

Town Hall Discussion on Wage Disparity and Boeing's Verification Optimization Plan to Cut Inspectors

The first week of March, District 751 held town hall meetings at the Everett, Auburn and Renton Union Halls to give members on all three shifts an opportunity for candid, face-to-face interaction with Union leaders around two very important topics – wage disparity and recent increases to the minimum rates, as well as reporting effects bargaining results on Boeing's revised QA Transformation/Verification Optimization plan.

The open format of the town halls invite members to ask questions, express concerns and provide feedback.

Action taken by our union resulted in more than 16,000 members working at Boeing receiving a pay increase of some sort that included back pay for many (see wage disparity article below and blue box

on page 6 for specific pay adjustments).

At the town halls, some members expressed frustration that many did not receive an increase. The fact is our Union pushed Boeing to address pay issues by demanding to bargain over wage disparity, arbitrary practices, and inconsistencies in the way they promoted and paid some members higher rates than others with similar experience. This provided our Union the opportunity under the law to address some of our other issues (we also made many other proposals Boeing would not agree to).

On the wage disparity and minimum increases, members appreciated hearing the background and what led to discussions on wages. It was emphasized that our union will never pass on an opportunity to make improvements



District 751 President Jon Holden answers questions at a March town hall meeting.



A member at an Auburn town hall asks a question. Photo right: Grievance Coordinator Dan Swank reports results from effects bargaining on Boeing's plan to cut QA.



and support our members. To achieve these pay adjustments, we did not give anything up. While we made proposals so all members would get an increase, which Boeing refused; we could not pass on an opportunity to make improvements for so many members.

The discussion also focused on opportunities for members to have their wages reviewed if they are in a classification where the company pays more for experience (see chart on page 6 for list

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Members Receive Back Pay to Resolve Wage Disparity from Hiring Practices

'It pays to be union' is a theme that resonated from Frederickson to Everett as IAM 751 members began to see pay increases and back pay to correct wage disparity issues in Boeing's hiring practices that occurred over the past few years. The pay increases and back pay are the results of union action that challenged Boeing's arbitrary hiring practices, demanded to bargain the effects of the wage disparity created and utilized LOU #45 in our contract.

Last month's *Aero Mechanic* reported more than 16,000 members saw a pay increase, with many receiving back pay as well. The pay increases (see blue box page 6 for summary of improvements) extended beyond just raising the minimum rates and rates for anyone below the new minimum.

Many of our members impacted by Boeing's wage disparity practice of paying new employees with similar experience higher pay rates than members currently on the payroll are excited to reap the benefits of our Union's action. The amount of back pay varies by job number and previous experience, but is retroactive to when Boeing revised rates and began paying new hires

the higher rate in that particular job.

Numerous members working in Facilities/Maintenance also received back pay if they were hired under the pre-employment assessment test and had similar experience to newer members whose pay was higher as determined by their previous experience.

Some members impacted have already received back pay in their checks and reviews continue to occur based on the agreement.

751 Member Glenn Goddard is one member who received a pay adjustment and back pay. He hired into Boeing as an 87210 Electronic Tech Precision Machine Tool Maintenance in July 2014 with more than 20 years experience in the Navy maintaining nuclear reactors in submarines throughout the Pacific fleet.

"It pays to be union is true. To receive thousands in back pay was a pleasant surprise and acknowledged the more than two decades of experience I had when I hired into Boeing. Even a few weeks ago, I was still getting paid less than someone who hired in two months ago, and I have been at Boeing 4.5 years. It is nice to have this pay disparity corrected," said Glenn. "Without union representation, this wouldn't have happened. Our Union helps equal the playing field."

751 Member Josh Dotson hired into Boeing as an 87210 with years of experience as a NC Tech. His starting pay was determined by a pre-



Glenn Goddard (center) thanks Steward Martin Escoto (l) and Business Rep John Lopez for the union pursuing wage disparity. He received thousands in back pay to compensate him for his prior experience.



Members working at Collins Aerospace voted overwhelmingly to approve a first contract on March 8.

First Contract at Collins Aerospace

Workers at Collins Aerospace (formerly UTC Aerospace Systems) in Everett ratified their first union contract by 89 percent on March 8th and are now proud IAM members.

These skilled workers build landing gear for the 737, 747 and 767 tankers. They voted in March of last year for union representation to gain a voice on the job and remained united throughout the process.

"I was proud to watch these workers make a difference for themselves and their co-workers. These workers came together, chose to be represented by a union and raised their standard of living – setting a foundation for the future," said IAM District 751 President Jon Holden. "This is a perfect example for others working for aerospace vendors in Snohomish County or anywhere in the state of what can be achieved when workers have the right to bargain."

Some highlights of the three-year agreement include the following:

- 3 percent General Wage Increase each year of the contract.

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Everett Enforcement

Vocal Stewards protect members' rights on the flight line

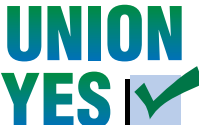
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Gaining a Voice

Workers at NAS Whidbey vote to join IAM ranks

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Approving Agreement

Members at DRG Fairchild approve new two-year contract

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REPORT FROM THE PRESIDENT

Our Union Always Advocating for Our Members

By JON HOLDEN
IAM 751 District President



Our union will always take every opportunity to make improvements for the members we represent. That is a message I conveyed at our March town hall meetings as we explained the improvements secured through effects bargaining wage disparity issues and increasing the minimum rates at Boeing, as well as the results of our effects bargaining over Boeing's Verification Optimization Plan that looks to cut QA jobs.

First, I want to thank all the members who took the time to attend the meetings, provide feedback and ask questions. I hope many shared the information they learned with others when they returned to the shop. That face-to-face interaction is how we become stronger – having more members involved, educated and realizing our union is your advocate and is continually pushing to improve the lives of our members.

Some came to the meetings frustrated that they didn't receive a pay adjustment or increase. Others questioned why a new hire could be making the same rate as someone who has been at Boeing for 4-5 years.

Those attending the town halls learned that our Union had pushed for an increase for everyone in progression, increases for those at the maximum rates and many other improvements when we had the opportunity to raise issues to Boeing. Under this long-term agreement, we don't have maximum leverage to compel the Company to address all our issues. Our Union compelled Boeing to hear our issues when they would rather ignore us, and we made some substantial improvements that affected 16,000 members. As explained at the town halls, making these improvements now sets us up for proposing improvements for all when we have the leverage later on; like at the expiration of the contract.

The fact is whenever opportunities arise

where the Company has changed conditions or made decisions that impact our members, we have an obligation and responsibility to demand to bargain those changes in working conditions. We used this as an opportunity to address issues that are important to our members, and we will always propose improvements on your behalf. Our

Union will continue to use every resource, legal avenue, and opportunity available to fight for improvements for our members.

At the town halls, we also discussed Boeing's Verification Optimization (VO) plan to cut thousands of inspections and reduce our QA member headcount. We recognize this will be a long battle where we will challenge Boeing at every opportunity to ensure the quality of our manufacturing process.

Boeing's plan uses self-checking (as opposed to self inspection) as a method of verification where they deem an inspection is not required. In other words, they are simply removing inspections not implementing the self inspection and acceptance process that is called out in Letter of Understanding #38 in our contract.

Through our efforts in demanding to bargain over this change in working conditions, we believe we will now have access to data in areas where inspections are being removed that we would previously not have obtained. Our new joint committee, which will be comprised of experienced QA inspectors from our membership, gives us the ability to assess the area, verify the defects for that shop over time and get an accurate picture of the quality for the area. Just as important our committee members will have the ability to propose reinstating inspections that we believe are necessary to maintain the quality of the production process.

Through effects bargaining we were also able to get an agreement that no member will be laid-off as a direct result of VO, and those members impacted will be retrained and reassigned to other available work.

We firmly believe that removing

inspections is a bad decision that will in no way improve the manufacturing process. Defects will simply be pushed down line and when discovered they result in rework that is more costly and cumbersome to perform, potentially more injuries for members performing work in out-of-sequence positions where it is not ergonomically sound, and create the risk of late deliveries. We will also continue pushing to get a meeting with the FAA to present all the examples and information members have brought forth illustrating why it is not the right decision.

Having union representation means having an advocate on the job not just for contractual provisions, but also changes in working conditions like the implementation of this VO plan. Unions are the power of working people standing together to secure a better future.

I'm happy to report that more workers are deciding that having rights and the ability to bargain with their employer is their best path forward.

Last month, workers at NAS Whidbey working for Zenetex are the latest group to join a growing list of others at aerospace supply companies and defense contracts, who joined together for the advantages that come with IAM union membership.

Workers at Collins Aerospace in Everett just ratified their first contract and in doing so laid the foundation for a stronger, more secure future. Because they chose to be union, they have been able to improve their standard of living on the issues that are important to them. They self determined their issues and our bargaining committee worked hard to create proposals that addressed their concerns.

The success of these groups will absolutely make a difference for our members at Boeing and other employers, as well. Raising the standard of living for anyone in aerospace or manufacturing will raise the standard for all of us.

With the pay improvements secured at Boeing, there are a few less issues to address when we come to the expiration of the contract and have the full leverage

of a united membership to get our issues addressed.

As they say a rising tide lifts all boats. Having more workers with a union contract, rights on the job, and raising minimum rates for members at Boeing, all make us stronger for the future. Let's encourage more of our friends and family to take the first step in securing a better future by reaching out to our Union. Giving more people rights on the job and the ability to bargain, makes a stronger future for all of us. And know our Union will never stop fighting to improve wages and benefits for our members.

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Protecting Members' Rights Each Day

Every day Union Stewards are busy working to enforce our contract and protect the rights of our members. Recently, two of our Union Stewards on the Everett flight line had success in correcting issues short of having to file a grievance. One Steward ensured QA work was performed by our members, and another Steward protected a member's right to overtime.

When Steward Chip Thom noticed an Industrial Engineer doing induction for paint work and going out to do a checklist, he immediately realized it was a job erosion issue for our QA inspectors that have traditionally performed that work.

Chip sent a cease and desist email to management describing the circumstances. Once it was brought to management's attention, they agreed it was indeed hourly work, did the right thing and returned the tasks into the hands of our QA members.

This proactive approach is needed to ensure Boeing does not slowly whittle away at our work, which could eventually result in fewer hourly jobs for our members.

Also on the Everett flight line

Steward Phil Voyk represented a member to help resolve a Sunday overtime issue when management failed to offer him overtime for the day. As a long-time vocal Steward, Phil brought the issue to the attention of management, who quickly agreed with Phil to resolve the issue.

The member was very happy that Phil was able to represent him and resolve the Sunday overtime issue so quickly.

It is important to have active Stewards who speak up and have open communication with not only our members so they feel comfortable to report an incident to Stewards, but regular interaction with management and HR to resolve issues.



L to R: Everett Flight Line Stewards Phil Voyk and Chip Thom talk with Business Rep Spencer Burris on recent issues they were able to resolve for our members regarding job erosion and overtime.

"Our Stewards do a great job every day working on behalf of our members. Often times their efforts go unnoticed. There are countless examples of Stewards pushing back and challenging management decisions that get resolved on the shop floor. I want to thank all our Stewards for the job they do," said Business Rep Spencer Burris.

751 AERO MECHANIC

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14 Years Injury Free; an Impeccable Safety Record in Renton

For the Blue Streak Emergent Operations (A-3934) in Renton, safety is ingrained into every aspect of their workday. This crew has gone more than 14 years without an injury because members look out for each other every day and are conscious of all safety procedures.

While nearly every job at Boeing has some sort of inherent danger, the blue streak shop has more than most and many unique situations as they travel throughout the factory and airplane to perform their work – making their safety record even more impressive.

“With all the hazards that go along with a blue streak shop, you know they have made safety first and truly watch out for each other to be able to go 14 years without an injury,” said Business Rep Rich McCabe. “I hope their example will inspire other shops to make safety their top priority.”



A-3934 Blue Streak Emergent Operations crew gathered behind banners commemorating their safety record after a luncheon at Rosie's Diner acknowledging their incredible safety record of going 14 years without an injury.

Workers at Zenetex at Whidbey Naval Air Station voted for IAM representation on March 12.

These talented mechanics perform maintenance on the P-3 Orion planes for the Navy and are the latest group of workers to join 751 to gain rights on the job and a path to a better future.



Union Yes for Workers at Zenetex at Whidbey Naval Air Station

Union Yes was the resounding vote of workers at Zenetex at NAS Whidbey on March 12. These talented mechanics perform maintenance on the P-3 Orion planes for the Navy Reserves and are the latest group of workers to join District 751.

Understanding the way to improve their wages and benefits was with union representation, this group contacted the IAM and started the process to gain rights and a voice on the job. Their efforts culminated in the union representation election on March 12. The NLRB certified the election on March 20 making it official.

These workers will now begin the process of identifying issues they want to see addressed in a first contract, as well as determining their shop floor bargaining committee members.

“More and more workers are realizing they want rights on the job and are seeking IAM representation,” said IAM District 751 President Jon Holden. “We’re proud to help them organize into a union, so that they can secure a better future for themselves and their families. We welcome this group and look forward to helping them obtain a first contract that addresses the issues they identify as important.”

Chelsea Mason, 751 Legislative & Political Director

Effective March 11, IAM District 751 has hired Chelsea Mason (Orvella) to serve as Legislative and Political Director. The position became open after Larry Brown was elected to serve as President of the Washington State Labor Council.

Chelsea has an extensive background in the legislative, political and labor fields that spans more than two decades. Over the years in different assignments, she has worked closely with 751 on a variety of issues including workforce training, tax incentive accountability and reauthorization of the Export-Import Bank.

“Chelsea has years of experience serving as an advocate for workers, along with nearly a decade of serving in a Washington Congressional office. She grew up in a union family and is passionate about fighting for worker issues,” said District 751 President Jon Holden. “Larry Brown left huge shoes to fill at 751, but we are confident Chelsea brings the knowledge, passion and drive to be effective for our members at the local, state and federal level.”

Chelsea began her career working in Congressman Adam Smith’s office, including serving as labor liaison and senior field representative. From there, she spent three years working for the Washington State Labor Council helping union members who were laid-off and facing plant closures to access benefits from the Workforce Investment Act and Trade Adjustment Assistance.

For the past seven years, Chelsea has served as Legislative Director for SPEEA (Society of Professional Engineering Employees in Aerospace, which represents engineers and technicians at The Boeing Company) – a position that had her working closely with District 751.

In addition, Chelsea has focused on workforce development and training in recent years, serving on various state boards to improve training for aerospace and technology related careers. She is the labor rep for the AFL-CIO on the U.S. Department of Labor’s Workforce Information Advisory Council. Recently, she was appointed to serve as the labor rep for the Washington State Board for Community and Technical Colleges – a position Larry Brown held for many years.

For the past year, Chelsea has co-chaired the Workforce Development Work Group for the Choose Washington New Middle Market Airplane (NMA) Council to promote designing and building the next plane in our state. In that role, she helped compile a comprehensive and collaborative strategy to support the needs of Washington’s workers and aerospace employers for the future. Just as important, the report showcased the unique training programs throughout our state from K-12 through 4-year universities – showing why our workforce infrastructure is second to none.

Chelsea continually strives to help workers through public policy and legislation.

Chelsea’s devotion to the labor movement and desire to help workers began at an early age – growing up in a strong union household with her father serving as president of the local Longshoremen’s Union.

She graduated from George Washington University with a Bachelor’s Degree in English and is currently finishing up her Master’s Degree in Nonprofit Management.



Chelsea Mason, 751’s new Legislative and Political Director.

Nothing Is a Gift: Shift Differential

Nothing is a gift is true of all contract language. Shift differential isn’t something Boeing (or any employer) gave us, but is the result of solidarity and sacrifices made by members who came before us. The following graphic shows the history of this benefit in the IAM-Boeing contract.

Shift Differential Through the Years

1950 Contract

Second and third shift premium negotiated at 10¢ per hour. Third shift receives a bonus equivalent to 1.5 hours of pay each day (work 6.5 hours, paid for 8 hours).

1968 Contract

Second shift differential increased to 18¢

1977 Contract

Second shift differential increased to 35¢

1999 Contract

Second shift differential increased to 75¢

1960 Contract

Second shift differential increased to 12¢

1974 Contract

Second shift differential increased to 25¢

1980 Contract

Second shift differential increased to 50¢

2019 Wage Disparity Talks

Second shift differential increased to \$1

NOTE: In our 2019 wage disparity talks, our Union proposed improvements to third shift differential; however, Boeing was unwilling to make improvements.



IAM Joint Programs Administrator Heather Barstow explains career options to area students, as well as explaining the free college available through our IAM-Boeing contract and free online college for IAM family members.

Touting Union Benefits to Next Generation of Female Workers

On March 21 and March 22, District 751 took part in “Women Fly” at the Museum of Flight. The event is for youth who are interested in aviation, aerospace and STEM futures. Area middle school and high school girls participated in a day of motivational and career-oriented activities that allowed them to connect with professional women from colleges, employers, our union, aviation groups and local industries. Nearly 500 area students took part in the event.

District 751 had a booth and distributed useful information on the various hourly jobs at Boeing. We highlighted the rich education benefits Machinists members at Boeing receive through our contractual benefits, as well as our free online two-year college for family members available with union membership. Students were intrigued by the option to earn money while getting free college.

IAM Joint Programs Administrator Heather Barstow, Communications Rep Connie Kelliher and Career Advisors Lindsay Ruf and Cynthia Bell distributed information about manufacturing jobs

in aerospace emphasizing the extensive education benefits Machinists Union members get at Boeing.

“It is exciting to educate the next generation of potential aerospace workers about the benefits of Machinists Union membership,” said Heather Barstow. “We encouraged students to pursue manufacturing jobs at Boeing that have union representation, which in turn provide outstanding contractual education benefits while earning a good wage.”



IAM-Boeing Joint Programs Career Advisor Lindsay Ruf explains educational and career opportunities for IAM members at Boeing.



Before voting on their first contract, Chief of Staff Richard Jackson explains the proposal and answers questions.

First Contract Ratified at Collins Aerospace

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- \$1.50 per hour lead pay differential
 - Promotions will result in the greater of a 10% increase to their base rate of pay upon entering into a higher job classification OR the minimum rate of pay of a higher job classification.
 - Payments of \$1,000 in 2019; \$500 in 2020 and \$500 in 2021 that members can choose to receive as either a lump sum payment, a tax deferred 401(k) contribution or a tax-free health savings account contribution.
 - Preserved existing health and welfare and retirement language.
 - Established a grievance and arbitration procedure so members have a right to challenge any complaints or disputes arising out of their working conditions in the shop or anything with their contract.
 - The Company shall only initiate discipline for just cause and must maintain progressive discipline.
- “Everyone is proud of what we accomplished. The company tested us, but our solidarity prevailed with a contract that improves the lives of every

member,” said Adrian Perez, a Steward who also served on the bargaining committee. “After going through several mergers, our main concern was to ensure we didn’t lose anything. With the contract, we did that and made gains.”

“Prior to becoming union, we were at-will employees, and the Company proved that by unjustly firing a co-worker. With the union, we have rights and that member returned to work with more than \$40,000 in back pay,” Adrian added. “In the past, this Company did whatever they wanted and we had no recourse. We wanted to level the playing field and did that by getting a union.”

“Other workers should stand united



Members from Collins Aerospace count the ballots for a first contract.

Educating Others on the Value of Rights on the Job

Educating the next generation of aerospace and manufacturing workers on the benefits of union membership is a continual process. The challenge is getting an audience with these folks so they not only can understand the advantages of union membership but reach out and embrace it should the opportunity arise.

Recently, 751 Steward Coordinator Ed Lutgen and 751 Organizer Jason Chan addressed apprentices from the Aerospace Joint Apprenticeship Committee (AJAC) to enlighten them on rights on the job and the advantage of union membership. Our representatives spoke to both the Advanced Manufacturing Prep class and Manufacturing Academy.

“It was an honor to speak with AJAC students to educate them on what rights and benefits could be gained by union

membership,” said IAM 751 Organizer Jason Chan. “These prospective employees were attentive, enthusiastic, and asked many questions regarding the contrast between being covered by a collective bargaining agreement and being an at-will employee. I believe we left an indelible mark on what the ‘union difference’ is, and hopefully empowered these hard working men and women to strive for union representation upon graduation from their respective programs.”

“We need more workers to understand the power they have when they stand together to secure their fair share and gain rights at work,” said Ed Lutgen. “Today, the only thing that stands in the way of the CEO’s and executives taking more of the profits, is having a union and getting your pay and benefits in writing.”



751 Organizer Jason Chan (standing far right) explains rights and benefits gained from union membership to a class of AJAC apprentices.

Free College for IAM Members & Their Family

Our union offers a Free College Benefit to ALL Machinists Union members, retirees and their families. Currently, this online college allows you and your family members to earn an associate degree free of charge from Eastern Gateway Community College. The two year degree is transferrable to a four-year degree.

This free benefit is open to members in good standing, retirees and their families (defined as spouse, children, stepchildren, children-in-law, dependents, grandchildren and parents). Potential students’ membership will be verified by the union.

To talk with union represented assistants, call 888-590-9009.

Get Started on Your College Degree

Take a look at this exciting program and take advantage today to help grow your career. To learn more or enroll visit: freecollege.goiam.org.

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SERVICE TO THE COMMUNITY

751 Volunteers Help Others

751 members were busy helping others throughout the region with various community service projects during the month of March.

Volunteers were able to build two wheelchair ramps for 751 retirees. 751 Retiree Michael Campbell and his wife Susan were so appreciative of the ramp at their Lakebay house. Likewise, 751 Retiree Paul Temple called the day after the ramp was built to express his gratitude and report how great the ramp works. "I have already used the ramp several times and was so happy I can now get outside

to play with our dog in the yard. A bonus was that a volunteer (Bill Finnegan) was a former co-worker so we had a chance to catch up on things."

Volunteers also completed a road clean-up in Everett, as well as preparing and serving meals at both the Everett Gospel Mission and The Rescue Mission in Tacoma several weekends each month.

To learn of upcoming projects, visit the IAM website at www.iam751.org and click on the calendar.

Helping on the Everett road clean up on March 10: Nathan Gutenberg, J.T. Gutenberg, Kristi Kidrick, Ben Crane, Kyle Ebright and Adrian Camez. Karen Wakita (not pictured).



Right: Volunteers cleaning up our stretch of the road in Everett.



Photo left: Retiree Jim Hutchins cuts wood to size for the ramp in Lakebay for one of our retirees.



Photo Left: L to R Princie Stewart, Jim Hutchins and Vennie Murphy pose on the finished ramp.



Carter Wolbaum regularly prepares and serves meals at Everett Gospel Mission.



Wally Ciszek helped prepare breakfast at the Everett Gospel Mission.

Photo right: Vennie Murphy secures the rail for the ramp at a Lakebay home.



To learn of upcoming projects, visit the IAM website at www.iam751.org and click on the calendar.



Above: Volunteers Vennie Murphy and Bill Finnegan pose with 751 Retiree Paul Temple and his wife on the finished ramp in Graham. Paul worked with Bill so the two had a chance to catch up when the ramp was complete.

L to R: George Braun, Andrew Flemetis and Rob Curran helped prepare and serve breakfast recently at The Rescue Mission.



Left: 751 volunteers helping with the Graham ramp pose for a group photo after finishing the project.

Machinists Volunteer Program Awards Banquet

**Saturday, April 6 - 5 to 7 p.m.
Seattle Union Hall - 9135 15th Pl. S.**

Join us to honor 751's volunteers.

Members and their families welcome. Bring a side dish or dessert to share. Casual dress.



Union Steward Katie Finnegan brought in 327 peanut butter jars as part of our peanut butter drive that runs through May 3.

Spread the Love: Peanut Butter Drive for Food Banks

Our Union's annual peanut butter drive runs through May 3. Donations can be brought to any IAM 751 union hall in Puget Sound, or to monthly local lodge meetings at the Seattle Union Hall.

Peanut butter collected at the Auburn, Renton and Seattle union halls will go to the Pierce County Central Labor Council, which will pool all the peanut butter collected by unions in Pierce County and give it to the Emergency Food Network, which supplies 60 food banks in the greater Tacoma area.

Peanut butter collected at the Everett Union Hall will be contributed to the Snohomish County Labor Council for distribution to food banks in Snohomish County.

The group of Machinists who collect the most peanut butter will get bragging rights, and the knowledge they are helping feed hungry children in their community this summer.

Organizers encourage union members to buy union-made peanut butter brands like Jif or Adams, and to buy it whenever possible from unionized grocery stores. However, all donations will be accepted.

Members Receive Back Pay to Resolve Wage Disparity from Boeing’s Inconsistent Hiring Practices

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employment assessment test rather than his experience. Recently, he logged into TotalAccess and discovered he not only received a raise to compensate him for his previous experience, but back pay for the past few years, as well.

“I appreciate the union pursuing this and securing back pay so Boeing’s hiring practices are more consistent, and I am being properly paid for my experience. My new rate is about a 10 percent raise,” said Josh. “I wasn’t expecting to see a raise, much less the back pay. It pays to be union.”

In the 9-101 building in Seattle, a number of members were positively impacted by our Union’s action.

“It is great to get paid for what you know. It was good to have our Union advocating on this issue since I had more than 20 years experience when I hired into Boeing,” said Mark Hefner, who hired into Boeing 4 years ago as a Machine Repair Mechanic. “It was a nice surprise to see the back pay in my paycheck and my new wage rate. I had been in unions before I came to Boeing so I appreciate what a union does and what our Union did for us here.”

Nick Flack hired into Boeing in 2013 as a Grade 9 Crane Maintenance Mechanic. “I wasn’t expecting anything since I completed my progression and reached maximum pay in January. The back pay I received fixed the discrepancy from when Boeing changed their hiring practice and gave me credit for my years of previous experience,” said Nick. “I appreciate our Union challenging Boeing on this issue and making sure the process is fair and consistent.”

Union Steward Josh Koopmans, who works in the 9-101, also received a pay adjustment and retroactive pay. He hired into Boeing as a Utility Man in 2015 and accepted a promotion to the 81409 Crane Maintenance Mechanic. His increase was a result of raising the minimum rates by \$4 an hour, which is retroactive to January 1.

Some members attending the town hall meetings expressed frustration if they were in the 4-5 year seniority range and did not receive a pay increase. The fact is our Union pushed for other improvements, but without the expiration of a contract as leverage, nothing compelled Boeing to address other issues.

When a 4 and a half year member complained that

a new hire is now making the same, a senior member noted, “I have 30 years in and lots of experience. We are all equal after 6 years and I guarantee you I know more than the 6 year person. But I would never suggest to keep others wages low.”

Another member who goes by Five-0 noted, “Let’s not forget our founding fathers of the labor movement and their hard work and sacrifices. We must always remember those below us and strive to bring the bottom up to share in all of our success.”

Any members who believe that they were impacted by the wage disparity issues (see job number list below) can ask to have their pay reviewed. If your job is on the list and you want a review of your pay, print out your Boeing work history including wage rates and a copy of your resume showing accurate work experience prior to Boeing (padding a resume could result in termination so be sure it is legitimate experience) and give it to your Steward, who will in turn hand it over to a Business Rep. Boeing is conducting an audit, but it is always a good idea to be proactive in case your file was somehow missed in their audit.

It is a manual adjustment for each member receiving increases because of the new minimum rates that were effective January 1. Therefore, it will take a couple months to ensure all hours paid are captured. The Company is paying the back pay in batches, and it will be retroactive to January 1 when you receive it.

Again, our Union will never stop fighting to improve wages and benefits for our members and will continue to use every resource, legal avenue and opportunity to fight for improvements for our members.



Members in the 9-101 building who received pay increases and back pay were thankful to have our Union as an advocate to ensure their prior work experience delivered the same pay levels it provided to new hires. L to R: Josh Koopmans, Nick Flack, Mark Hefner and Business Rep Ira Carterman.



Josh Dotson knows it pays to be union after receiving a raise and backpay to compensate him for his previous experience.

If your job is on the list below and you believe Boeing’s wage disparity practices impacted you, print out your Boeing work history including wage rates along with a copy of your resume showing accurate work experience prior to Boeing. Give the paperwork to your Steward who will get it to a Union Business Rep to be reviewed by Boeing.

Below are Job Numbers Boeing Identified as Paying New Hires Above the Minimum for their Previous Work Experience; These Jobs Are Eligible for Pay Review for Current Members Who Had Previous Work Experience Before Hiring Into Boeing for a Potential Pay Adjustment

Job Number	Job Title	Job Number	Job Title
C1208	Crane Operator Hooktender	70208	Grinder Operator A
C2009	Electrician Installation & Maintenance A	73809	Flexible Mach Sys Operator
C2507	Calibration Specialist B	75307	Multiple Axis NC RT Machine Operator
C2709	Aviation Maint Tech & Inspector Flight Test	75506	Tool Maker C
C3809	Machinist Assembler Precision	76010	Tool & Die/Deep Draw
C4608	NC Multiple Tool & Milling Machine Oper A	81108	Plumber Maintenance A
N0309	General Machinist	81409	Crane Maintenance Mech
01308	Painter Finisher Special	85009	Automotive Mechanic A
06711	Occupational Health Nurse	87110	Electronic Tech Infrastructure Maintenance
17408	Lathe Operator B	87210	Electronic Tech Precision Mach Tool Mnt
17709	NC Skin Mill Operator A	87706	Mechatronics Maintenance
30005	Aircraft Structures Mechanic B	89509	Machine Repair Mechanic A
34107	Aircraft Test Tech A	90204	Composite Fabricator C
41904	Motive Equipment Operator B	92309	Aviation Maintenance Tech & Insp AOG
51108	Inspector Mag Particle & Penetrant A	92709	Experimental RF and Microwave Tech A
51807	Inspector Modification B	97109	Aviation Maintenance Tech Field
54808	Inspector Tooling & Machined Parts B	97507	Modification Electrician Field & Hangar B
69209	Refrigeration and Air Cond Mch Spc	97707	Modification Mechanic Field & Hangar B

Below are some of the positive improvements secured for our members when we demanded to bargain Boeing’s wage disparity and utilized LOU #45. We presented many other proposals. Below are the improvements secured at this time.

- Minimum Pay Rate Increase:**
Effective Jan. 1, 2019 the minimum rates will increase by the following:
- \$4 an hour increase to grades 1 – 11
 - 8820A minimum increased to \$15.00 an hour.
 - Those employees who are below the new minimum rate will have base rates increased to the new minimum rate. Employees currently making wages above those levels will not see any change to their wages.
 - Boeing is manually adjusting rates retroactive to January 1 to ensure all hours paid are captured, which will take a couple months. However, all increases to the new minimum will be retroactive to Jan. 1, 2019.

- Second Shift Differential:**
Effective March 8, 2019
- Second shift differential will increase from \$0.75 to \$1/hour

- Experience-Based Offers:**
Effective March 8, 2019
- In jobs where the Company is offering experienced-based wage rates, Boeing will review those employees previously hired (internally or externally) to ensure their current pay rate aligns with equivalent experience factors. Pay adjustments will be retroactive to the date at which the Company started to bring in new employees at the higher amounts.

Facilities Assessment vs Experience Adjustment.
Company will review for potential adjustment Facilities or Equipment Services members hired based on a pre-employment assessment, and then Boeing switched to experience to determine pay rates. Those hired under the assessment will be individually reviewed to determine if experience would have afforded them a higher rate with pay adjustments retroactive to May 25, 2016.

- Labor Grade Promotions:**
Effective for future promotions:
- Increase promotion amount to \$0.75/hour per labor grade from \$0.56/hour per labor grade (maintain demotion at \$0.56/hour per labor grade)
 - For internal promotions to jobs providing higher entry rates based on experience, Boeing will apply either the contractual promotion or match the higher offer rate; whichever is greater.

Town Hall Discussion on Wage Disparity and Boeing's Verification Optimization Plan to Cut Inspectors

Continued from Page 1

of jobs). In addition, those hired in facilities/maintenance jobs based on the pre-employment assessment can be reviewed to determine if their experience would have afforded them a higher rate of pay since Boeing changed to paying for experience rather than assessment test scores.

NOTE: Any member who wants their pay reviewed, should provide their Union Steward with their Boeing work history, as well as a resume describing accurately their verifiable work experience prior to Boeing. If we can increase someone's pay through the review process, we will.

Again, during discussions with Boeing our Union proposed many other improvements that Boeing refused to consider, which included:

- Additional GWI's for all members during years where our contract does not provide GWI's
- Increased shift differential for all shifts
- A raise for everyone in progression
- Improvements to seniority progression that included preservation of seniority progression increases when promoting
- Retirement savings improvements
- Max pay increases

The second topic of the town halls focused on Boeing's announced QA Transformation or what they now call their Verification Optimization (VO) plan where they intend to remove thousands of individual inspection operations from the manufacturing process and lower the headcount of our IAM inspectors by 451 in 2019 and a similar amount in 2020. Keep in mind that this VO is not self-inspection and acceptance (SI&A), which is outlined in LOU 38 in our contract with specific roles and responsibilities. Boeing is simply removing the inspections, rather than placing inspection responsibilities on our mechanics.

Our Union held town hall meetings in early December to share Boeing's plan and also asked members to provide examples of defects not found until later in the manufacturing process, due to inspection removals. Boeing claims that VO will only be implemented in stable areas, but members have provided examples where that is not the case.

Several months of effects bargaining over these changes in working conditions concluded with a partial resolution; however, it should be noted our Union still objects to Boeing removing inspections. Keep in mind there is no contractual provision that requires any specific inspections during the manufacturing process.

We recognize this will be a long battle, and one that we will continue to fight to ensure the quality of our manufacturing process and the airplanes we build. Through our efforts we believe we will now have access to data in areas where inspections are being removed, giving us the ability to assess the area, as well as the ability to propose reinstating inspections

where we believe they are still necessary for the production process.

Specific results of our effects bargaining include:

- Ensured our right to contact regulatory agencies, including the FAA to present examples/information members have provided. (NOTE: We continue our efforts to secure a meeting with the FAA and have requested assistance from our Congressional leaders).

For jobs impacted by Verification Optimization:

- Ensures no member will be laid-off as a direct result of VO. If necessary, members will be retrained and reassigned to other available work.
- Ensures members in QA will continue to perform all sampling and process monitoring responsibilities where inspection buyoffs are required.
- Some employees will remain in current role with no changes.
- In an effort to retain more members in QA roles, some job descriptions will include revised Determining Duties and Responsibilities that focus on defect reduction, such as root cause analysis. These have not been finalized and we are continuing to discuss these with the Company.

• The Company will deploy a communication and education plan on impacts of VO to work statements.

• A joint committee with the Union will be established to provide an opportunity for input into the various phases of VO implementation. Union will appoint seven QA members to this full time committee (3 for Everett, 2 for Seattle/Renton, 2 for Auburn/Frederickson). The committee will:

- Review, discuss and understand applicable risk assessment criteria or measurements in areas being considered for VO. This committee will give us access to information that might not otherwise be available.
- Evaluate the rationale to implement VO and provide input for consideration.
- Have oversight, and can investigate areas that remove inspections, such as performing spot inspections. If there is degradation in quality, we can propose to reinstate inspections.
- Quarterly reviews with the union

regarding future implementation and the anticipated impact on members.



Above concerned members at the Everett town hall get information on pay increases, as well as results of effects bargaining on Boeing's VO plan on QA.



Left: Chief of Staff Richard Jackson (r) listens to concerns from members at the Auburn town hall.

Below: Business Rep Robley Evans (r) explains to members what led to the pay increases for many.



• Withdrew previous grievances that were headed to arbitration on Self-Inspection, Minor Rework and the Standard Correction Processes where we argued the Company was transferring QA responsibilities to the mechanics. We recently learned in these specific instances Boeing simply removed inspections and used "Verification Optimization" or self checking (not self inspection), which negated the premise of our grievances.

At both the December and March town hall meetings, there was extensive discussion around the fact that we believe this VO plan is short-sighted.

Removing inspections and discovering defects further down line is a bad decision that will cause an abundance of out-of-sequence work, more damage to the airplane, additional injuries to our members, more work at the end of the manufacturing process and the risk of late deliveries.

We will continue to encourage Boeing to retain and add inspection processes, as well as pursue a meeting with the FAA to present examples members have provided, and we will keep the membership apprised of any new developments on this very important issue.



Above: Business Rep Spencer Burris (far right) talks with Everett third shift flight line Stewards.

Right: A member voices his concerns at one of the Renton town hall meetings.



Grievance coordinator Dan Swank (l) answers questions from members after an Everett town hall meeting.



District 751 President Jon Holden talks with inspectors on the 737 line and explains results of effects bargaining on Boeing's plan to cut QA.

Upcoming Guide Dogs Fundraisers: Fun for a Great Cause

Our union will once again host a series of fundraising events to support Guide Dogs of America.

District 751 is one of the top fundraisers for the California-based charity, which provides service dogs -- and training in their use -- free of charge to people who are blind or have impaired vision from across the United States and Canada. The charity was founded by a Machinists Union member.

Flight for Sight

The 18th annual Flight for Sight fun run will be Saturday, June 1, at the Everett



Boeing Activity Center, 6098 36th Ave W, Everett. (NOTE: Not the Everett Union Hall due to Paine Field's new runway).

Flight for Sight includes two timed races -- 5K and 10K runs -- on a USA Track & Field certified course. There will also be a non-competitive one-mile walk.

Race check-in will be from 7:30 to 9 a.m. at the Everett Boeing Activity Center. Racing will begin at 9:30 a.m.

Registration costs \$30 in advance, or \$35 on race day. Runners will get a t-shirt. Registration fee waived, if runner collects more than \$30 in donations. Prizes will also be awarded to the top three fundraisers.

Registration forms are available at all District 751 union halls in Puget Sound, or you can go online at www.flightforsight.com and follow the links to the online registration form.

Flight for Sight is sponsored by the District 751 Women's Committee.

Guide Dogs Golf Tournament - July 21

The annual Guide Dogs of America Charity Golf Tournament will be Sunday, July 21, at Willows Run Golf Course in Redmond.

The tournament will be a scramble format with a shotgun start at 8 a.m. for all golfers.

Cash prizes will be awarded to the first and second place teams, long drive, and closest to pin.

The cost is \$110, which covers green fees, cart rental, tournament t-shirts, prizes and a lunch at the end of play.

Entry forms are available at all District 751 union halls in Puget Sound or on the virtual board on our website www.iam751.org. Information is also available by calling the Everett Union Hall at (425) 355-8821.



Local C Poker Tournament Goes All in for Guide Dogs

All bets were off as 50 poker players and 52 slot players took part in the Local C Charity Tournament to raise money for Guide Dogs of America at Muckleshoot Casino on Saturday, February 23.

While the top 10 poker players split prize

money and top five slot winners were also rewarded, the winning hand was dealt to Guide Dogs of America, which received more than \$8,330 from the event.

Thanks to all the players and sponsors.

Final Table Poker Winners Slot Winners

- | | | |
|-------------------|---------------------|---------------------|
| 1) Duncan Earls | 6) Carl Gabrielson | 1) Connie Kelliher |
| 2) Les Mullen | 7) Neal Key | 2) Theresa Langlois |
| 3) Derek An | 8) Jim McKenzie | 3) Jerry Brown |
| 4) Gabriel Cusmir | 9) James Freeman | 4) Gary Janssen |
| 5) Jason Chan | 10) Jordan Maderios | 5) Daphne Becker |

Thanks to our Sponsors

Derek An	Tony Cluff	James McKenzie	Rod Sigvartson
Jerry Banks	Jeremy Coty	Lester Mullen	Andre Trahan
Colin Bateman	Allen Eveland	Terri Myette	IAM&AW
Howard Carlson	Larry Hagen	Susan Palmer	
Ira Carterman	Mike Hill	Andrew Schier	
Mark & Peggy Clark	Jon Holden	Chris Schorr	



Local C's poker tournament delivered more than \$8,330 for Guide Dogs.



Local C President Jim McKenzie (far right) congratulates top three poker winners (from left): Derek An - 3rd; Les Mullen - 2nd; Duncan Earls - 1st.



Players count their chips between hands at the tournament.



Curt Horton, Christine Fullerton and Chris Schorr at the slot tourney.



Gabriel Cusmir finished 4th in the poker tourney.



The Muckleshoot Casino offered a good time while raising money for Guide Dogs.



Shari Boggs playing the slot tourney.



50 players took part in the slots tourney for Guide Dogs.



L to R: Local C Recording Secretary Chris Schorr congratulates slot winners Connie Kelliher, Theresa Langlois, Jerry Banks, Gary Janssen and Daphne Becker.



Other top poker winners L to R: Jason Chan 5th; 'Smooth' Carl Gabrielson 6th; Neal Key 7th; and Jim McKenzie 8th.

RETIREMENT NEWS



751 Retirement Club Officers were among those who took part in Senior Lobby Day in Olympia. Above seniors, including 751 retirees, pose for a group picture after meeting in the Capitol with Speaker of the House Frank Chopp.

Delivering a Strong Message on Senior Lobby Day

By CARL SCHWARTZ,
Retiree Legislative Chair

On February 26th, retirees from across the state held their annual State Legislature Lobby Day in Olympia.

Members of our 751 Retirement Club, together with members of the Washington State Alliance for Retired Americans, participated in advocating for senior issues to members of the state legislature.

Participants first met in the United Church hall to hear speakers on senior issues that are before the legislature. Issues discussed included support for

the Long Term Care bill, raising the property tax exemption for seniors, support for a capital gains tax for school funding, and an improved health care bill.

Seniors then went up "the hill" to meet with various legislators urging them to support our issues. The day ended with a general meeting with House Speaker Frank Chopp. Attending from the 751 Retirement Club were Jackie Boschok, Jim Hutchins, Carl Schwartz, T.J. Seibert, Larry Wade, Helen Lowe, Vennie Murphy and Tom and Pam Lux.



Above: State Insurance Commissioner Mike Kreidler speaks to seniors. Left: Rep. Eric Pettigrew (front) met with seniors in Olympia.

Retirement Club to Tulip Festival in Mt. Vernon, Thursday, April 25. Depart Seattle Union Hall at 9 a.m.; Return around 3 p.m. \$7 entry fee to the RoozenGaarde tulip display garden. Reservations for the group to enjoy the Kiwanis' salmon lunch for a cost of \$12 to \$15, depending on the portion size. Only a few seats left for the District vans. Contact Retirement Club President Jackie Boschok ASAP at 206-890-1009 or jackieboschok@hotmail.com if you would like to go and ride in the District van.

March Retirement Club Meeting Minutes

The meeting was called to order on March 11, 2019 by President Jackie Boschok. She led the club in the flag salute and God Bless America and TJ Seibert led the prayer.

President Jackie Boschok suspended the regular order of business to introduce Chelsea Mason, District 751's new Legislative Director. Chelsea stated it was her first day on the job, and she was honored and excited to be working with the Machinists. She previously served as the Legislative Director for SPEEA. (see article on page 3)

Roll Call: All officers were present or excused.

Minutes: The January meeting minutes were approved. There was no meeting in February due to snow.

Executive Board Report: President Boschok read the following motion: Spend \$400 to renew our club's affiliation with the Washington State Alliance for Retired Americans in 2019. **M/S/P**

President Boschok also announced that arrangements have been made for the club to attend the Tulip Festival on Thursday, April 25 in Mt. Vernon. The district vans will be used for transportation and can accommodate up to 27 people. They will depart from the Seattle Union Hall at 9 a.m. and return in the afternoon around 3 p.m. There will be a \$7 entry fee to the RoozenGaarde tulip display garden and reservations have been made for our group to enjoy the Kiwanis' salmon lunch for a cost of \$12 to \$15, depending on the portion size. Let Jackie know if you would like to participate. Seats will be filled on a first come first serve basis.

Financial Report: Tom Lux gave the report. It was **M/S/P**.

Health and Benefits: Vice President Helen Lowe read the deceased list: **Local A:** Myrtis Bell, Lee Biggs, Berle Brooks, Cecelia Connelly, Jaunice Conyers, John Degenstein, Tanny DeSmith, Rosario Fulgencio, Douglas Giessen, Nancy Harvey, David Kleeberger, Gary Leeper, Eugene Mousel, Rochelle Phelps, Mark Reinicke, John C. Ryan, Robert Ryder, Mavis Scanes, Billy Sidell, Lyle Stone, Ronald Swart, Angeline Ternes, Nancy Van Slyke, Gerald Wujcik. **Local C:** John Bogdan, Dennis Bunn, Leslie Campbell, Richard Carr, George Cline, Loran Davis, Michael Earhart, Victor Felland, Michael Frederick, Ivan Gillis, Roger Glascock, James Graham, William D. Hall, Alex Horvath, Max A. Jackson, William Logie, Robert Mayor, Elmer R. Miller, Leroy O. Miller, Clifford Morgan, Delmer Nelson, Maureen Porter, Bradley Rasmusson, Elmer Reynoldson, Ross Richards. **Local F:** Donald Actis, Gilbert Blazon, Candace Cash, Phyllis Elliott, Julius Green, Jesse Halland, Jerry Hofferber, Gerald Larson, Wallace Longdon, Carolyn Marshall, Shirley G. Martin, Dorothy Mason, Dorothy Moore, Marie Munds, Florence Murray, James Riggles, Clayton G. Smith, Paige Solsberry, David R. Thompson, Burdette Young, Carlton Zimmerman. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Audit Report: TJ Seibert reported that an audit was conducted in January and all financial records for 2018 were found to be in order. It was **M/S/P**.

Communications: President Boschok read a letter from the Local 8 secretarial staff thanking the club for the gift cards the club gave to them in December in appreciation of all they do during the year to support retirees and the club.

Legislative Report: Carl Schwartz said our state legislature is actively working on a number of measures that impact seniors and all citizens of our state. A delegation of our members did attend Senior Lobby Day in Olympia last month and spoke about some of the proposals. A few of the measures of note are HB 1181 that would provide additional property tax relief to low income seniors beyond the current exemptions, HB 1582 which would give additional notice to mobile home owners, HB 1608 would provide more

Continued on Page 11

RETIRED CLUB OFFICERS

President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Vennie Murphy	253-985-0951
Trustees:	Michael Keller	206-723-4973
	Jim Hutchins	206-369-2309
	T.J. Seibert	206-909-4870
Union Office: (1-800-763-1301) or 206-763-1300		

RETIREES

Congratulations to the following who retired with the Union:

Dolores J Argott	Deborah A Larsen
Lori Beckman	Jimmy D Lewis
Michael J Bratz	Stephan D Litterski
Jay E Brimm	Carrie F Mattern
Janene V Britten	Kelly D McMurtrey
Steven P Byington	Bradley J Meier
Gordon Cardinal	Frank M Milan
Billie S Cheesman	Gayle M Miller
Francis C Dahm	Pauline F Mitchell
Michael D Dean	Renwick Miura
Victoria G Decicio	Christoffer Mizumoto
John F Deppman	Hue T Ong
Michael Desjardin	Sting Rae
Sandi L Discher	Dewayne S Reynolds
Sandy A Eickhoff	David E Rieken
Cynthia Evans	Jackie Robinson
Francis H Feldhaus	Cresencio Rodriguez Jr
Steven E Garner	Mark C Rogers
Dale Garza	Wihlemina S Rust
James D Gates	David L Scholze
Matthew M Griffith	Sam J Schwaiger
Joseph V Hanigan	Allan D Shoemaker
Darwin R Hayhurst	Douglas W Slattum
Daniel S Hockaday	Donald R Terry
Jesse L Hotz	Vanessa J Valles
Robert E Jakubisin	Thomas P Warne
Duane C Jahraus Jr	Charles E Webb Jr
Akm R Karim	Douglas D Whybark
David L Kerr	Bubba E Willis
Ron Kesti Sr	Kenneth A Wolford
Tawni S King	Dwight C Wilson
Philip J Kinkel	Francis M Young
Katherine J Korsch	

Local 1951

Tom Barrett, Republic Services
Richard Fahlenkamp, Republic Services
Kenneth P. Whitner, Republic Services

Local 86

Cheryl Kindred, Triumph
De Cong Nguyen, Triumph
Mark Toombs, Triumph
Jerry Womble, Triumph



Since the February meeting was cancelled due to snow, the March meeting honored both February and March birthdays. Celebrating March bdays L to R: Ann Rose, Calvin Doss (celebrated March anniversary with Vera), Vera Doss, Carl Schwartz and T.J. Seibert. Far right: Betty Hutchins had a February birthday.

FREE

WANT ADS

FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

2018 HONDA ODYSSEY ELITE, 20 inch wheels – only 6 factory miles. \$1000.00 or best offer. Call Rick 425-771-4439

COTTAGE INDUSTRIES

PHOTOS BY CHAD is your premier portrait and wedding photographer... www.photochad.com 253-231-7950

HEALTH – n – BEAUTY want better focus, sleep, energy, strength, fat loss? Mood! 253-358-6302 or carlbauer.experienceketo.com

NEED A MORTGAGE LOAN? I can help you get pre-qualified for a home, need to refinance and get cash out? Call me 425-977-3878 or email Kimberly.peterson@guildmortgage.net

A HAPPY HOME. Could your home use TLC? A new deck, fence, beautiful flooring or lovely crown molding. Home remodeling and-repairs. Dennis, Hammer-n-Nails 253-686-4030

THINKING ABOUT SELLING YOUR HOME? Downsizing? Need more room? July Small will do a free market analysis. Licensed real estate broker Windermere. Call now! 206-734-7122

HEALTHY MIND, BODY, FAMILY, SOCIETY & FINANCES. Part or full time, your choice. Call me for details. Entrepreneurs welcome. Call Jerry 253-389-8384

FISH WITH A GUIDE FOR red fish in New Orleans now or fly fish for trout in Montana in the spring and summer. Call at 425-327-9343 or www.allwateranglers.com

You want the best NUTRITIONAL SUPPLEMENTATION you can get. No competitor has a more trusted name in the industry than SHAKLEE. Call Joe at 206-819-7924.

Retired or not. If you are interested in BETTER HEALTH AND WEALTH, give me a call. If not then don't call me. Thanks, Jerry. 253-389-8384 or 253-208-5530

NEED A FUSSY HOUSE KEEPER? Call Barbie at Fussy House Keeper. 206-819-7924

NEED A REAL ESTATE AGENT? I would be honored to help you buy/sell a home. I'm passionate and dedicated to helping people with their real estate needs. Jamie Hanson, Person Real Estate Group. Cell 253-332-3816 (call or text) JamieHansonHomes@gmail.com

FOR GOOD VAN MOUNTED CARPET CLEANING in South Puget Sound area please call or text 253-535-2433. Licensed, bonded and insured.

READY FOR A NEW CAREER AFTER RETIREMENT? Unable to advance in current job? Get your FCC commercial radio licenses. GROL, Radar, GMDSS, military MOS + marine. Call Mark at 513-604-4054

BUY - SELL – CLOSE. Call your real estate professional Von Provo is available to help you buy or sell. Call at 425-359-0165 or email at von@skylineproperties.com

HOUSING

VIEW HOME, 4 bedroom, 3 bath, full basement, attached 4 car garage, 3600 sq. ft. 4 acres. Culbertson, MT plus 30x40 shop. \$395,000. Opt. on 10 more acres attached. 406-787-5242 or 406-790-0383

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaallicove.com. Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 30 days. 10% discount to Boeing employees. \$2850-3500/month. Amenities include designated parking, DSL for Wi-Fi, pool, Jacuzzi and much more. 206-459-3444

FURNITURE & APPLIANCES

SLEEP NUMBER BED, mattress pad, total protection, twin X Long, twin long FlexFit2, Stone, 1 remote, like new. New 10-14-17 New price \$2,784.95. Asking price \$900.00 206-719-1990

AD RULES

Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

Deadline For Next Issue April 12th

REC VEHICLES

2016 – 26' THOR MOTORHOME kept in carport, very clean, 2 TV's, AC, furnished or unfurnished. \$80,000. 253-255-8314 Bonney Lake, WA

MISCELLANEOUS

FACILITIES & MAINT. REUNION Memorial Day weekend at Silver Ridge Ranch in Easton WA. All are welcome. Info 206-947-3788 or www.eastonmemorialdaycelebration.com

TREADMILL PRO FORM GP5 51" belt, can be folded up, auto incline, looks and works like new. Reduced to \$140 253-839-9169

GREAT BUSINESS, cheap startup cost. Like new, 12 needle commercial Brother embroidery machine with digitizing software. 29 hoops, spools of thread, backing, etc. Business retired. thetwoharp@hotmail.com or 425-432-4128. Leave message

RETIREES WHO WORKED AT KSC N/C MACHINE SHOP 18-62 Bldg. Join us for breakfast once a month at Emerald Downs Café. For more info: contact clintbonnie@hotmail.com

EXPERIENCE REAL WELLNESS by using pure, powerful, life-changing therapeutic grade essential oils. Relax, refresh, rejuvenate, motivate, create abundance and more through transformational oils. <https://ylessentials4u.vibrantscents.com>

TRAINING FOR STUDENT PILOTS. Ground school for private commercial, ATP. FAA certified AGI flexible schedule. Weekend ok. All day. 310-626-3520 nicasioarturo@yahoo.com

WANTED: UNLIMITED HYDROPLANE scrap books from the fifties-sixties. 206-557-0282

TREASURE HUNT FLEA MARKET, first Saturday of every month. Located at the Eagles Club, 8201 Lake City Way, Seattle. Contact Dori Heck for information. 206-909-0916

PRE-1960 BASEBALL CARDS – Retired member wants to buy pre-1960 baseball cards. 206-954-3039

VENDORS WANTED to participate at the TREASURE HUNT FLEA MARKET on the first Saturday of every month. Contact Dori Heck for booth rental information. 206-909-0916

NEED AN AWNING COVER for your wood deck, concrete patio, carport for your car or truck, front or back porches? Call Awning Buildings 206-250-7139

ANTIQUES & COLLECTIBLES - Yard Birds in Chehalis #105. Dishes, vases, stamps, jewelry. Open Sat & Sun 253-735-1832 or 253-569-4532

GARAGE DOORS REPAIRED OR REPLACED. South of Olympia, located at 2100 N. National Ave, Yard Birds Mall space #105. Parts & tools also. Open Sat & Sun. 360-264-6319, 253-569-9532 or 253-261-4933

HOUSE PLANTS: rooted plants and planted ones \$3 to \$5 medium and large and ones. Dieffenbachia rooted and planted (dumb cane), spider plants, crown of thorns, African milk tree, ivies, split leaf rhododendron (two large), peperomia starts, planted green – nice plants – will have purple heart. 253-852-6809

IRC RETIREES meet for breakfast on the 2nd Wednesday of each month at 10 a.m. at The Stump restaurant in Arlington. Come and join us.

CLEAN PLASTIC CONTAINERS 20 oz-80 oz. peanut butter ones .25 each, metal coffee cans, clean with lids .25, plastic ice cream buckets and lids, clean .25 each 253-852-6809

RECORD ALBUMS LAYING AROUND? I will buy them! Rock and roll, blues, funk, metal, jazz, obscure. Those genres wanted. Fair price for good stuff. 206-861-6557

CHILDCARE AVAILABLE IN MARYSVILLE Building Blocks Daycare and Preschool. Educating the next generation. I have 15 plus years' experience and love watching children learn and grow. 425-244-0230

PROPERTY

FOR RENT: 2 BEDROOM CONDO. Peterson's Waterfront Resort, Lake Chelan time-share, week 24, Unit 221, June 14-21, 2019. \$395/night. All or part. 509-682-4002

2 CEMETERY PLOTS in Floral Hills Cemetery in LYNNWOOD in the Rhododendron Garden. Lot 17-E, spaces 15 & 16. \$2,500 each or \$4,500 for both. 360-691-5544

2 CEMETERY PLOTS in Cypress Lawn Memorial Park, EVERETT in Catholic Garden, G-2, spaces 1 & 2. \$1,700 each or \$3,200 for both. 360-691-5544

3.20 ACRES IN SUNNY SEQUIM. Utilities to property. Ride, bike, walk to Olympic Discovery Trail. Horses OK. 9 Golf courses nearby. Walking distance to shopping and amenities. \$149,950. 360-461-6846

VACATION HOME FOR RENT. 2645 Rosemont Circle Davenport, FL. Has its own private swimming pool. Approximately 20 minutes from Disney World and 20 minutes from Universal Florida. Questions contact Steve Hofmann at rosemontvillarental@gmail.com

GREENWOOD MEMORIAL PARK, Renton. I have 4 plots side by side in the Azalea Garden and 1 double headstone for sale. \$1,500 less than retail price on each plot. Great location and beautiful cemetery. Will negotiate the price of the headstone. Call to find out the price. 253-852-6809

REC MEMBERSHIP

SUNRISE RESORTS: 12 resorts in Washington, Nevada, Arizona and Alaska. Stay for \$1 a night. \$800.00 253-797-6885

TOOLS

KREAGE 2400 PSI power washer w/5hp Honda engine. Good working order. 30 foot hose with adjustable tip. 425-902-1399

MIG WIRE FEED WELDER with gauges and full argon tank, helmets, wire and portable stands. As is. Rent-on area. \$150.00 OBO 425-902-1399

GERSTNER OAK TOOL BOX with machinist tools, many Starrett tools. 253-848-0892

Brand new, still on pallet 60 gallon VERTICAL AIR COMPRESSOR. Must sell. \$400.00 360-691-7484

VEHICLES

PRICE REDUCED! 2017 RANGE ROVER EVOQUE, AWD, terrain response system, power tailgate, 9,600 low miles, Scotia gray. \$33,500. For pix text 206-550-9315

2012 CHEVY MALIBU LTZ 6 V-6, sunroof, heated leather seats, XM radio, mocha/beige color, low miles 53,000. Very clean. \$9,700 call 253-677-9044

Get ready for your spring ride on a 2005 SCREAMIN' EAGLE FAT BOY! CVO - 103 CI motor – excellent condition – only rode in nice weather. 18,372 miles. \$15,000. 360-652-3650

HONDA ST1300 Sports Tourer. 15,000 miles, one owner. Foot pegs, motorized windshield, removable bags, extended fairing kit. Red. Garaged. \$7000.00 OBO Renton area. 425-902-1399

1988 HONDA GOLDWING GL 1500. 67,000 miles. Well maintained, always garaged, grey in color, reverse center stand, AM FM cassette radio CB extra chrome and lites. Good tires and brakes. Ready to ride. 425-902-1399 \$3200.00 OBO

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FINANCIAL \$ENSE: Five Wealth-Transfer Planning Do's and Don'ts for Remarriage

Roughly 23% of U.S. adults who are presently married have been married before.* Due to those previous relationships, spouses may face complex wealth-transfer-planning and estate-plan questions.

"It gets complicated when it's a second or subsequent marriage, and they're each bringing additional beneficiaries, for example, children or elderly parents, to the relationship," says Deborah Lauer, Planning and Life Events Specialist with Wells Fargo Advisors estate planning group. "They need to be concerned that everybody is taken care of."

These five do's and don'ts will help you make sure the wealth transfer plan for your blended family meets your goals and needs.

1. DO start early. Ideally, two people considering marriage would have candid conversations about finances before the wedding. Among the topics for discussion: sharing financial obligations, such as paying the kids' college expenses, in your new blended family. "Communication is the key," says Scott Smith, Planning and Life Events Specialist at Wells Fargo Advisors. "Open and honest conversation goes a long way in any relationship, but it's probably even more important here." If there's a large wealth disparity between you and your new spouse, you may want to consider a prenuptial agreement, Smith says.

2. DON'T go it alone. Professionals

can help you and your spouse-to-be work through any financial issues related to your blended family. A lawyer, financial advisor, and tax specialist can help you make sure you've asked all the important questions, and they can provide you with options for next steps. Because these issues can be emotional, a marriage counselor, religious advisor, or therapist can also sometimes help. "If you're not careful, emotional issues can upset your planning," Smith says. Identify the advisors you and your spouse-to-be already work with who could help you. Then gather all your financial information so you can review it with professionals you both trust.

3. DO make sure you have basic estate-planning documents completed.

One of the most troubling things that can happen in a subsequent marriage is to discover an ex-spouse still has legal authority over assets or medical decisions after something bad happens. "You want to put the proper legal structure in place so you know who has the authority to manage your assets if you become incapacitated or settle your estate upon death," Lauer says. These documents include a basic will, a durable power of attorney, living will, and a health care power of attorney, Lauer says. High-net-worth individuals may also consider a revocable living trust and other more advanced planning strategies.

4. DON'T forget to update

beneficiary information. New couples need to update beneficiary information on life insurance policies and retirement assets, such as 401(k) accounts, IRAs, and annuities. "It's really premarital planning and knowing what to do to protect things," Smith says. This includes protecting your children and protecting your new spouse. Review insurance policies, retirement accounts, and other assets that name a primary beneficiary and contingent beneficiary. Update them to reflect your new relationship. Consider discussing beneficiary designations with your estate planning attorney so the management and distribution of all of your assets is coordinated.

5. DO review and update your estate plan periodically. Even if all these issues are settled before the marriage begins, make plans to periodically review your plan with your advisors. Life events, such as children graduating from college or the birth of grandchildren, may signal the need for an update. "You can go back and change it as needed, so the plan keeps up with the changes in the family," Lauer says. Ask yourself what has changed in your life (or your spouse's life) since you last reviewed your estate plan.

*<http://www.pewsocialtrends.org/2014/11/14/chapter-1-trends-in-remarriage-in-the-u-s/>

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Officers and Members Accept the Oath of Office



Local F Vice President Charles Cesmat administers the oath of office to Local F Trustee Shannon Pruitt.



District 751 President Jon Holden administers the oath of office to Local 86 District Council Alternate Jerry Purser and 751 Legislative & Political Director Chelsea Mason.

March Retirement Club Meeting Minutes

Continued from Page 9

health care information, and SB 5537 provides for a bond issue of \$500 million to fund behavioral health services.

These measures and others are at this time being worked by our legislature. Members can follow their progress on the internet and contact their legislators about them.

Also, many hearings are now being held in Congress on ways to reduce the costs of prescription drugs. Members should note that drug corporation executives testifying before Congress often use the excuse that high drug profits are needed to pay for research. Profits are the monies left AFTER research has been paid. And much of that drug research is done by publically (taxpayer) funded universities such as the University of Washington. Carl noted that half of the lobbyist groups receive money from pharmaceutical companies.

Congress is considering major improvements to the Social Security system. We will be bringing more information to our members as more details become available.

The Washington State Alliance for Retired Americans is hosting its State Convention on Thursday, May 30. We will decide on how many members to send next month.

President's Report: President Boschok mentioned there will be an article in the April *Aero Mechanic* about Senior Lobby Day that our club participated in. She also thanked the Club members who participated in the WSARA meetings with Representatives Dr. Kim Schrier and Adam Smith to discuss senior issues. An article about the Schrier meeting was in the March *Aero Mechanic*.

She also reported that the National Machinists Retirement Department will not be holding a retirement conference this year. It is disappointing, but we will keep discussing why it would be beneficial for our retirees.

Good & Welfare: Vennie Murphy thanked everyone who helped with the Senior Lobby Day. Jim Hutchins said he attended a recent District Council meeting and thanked them for providing the use of the van. Jim said he also attended a Local

A meeting in the previous week and spoke during Good & Welfare to remind people about the Retirement Club and asked them to let people know about the club when they hear someone is retiring. Jackie Boschok thanked everyone who went to Olympia on Senior Lobby Day. It was important for our legislators to hear from us. Vennie Murphy asked about the status of the Long Term Care bill. Jackie replied it is still alive, has passed the House, and the Senate will hold hearings.

Carl Schwartz talked about the proposal to tax capital gains on stocks and bonds. Jackie stated that many states have this tax already.

New Business: none

Unfinished Business: none

February and March Birthdays:

Betty Hutchins, Ann Rose, Vera Doss, TJ Seibert and Carl Schwartz celebrated their birthdays and Calvin and Vera Doss celebrated their anniversary. The club sang happy birthday to them.

The Fred Meyer gift card was won by Max Templin.

Meeting adjourned at 11:50 a.m.

LABOR HISTORY HAPPENINGS

April Labor History

April 1 – Eight hour days in Mines – 1897
April 8 – Truman orders seizure of US Steel mills – 1952
April 15 – Seattle Cigar Makers Local 188 – 1887
April 27 – Seattle Postal Workers Union – 1908
April 28 – Worker's Memorial Day OSHA – 1971
April 6, 7, 8 – 2018 50th Annual PNLHA Conference SeaTac, Washington

Information taken from the PNLHA Labor History Calendar



EASTERN WASHINGTON



Machinists Union members working at B&B Truck Service prepare for upcoming negotiations after completing contract surveys to identify issues. L to R: Grayden Atworth, John Quinn, Robert Landreth, Carl Firth, Mike Sijer, Business Rep Steve Warren (standing), and Kalon Kirkpatrick.

Identifying Issues for Next Contract

Machinists Union members working at B&B Truck Service in Spokane are gearing up for their next contract. Business Rep Steve Warren recently met with the mechanics to distribute surveys aimed at prioritizing issues for the upcoming negotiations. At the meeting, members discussed issues they want to see addressed and the time table for the bargaining process.

Formal negotiations will take place in April, with the union proposal drafted from the survey results

and input from members. The current contract expires on April 30.

B&B Truck Service is a general truck repair shop that handles all kinds of vehicles from company fleets to individual units of owner/operators. Our mechanics ensure all vehicles coming through the shop are in optimum condition. Whether it is engine overhauls, computer diagnostics or routine maintenance, these professionals are there to help.

Local 1951 Bylaws Changes to be Voted at May Meeting

Local Lodge 1951 has submitted a proposed Bylaws change. The first reading of the proposed changes will be at the April 2nd meeting. The second reading and vote on the Bylaws Committee recommendations will be at the May 1951 Meeting on May 7 at 7:30 p.m. at HAMTC, 1305 Knight St., Richland, WA. Any members attending can vote on the proposed changes.

Full copies of the bylaws highlighting the proposed changes will be available at both meetings or email barbc@iam751.org to request a copy via email.

A summary of proposed changes that will update our bylaws for 1951 include:

- to reflect proper name of local,
- remove “him or he” gender references
- References dues, initiation and fees to District bylaws which sets the amount.
- Changes to local lodge elections to comply with IAM Constitution - 60 day election notice, add 3 Auditor positions, and make attendance requirement to run for office a recommendation.
- Remove the word “temporary” for appointment of officers to vacancies between elections.
- Change Remuneration of Officer to Stipends.

Contract Ratified for Members at Fairchild

Machinists Union members working for service contractor DRG at Fairchild Air Force Base ratified a new two year agreement on Friday, March 15. The agreement covers IAM members working for DRG at Fairchild AFB, March ARB, Milwaukee ANGB and Hickam AFB.

Highlights of improvements in the new agreement include:

- General wage increases on 10/1/19 and 10/1/20
- Shift differential increased
- Lead/site focal pay increased

- Lead Instructor/Technician increased
 - Test Instructor/Technician increased
 - Pay-in-lieu of holiday, vacation, PTO/sick – Part-time employees are compensated on a pro-rated basis for holiday, vacation and PTO/Sick.
 - Contributions to IAM National Pension Plan continue at \$1.75/hour for the life of the agreement.
 - Two additional days bereavement if employees are required to travel over 300 miles from the work site.
- These skilled instructors and

technicians who provide instruction, support and maintenance services to the flight simulators for the KC-135R Air Force tanker aircraft. Their positions are essential to keep the fleet of KC-135 tankers in the air and a well-trained flight crew ready and available.

Thanks to Holly Johnson and Tim Weber who served on the bargaining committee from the unit and Business Rep Steve Warren.



Rich Doyen casts his ballot as Holly Johnson looks on.

Machinists in Spokane St. Patrick’s Day Parade

For the second year, nearly 50 Machinists Union members and their families took part in Spokane’s St. Patrick’s Day Parade. As crowds lined the streets, the Machinists Union group marched carrying American, Irish, Canadian, and Machinists Union flags, followed by the Machinists Union trailer and five riders on horseback with flags.

Local 86 Officer Tony Wade led our committee in efforts to organize our participation to raise visibility of our union in the community. Our group was loud, proud and very patriotic.

“This is a big event in Spokane so the Machinists Union should have a strong presence. It was a success, and we raised community awareness of our Union,” said Tony Wade.



Machinists members march proudly with our banner followed by the Machinists trailer. Nearly 50 volunteers took part in the Machinists group for the parade.

Special thanks to Seth Groth Photography and Deanna Purser for providing photos from the parade.



Jodi Roy and her show horse, Moe, carried the Machinists flag in the parade



The Machinist group expanded to five horses in the parade along with nearly 50 volunteers marching with U.S. flags and Machinists flags.



Ida Auckerman, Jerry Purser and René Ochoa pose before the start of the parade.



Tony Wade helped organize our group for the parade.