increase participation from all levels of our membership, but your help is vital to the success of these negotiations.

This packet was developed to provide you with answers to many common questions our members may have throughout negotiations. Please review these materials and be prepared to answer our members' concerns.

Your leadership throughout this process will determine our strength at the bargaining table. We will be successful because of your due diligence in providing our members with answers.

As we approach the final contract vote, two-way communication with our membership is key; therefore, we will call on you to step up and help us lead our membership to a successful contract victory.

## **General Questions and Answers on the 2024 Negotiations**

**Newest Questions added here: Updated 7-25-24**

### **Medical Insurance**

#### ***Q: What happens to medical insurance during a strike?***

**A:** If there was a strike or lockout starting September 13th, Members would have active medical insurance until the end of September (September 30<sup>th</sup>). **They would then have 60 days from October 1st to enroll in COBRA.** COBRA can be elected separately for individuals on the plan. To enroll in COBRA, you would call Work Life at 866-473-2016 and ask for "Health and Insurance". **This can only be done after September 30th.** COBRA coverage would be retroactive to October 1st.

In the past, most folks wait to elect COBRA. Sign up when you need it, and only for what you need. The longer you wait to sign up for it, the longer you have before you need to make a payment for it. If your spouse has a serious medical condition, you can elect COBRA for just their medical insurance right away. If a

strike was still going on and you had an accident at the end of October for example, you can call Work Life again and elect COBRA for yourself. If you don't need to go to the doctor at all, you can choose not to sign up, and will be covered by active insurance at the end of a strike.

[\(back\)](#)

**Q: How much does COBRA cost?**

**A:** Payment for COBRA needs to be made within 45 days from the date when COBRA is elected, or it will be canceled retroactively to October 1st.

The cost of COBRA is 102% of the total premium cost per individual who chooses COBRA. COBRA is just a continuation of the plan you already have, so the cost depends on what you are already signed up for.

Total monthly medical premium costs per person listed for 2024:

BCBS Traditional \$680.13

BCBS Selections \$787.13

Kaiser \$750.07

[\(back\)](#)

**Q: What if I'm on an LOA , Paid Family Leave or State Industrial L&I, what happens to me in a strike situation?**

**A:** You would be treated the same as though there was no strike. If you were to come off one of those types of leaves, you would then be on strike.

[\(back\)](#)

**Education Benefits**

**Q: What happens to our education benefits IF there is a strike?**

**A:** Any approved EA or LTP class must already be started prior to a work stoppage for the course to be eligible for coverage. If you have a voucher, but you have not started class, if there is a strike it would no longer be valid. [\(back\)](#)

**Q: If I'm in the Apprenticeship, what happens IF there is a strike?**

Apprenticeship program will be completely paused if there is a work stoppage, all OJT would resume immediately after a strike is resolved, all RSI would skip the Fall Quarter and resume in the Winter Quarter. [\(back\)](#)

**Q: What happens to ERT classes IF there is a strike?**

On site ERT classes will be completely paused if there is a work stoppage. ERT classes would resume immediately after a strike is resolved. [\(back\)](#)

**Q: How will the IAM approach this year's negotiations?**

**A:** We are approaching this year's negotiations as we do all negotiations: **very seriously**. These are our members' livelihoods, and we expect the Company to negotiate fairly and equitably. ([back](#))

***Q: When will negotiations be formally opened?***

**A:** The contract opener will be held in Seattle at the Machinists Hall on March 8, 2024. The Union's entire proposal will be delivered to the Company at this meeting, but the Union reserves the right to amend, change, and alter its proposal throughout negotiations. ([back](#))

***Q: What length of contract are we going to propose?***

The Union is proposing a three-year agreement. There are times we have accepted a four-year agreement, but that will depend on the financial aspects of the agreement. ([back](#))

***Q: What are some of the top issues from the Union leadership's perspective?***

**A:** Given the feedback from the membership, GWI and Wage Issues, Retirement Security, Health Care, Dental, Vision, Job Security, Lump Sum, Team Leader, More Time Off, and Subcontracting activities are just some of the many issues members have identified as priorities. We are proposing language that represents the priorities our members have set. It is vital that we do not let the Company divide our members. We all need to support each other's issues to be successful. ([back](#))

***Q: Why doesn't the minimum wage rates increase with GWI & COLA?***

**A:** When this wage system entered our agreement in 1992, GWI increases and COLA were only added to the maximum rates. The Union has proposed in previous negotiations to have GWI increases and COLA increase the minimum rates. We will continue that effort during these negotiations. ([back](#))

***Q: How will the Union address the Job Security issue?***

**A:** Job security and employment stability are important for this workforce and the generations to follow. After seeing the 787 program consolidated outside of Washington State, the end of the 747 program, and seeing the Company speak about a 737 or single aisle replacement, we must have a commitment for the next airplane program here in Puget Sound. Our fight for Job Security is certainly for our members, but our success will benefit SPEEA engineers, Teamster truck drivers, IAFF firefighters, and everyone else who depends on these jobs. We are fighting for everyone.

We also must address facilities and maintenance subcontracting to protect the associated crafts within our membership. We must stand up and fight for all jobs. [\(back\)](#)

***Q: What approach will the Union leadership be taking with respect to retirement security?***

**A:** The Union is proposing to reinstate the defined benefit pension. This is certainly an uphill battle, but our members deserve retirement security. Every option remains on the table. Stick together on the issue of retirement security and tell the Company it's Our Future, Our Fight. [\(back\)](#)

***Q: What about the issue of health care costs?***

**A:** Our focus will be to reduce the cost of using the health care plans. We will propose reductions in office visit copays and deductibles and propose increases in the percentage of coverage for specific services, all in an effort to reduce the cost to each member. [\(back\)](#)

***Q: Does the Union want a strike?***

**A:** It is our goal to reach an agreement that improves the standard of living and the priorities set by our members. We aim to reach an agreement that we can recommend and that our members can accept and ratify without a strike. However, it is very important that we are prepared to strike if necessary. Our members will make that decision when voting on the Company's Last, Best and Final offer on September 12, 2024. [\(back\)](#)

***Q: What is our Union's history of striking?***

A strike only occurs when companies don't do the right thing for the employees (our members). The Machinists at Boeing have been on strike seven times in the 88 years since first organized. Those work stoppages, 1944, 1965, 1977, 1989, 1995, 2005, and 2008 have led to the current working conditions enjoyed by our members today. Strikes, or the threat of a strike, are sometimes the only way to get the attention of a company that the workers are serious. Do we want a strike? Never. Will we recommend a strike if we are faced with a substandard contract? Yes, but ultimately the decision falls on our membership. We are only as strong at the bargaining table as our members' resolve is on the shop floor. [\(back\)](#)

***Q: When could a strike occur if our members reject the contract and two-thirds present vote to strike?***

**A:** A strike could be called as soon as 12:01 am on September 13, 2024 - the current contract expiration date is midnight September 12, 2024. [\(back\)](#)

***Q: What informational resources are available to me?***

**A:** Our Union stewards will be available to answer any negotiations related questions you may have. If not, they will try to get you an answer in a timely fashion. There is our Union website at [iam751.org](http://iam751.org), the *Aero Mechanic* newspaper, flyers, shop floor meetings, local lodge meetings, Zoom contract update meetings, IAM 751 social media, and various other ways for you to obtain information about negotiations. ([back](#))

***Q: How can I help in the negotiation process?***

**A:** Every member has an obligation to seek information. Find important information from the source: [iam751.org](http://iam751.org), the *Aero Mechanic* newspaper, flyers, shop floor meetings, local lodge meetings, Zoom contract update meetings, and IAM 751 social media outlets are just a few options. Participate in shop floor discussions, rallies, surveys, and other events to show solidarity. Wear the appropriate items at the designated times to unite with your Union brothers and sisters. Talk strong about the issues on the shop floor because solidarity works. ([back](#))

**External Media Requests**

***Q: What about providing information to newspapers, radio stations, or other outsiders about labor negotiations or a potential strike?***

**A:** IAM District 751 Communications staff will be handling our Media and Public Relations issues. Please direct all requests to Deirdre Kaniewski at [deirdrek@iam751.org](mailto:deirdrek@iam751.org) or call 206-764-0343. Stewards may not make any comments to the media without first receiving approval from the District President or his designee. ([back](#))

**Strike Sanction Meeting**

***Q: When is the Strike Sanction meeting?***

**A:** The all-membership mass meeting and Strike Sanction Vote will be on July 17, 2024, at T-Mobile Park (previous Safeco Field) in Seattle. As we reach an agreement on the amount of excused and unpaid hours to participate in the strike sanction, we will provide updates. ([back](#))

***Q: What is the purpose of a strike sanction vote?***

**A:** Our IAM Constitution requires that members vote well in advance of the Last, Best and Final offer on whether to sanction a strike. An approved strike sanction vote makes strike funds available for the bargaining unit if they later choose to strike at the expiration of the agreement. A successful strike sanction vote is a simple majority approving the question, 50% plus one vote of those present and



voting. However, the ability to take the members out on strike requires a 2/3 majority to reaffirm a strike after rejecting the contract. [\(back\)](#)

***Q: Will we get paid for attending?***

**A:** No – this is the one day every contract cycle, in this case 16 years, that all members are invited to participate in our constitutionally required strike sanction vote. This time will be unpaid. [\(back\)](#)

***Q: Will buses be provided as transportation to the meeting?***

**A:** Yes, we will be providing an opportunity for members to reserve a seat on a bus for \$10.00. More information to come. We encourage members to use other means of public transportation, such as city buses, commuter trains, Light Rail, Uber, and carpooling, which are all available transportation modes. [\(back\)](#)

**Contract Vote**

***Q: What about the final contract vote?***

**A:** On September 12, 2024, you will be voting on whether or not to accept or reject the final contract offer submitted by the Boeing Company. Summaries of the Last, Best and Final offer proposal will be available at Union offices and on the website for you to review. [\(back\)](#)

***Q: How and where do I vote on the contract offer?***

**A:** Eligibility cards will be mailed to all eligible members in the Puget Sound region, Moses Lake, and Victorville instructing where and when to cast your ballot. [\(back\)](#)

***Q: Will we be having a mass meeting to vote on the contract, or will we be voting at the Union halls?***

**A:** We will be voting at the Union halls in Everett (temporary location in 2024), Renton, Seattle, Auburn, Frederickson, the Pierce County Skills Center, the Grant County Fairgrounds in Moses Lake, and in Victorville. AOG will be on a case-by-case basis. [\(back\)](#)

***Q: How does the contract vote work?***

**A:** It is a two-part ballot. The first part is to accept or reject the contract offer. The second part is a yes or no to reaffirm the strike sanction from the July 17<sup>th</sup> Strike Sanction meeting. [\(back\)](#)

If a majority votes to **accept** the contract, negotiations end, and the contract goes into effect. If more than 50% vote to reject the proposed contract, but **less than two-thirds** of those voting, vote to reaffirm strike sanction, as was the

case in 2002, the contract offer is accepted by default. The only way the negotiating committee can call a strike is to have a majority reject the proposal **AND** have **two-thirds reaffirm** the strike sanction. ([back](#))

**Q: Why does it take a two-thirds reaffirmation vote to call a strike?**

**A:** Anytime you go into a possible strike situation, you want to be sure that a 2/3 majority of your membership support calling a strike. Going on strike with less than 2/3 results in a possible weak picket line. This is why the IAM Constitution requires a 2/3 majority to call a strike. If the majority of the membership - 50% + 1 - was all that was required to call a strike, our chances of winning a good contract through a strike decreases dramatically.

**The bottom line is: Calling a strike is serious business. The leadership needs to be sure that 2/3 of the membership support withholding their labor to walk the line.** ([back](#))

**Q: What responsibilities does the Negotiating Committee have once receiving the Last, Best and Final offer?**

**A:** We must review the proposal, make a synopsis of what was changed, and make it available to the membership. We will get it out as quickly as we can. ([back](#))

**Q: Does the Union Staff get paid if we go out on strike? If so, why is that?**

**A:** Yes - the Union Staff salaries continue during a work stoppage since their work does not stop during a strike. Maintaining a strong position and providing essential needs to maintain a strong Union front must be undertaken while negotiating another contract that is acceptable to our members. Keep in mind no Union dues are collected during a strike. Also, District 751 Staff represent other members at companies throughout the state of Washington, so the work of the District must continue. ([back](#))

**Q: If we go out on strike, what benefits will be available to me if I am in school on Joint Programs funding?**

**A:** Under normal circumstances, a strike would not affect your enrollment if you are attending class prior to going on strike. ([back](#))

**Q: What if I physically can't do picket duty if we go out on strike?**

**A:** There are many responsibilities during a strike – there's a job for everyone. ([back](#))

**Q: Why do we have rallies during negotiations?**

**A:** It is very important that our membership demonstrate their support to the negotiating committees and the issues that are important to all of us. Large numbers at rallies send a very strong message that we are unified and strong. Family and friends are highly encouraged to also attend. Solidarity matters – Our Future, Our Fight. ([back](#))

**Q: *How much time will I have to review the Company's final offer before getting to vote on it?***

**A:** The Company does not have to provide a copy of the offer to us until the current contract expires. We attempt to get a Last, Best and Final offer at least a few days prior to our current contract expiration date, which is September 12, 2024. The Company has done this in the last three contracts, and we expect them to do the right thing this time, also. ([back](#))

**Q: *How will the Union keep me updated on the status of negotiations?***

**A:** We will provide regular updates throughout the year using our website at iam751.org, emails, texts, IAM 751 social media outlets, face-to-face shop floor meetings, Zoom meetings, local lodge meetings, and through our Union Stewards. Members need to sign up to be placed on our home email list. We cannot send updates to your Boeing email, but the Company can and will. It is important that our membership recognizes that the Boeing emails do not reflect the Union's position. Please update your personal information at iam751.org. ([back](#))

## **Miscellaneous**

**Q: *How will a new CEO affect contract talks?***

**A:** We will negotiate with whoever is in this position. ([back](#))

**Q: *When will the survey results be out?***

**A:** We don't normally publish the survey results as this could give the Company an unfair advantage. We will provide as much information as possible to our membership and have done so through our Union meetings. ([back](#))

**Q: *Why can't we get more strike pay?***

**A:** The amount of strike pay is determined every four years at the IAM Grand Lodge Convention. The Union sent delegates to the Convention to speak on behalf of their respective Local Lodge. We were successful in getting the strike pay increased to its current amount of \$200 per week. We also have a strike fund

here at District 751 we can supplement that strike fund by as much as \$50 per week. [\(back\)](#)

***Q: How much is strike pay?***

**A:** \$200 per week plus the \$50 per week both of which begin on the 3<sup>rd</sup> week of a work stoppage (strike). This was an increase from the previous amount at the last IAM Grand Lodge Convention, held in 2022. [\(back\)](#)

***Q: What should I say to support the Union's efforts in negotiations when I am asked by management to give them my input on negotiations?***

**A:** You can help support your co-workers (your Union) throughout negotiations by sending a strong, unified message to Company management about better retirement, lower healthcare costs, job security, and issues important to all of us. This may also be an Unfair Labor Practice (ULP) which you need to document and get to the Union right away. [\(back\)](#)

***Q: What do I do if a member or co-worker doesn't want to participate in the negotiation-related activities?***

**A:** Explain to them the importance of solidarity. It will take all of us, working together and standing shoulder to shoulder. No one does this alone. This is their contract and their livelihood, and to do nothing may result in the same or less. Nothing is guaranteed in negotiations and unless the membership stands together, we cannot expect the Company to do the right thing. Generations of workers in the past fought hard to get us where we are today, it's time to step up and do our part for the future of workers at Boeing and throughout the State. Our members set the bar for all workers across this country and throughout the industry. It's Our Future, Our Fight, but we are fighting for everyone! [\(back\)](#)

***Q: If I wanted to possibly add a question to these FAQ's where would I send the question to?***

**A:** Send potential questions to [communications@iam751.org](mailto:communications@iam751.org)

[\(back\)](#)