Union Health and Benefits Help Member
Save Hundreds on Medical Premiums

Every day our Health and Benefit Reps work to assist members and retirees with issues on medical and dental insurance, prescription drug coverage, workers’ compensation, leave of absence, pension and VIP.

Recently, Health and Benefits Rep Les Mullen was able to correct an insurance situation for a 31-year member, who was medically laid-off, saving thousands of dollars on his insurance premium for years to come.

After researching the situation and available options, Les was able to get the member signed up for retiree medical at a rate of $20 per month compared to the $655 COBRA rate he was paying – a substantial savings until the member qualifies for Medicare.

But that’s not the end of union efforts. Our Union’s Health and Benefits Rep not only saved this member more than $600 each month going forward, but also ensured Boeing reimbursed him the two months of COBRA he paid when he should have been on retiree medical.

The member had been medically laid-off after being granted Social Security Disability following a year long medical leave of absence. Les spoke with this member’s caregiver who called Boeing and was laid-off after being granted Social Security Disability following a year long medical leave of absence. Les spoke with this member’s caregiver who called Boeing and was properly enrolled and would get reimbursed for the two months he paid.

Law Brings Additional Sick Leave to Machinists at Boeing

In 2016, Machinists District 751 was part of a coalition called “Raise Up Washington” that pushed to pass I-1433. Voters approved the measure that increases the state minimum wage, but also established a statewide standard for paid sick leave.

In 2018 when the law pertaining to sick leave went into effect, our members working at Boeing began accruing additional paid sick leave thanks to this state law we supported.

As a result, all members will receive an additional sick leave of 40 hours contractual sick leave, but this comes with a deadline. According to the current law, if you work more than 40 hours you will not accrue additional paid sick leave.

Boeing workers have the right to use their 40 hours of paid sick leave, but after that, you must take unpaid time off. This can only be used once per year.

In 2018, Machinists District 751 President Jon Holden talks with Stewards about how the new sick leave law will provide additional sick leave for members working at Boeing. Many of our other contracts addressed the issue when they negotiated new contracts, worked until you reach your 2018 anniversary date. If, as of December 31, 2017, you have accrued some but not all of your 40 hours of sick leave under the CBA in your 2017-2018 anniversary year, then starting January 1, 2018, you will continue to accrue sick leave at your normal CBA rate (on all compensated hours) until you get to the 40 hours. That point, you will begin accruing additional sick leave at the rate of one hour of sick leave for every 40 hours worked until you reach your 2018 anniversary date.

For more information on how to receive your sick leave, please visit: freecollege.goiam.org

Free College for You & Your Family

Your union is now offering a Free College Benefit to Machinists Union members 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 degree is transferable to a four-year degree and the program is hoping to expand to a four-year degree in the fall of 2018.

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

Deciding which college courses to take is a big decision. To help you learn more about this exciting new program and take advantage today to help grow your career. To learn more or enroll visit: freecollege.goiam.org

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For more information on the Free College Benefit, please visit: freecollege.goiam.org
By JON HOLDEN
District 751 President

As we begin 2018, it is a great opportunity to reflect on the state of our union and ask where we are as a membership and what direction are we going? These are important questions that we must continually ask ourselves and each other.

Our members working at Boeing, we don’t have a contract expiration until 2024. That means our traditional bargaining cycle and usual solidarity activities are pushed out so we must find new ways to leverage our strength to protect and unite our membership.

Communication is a challenge we are continually striving to improve – reaching out to our members in a variety of ways and providing opportunity for feedback and input. Currently, we use various media to speak directly with our members. These include our AeroMechanic newspaper, email, flyers, website, union stewards, one-on-one communication, our annual membership conference, town hall meetings and monthly Local Lodge meetings.

We know that the best communication starts with respect of the audience we are servicing. We are constantly attempting to build trust and credibility and we will continue to improve and provide pathways for members to respond, criticize, and provide their ideas. We will work hard to listen.

We know that our members have great ideas and the first thing any good leader must acknowledge is that no one person alone, has all the ideas. This makes cooperation and collaboration that much more important. Members, stewards and officers must all be encouraged and empowered to participate and make a difference for each other.

We must maximize our leverage by using all available resources and options at our disposal. This includes using the grievance and arbitration procedures in each bargaining agreement to challenge employers and diligently enforce each agreement.

We currently have dozens of cases being resolved in various bargaining units to comply with the membership using the following principles: we listen, build trust, empower members to participate, and together we will be successful each time.

We have recently won an arbitration at Triumph in Spokane where our members together to improve their wages, benefits and working conditions. By strengthening the rights for those that are “at will” and are not protected by the National Labor Relations Act, we will protect the standard of living that our current members enjoy and those that come before us, have fought to achieve.

Our members do more than just work together to improve their wages, benefits and working conditions; they also volunteer in the communities they live in to the tune of thousands of hours every year.

We recently won a arbitration at Triumph in Spokane where our members along with Business Rep Steve Warren took a stand to defend bargaining unit work from being turned over to non-IAM employers on site. This was a great win for Local Lodge 86 and the members at Triumph.

We must also continue to “demand to bargain” the effects of changes in policies and working conditions that we know will negatively impact our members. Currently at Boeing we are in effects bargaining related to announced changes to the Puget Sound Attendance Guidelines. We are working to resolve this issue and protect our membership, however, we will maintain our right to arbitrate the issue if we so choose.

We must use the National Labor Relations Board when necessary to protect our members. We have utilized Unfair Labor Practices throughout the years to do just that. We will use this tool again.

We recently completed negotiations with several bargaining units at Joint Base Lewis McChord and NAS Whidbey Island where we worked to build trust and the foundation for each group by proposing devasting cuts. We also have other negotiations scheduled throughout 2018 for hundreds of members in specific situations.

Each negotiation is different and the members determine the priorities their group needs to focus on. One common thread is that each negotiation begins with transparent communication with the membership using the following principles: we listen, build trust, empower members to participate, and together we will be successful each time.

We have done the work organizing new members over the last 10 years has resulted in the work we have done organizing new members over the last 10 years has resulted in an influx of new members and an increase in the effectiveness of our contract negotiations. We currently have dozens of cases being resolved in various bargaining units to comply with the membership using the following principles: we listen, build trust, empower members to participate, and together we will be successful each time.

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Our members do more than just work together to improve their wages, benefits and working conditions; they also volunteer in the communities they live in to the tune of thousands of hours every year.

While our members do amazing things at work each day, they too volunteer at missions, conduct road cleanups, build wheelchair ramps, help the Salvation Army, United Way, Northwest Harvest, Volunteers of America America. It also focused on advances that union members to enjoy various rides and a day communicating how this law we supported will result in additional sick leave for our members working at Boeing.

District 751 was part of the “Raise Up Washington” coalition in 2016 that increased the state minimum wage, which now is $11.50 an hour. We also worked to pass a law that will yield more sick leave accrual.

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Law Brings Added Sick Leave to Machinists at Boeing

Reminder: Locals 751-A, C, E & F and Local 86 have endorsements voting for IAM International Officers on Saturday, February 10, 2018. Local 751-A, C, E & F vote at Seattle Union Hall (9135 15th Pl. S.) only 6 a.m. to 8 a.m. AND 6 p.m. to 8 p.m. Local 86 vote at Spokane Union Hall (4226 E. Mission Ave) 6 a.m. to 8 a.m. AND 6 p.m. to 8 p.m.

Continued from Page 1

Any additional sick leave until you have worked 1,000 hours in your anniversary year. From that point, you will earn one hour of sick leave for every 40 hours worked until you reach your 2018 anniversary year. The system will repeat again each anniversary year going forward.

Debbie Conley, Carver and Cash Desk

This does not affect vacation accruals which will continue as normal under the CBA. The additional sick leave is only on hours actually worked. There is no limit to the number of hours paid annually, although sick leave is accrued at the 1:40 rate (working overtime will yield more sick leave accrual). You can use sick leave for any of the reasons in the law, and it is not counted toward attendance issues. All sick leave goes into one bank and the rules about cash out and carryover are the same: o You can only carryover up to 40 hours from one anniversary year to the next. o So, any accrued, unused sick leave at the end of an anniversary year in excess of 40 hours will be cashed out under the CBA cash out provision.

When working together, they make things better for everyone. We have a big year ahead and sometimes the task at hand seems daunting but when we all work together, treat each other with respect and use every option available to us, we will succeed. The working class in America, The Labor Movement, and our Communities depend on us to argue, challenge and defend against corporate greed. And we will!
When Machinists Union members working at Whidbey Naval Air Station faced a new employer, they knew solidarity was the key to maintaining gains they had made with their previous employer.

By sticking together and sending a united message on the shop floor, in the breakroom and throughout the Naval Air Station, these two dozen members were able to get Maytag (the new employer) to agree to maintain the same wages and benefits through 2020, including preserving their IAM pension.

These members, who work as fuel delivery specialists, had ratified a new three-year agreement in June 2017 with Doss Aviation that included wage increases each year, as well as increases each year to the IAM Pension Plan.

Maytag won the contract beginning January 1, 2018 and hired our two dozen members to continue fueling aircraft on the base. Our union immediately began working toward an agreement with this new contractor. While most of the issues were easily resolved and tentatively agreed to, Maytag was adamant they were not going to continue the IAM National Pension Plan.

Our negotiators (Richard Jackson and Spencer Thal, along with Suzan Merritt and member Scott Darnell) shared this update with members at all an hands meeting in Oak Harbor. Members had a lengthy discussion about their options and expressed anger at the new employer’s takeaway proposal for what was rightly perceived as the destruction of a cornerstone of their contract.

Union negotiators explained that positive movement from the company would only happen if they remained united in sending a message and there was a credible strike threat. Our members left united and determined to send a message that “If we don’t have a pension then you won’t have any fuel come January 1.”

On December 9, members again showed their unity delivering a 100 percent strike authorization vote giving our negotiators a strong message for Maytag. After additional meetings, union negotiators were proud to bring a proposal for members to vote on Dec. 22 that included the IAM Pension Plan along with the increased contribution rates that were ratified under the previous agreement.

Members overwhelmingly approved the three year agreement with no concessions so it mirrored the agreement approved in June with additional increases in the health care payout option. Solidarity works!

It was a proud moment for District 751 as many members packed Auburn City Hall to watch our own Larry Brown be sworn in as a new City Council member on January 2nd. Larry was one of many labor candidates who ran for office last fall to make a difference in our local communities and won. Larry secured more than 63 percent of the vote in his race.

Larry has served as National and Legislative Director for Machinists District Lodge 751 since 2006 and served as a Business Rep and Steward Coordinator before that. Throughout his career, he has been a continual champion for good-paying jobs and worker training. He has also pushed for members to run for elected school board to local and city government.

“For years I have been encouraging union members to run for office, so when I was asked to run for the Auburn City Council, I had to walk the talk,” said Larry. “I was grateful to have strong support from the many Machinists Union members who live in our city.”

District 751 President Jon Holdens was one of our members on hand to see Larry take the oath of office on Jan. 2.

On Jan. 2nd, District 751 Political Director Larry Brown (2nd from left) took the oath of office as Auburn’s City Council member after getting more than 63 percent of the votes in his November election.

Larry’s vast experience working at all levels of government, federal, state and local, and the manager used only to have the manager launch an investigation on the steward’s behavior. With the law on his side, Todd was able to end the investigation on our steward.

Todd is very knowledgeable and a great advocate for our members. He doesn’t let the company intimidate us. Many Machinists Union members had a lengthy discussion about their options and expressed anger at the new employer’s takeaway proposal for what was rightly perceived as the destruction of a cornerstone of their contract.

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Thanks to utilizing the Safety Health Everett, now have a much safer process landing gear on the 787 airplanes in job. This was an ambitious goal since Jeff, Justin set his sights on the C4608 training on milling machines was had a specific interest in jobs where Requested Transfer (ERT) system. He they provide, as well as the Employee work at Boeing to learn about services training to advance to a higher Finisher with the goal to obtain of 2015 as a Grade 2 Hand was 751-member Justin Stuck, goals. A recent success story their educational and career Advisors cannot be understated Joint Programs Career Programs Coordinator John Kussy, Brian Butler and Andrew Dennis examine the new 18-inch platform to remove the 787 landing gear tool rather than balancing on a 4-inch beam. 

Credit also goes to the ingenuity of our members working in the 787 Everett moonshine shop. As a temporary solution to eliminate safety hazards and ergonomic issues, these talented individuals designed and built a platform and stairs to fit around the landing gear until a long-term solution can be implemented. In this case, for 10 years our machinists removed the main landing gear tool for the 787 standing on a 4-inch beam, nearly four feet off the ground. Members jumped up and down from the 4-inch beam while holding the tool weighing more than 35 pounds to get their job done – creating both a safety hazard and ergonomic risk. Like gymasts on a balance beam, our members completed this tool removal on the landing gear through 787 delivered out of the Everett factory without anyone falling. IAM-Boeing Joint Programs Program Coordinator John Kussy noticed the dangerous process when he was walking through the factory with another Joint Programs Coordinator. Recognizing the potential hazard, John asked Union Steward Brian Butler to file a SHEAR form. Once the SHEAR was filed, John was then assigned to follow up, along with the site committee, and ensure the issue was resolved. Not wanting to continue putting our members at risk during this work process, our moonshine shop was engaged for a temporary solution. Moonshine shops are tasked with brainstorming and identifying ideas, then turning them into working

L to R: Business Rep Howard Carlson, Jim Riveria, Joint Programs Coordinator John Kussy, Brian Butler and Andrew Dennis examine the new 18-inch platform to remove the 787 landing gear tool rather than balancing on a 4-inch beam.

The value of IAM-Boeing Joint Programs Career Advisors cannot be understated in helping members reach their educational and career goals. A recent success story was 751-member Justin Stuck, who hired into Boeing in May of 2015 as a Grade 2 Hand Finisher with the goal to obtain training to advance to a higher position. In February 2018, Justin will begin working as a C4608 N/C Multiple Tool & Milling Machine Operator A. This is a great example of how members can realize significant career advancement through perseverance and with the support of Joint Programs Career Advisors. 

Boeing approved Career Advisor Jeff Snyder shortly after coming to work at Boeing to learn about services they provide, as well as the Employee Requested Transfer (ERT) system. He had a specific interest in jobs where training on milling machines was required.

After several conversations with Jeff, Justin set his sights on the C4608 job. This was an ambitious goal since it contained 22 job requirements to turn lights green in order to file an ERT as a qualified applicant. Justin worked with Jeff to set up a training plan. He started with one of the longest courses an 80-hour milling machine course at Renton Technical College that would turn on 5 or 6 lights. For 10 Saturdays in a row, he attended the 8-hour class and completed the course. “Jeff was very helpful. He pointed me in the direction of how to most efficiently complete the requirements. He suggested courses that would turn multiple lights green,” said Justin. “I would recommend that any member wanting to move or return to school should make an appointment with a Career Advisor. Their support and guidance is invaluable.”

“Jeff told me if I could pass trigonometry right off the bat, it would eliminate the need to take four separate math classes,” said Justin. “I studied ahead of the class to ensure I would be prepared, took trigonometry and passed all my math in one class.”

Once Justin had turned his lights green in October 2016, he began working with Jeff to file an ERT for the C4608 job. However, Justin wasn’t content to just wait for a job offer so he worked with Jeff on his resume targeting opportunities in the Apprenticeship Program and other highly skilled hourly jobs available through Careers at Boeing.

Approximately one year after filing his ERT to the C4608, Justin’s hard work paid off. He has accepted an offer to the C4608 and will report in February. With IAM-Boeing Joint Programs access to the Auburn plant, it is even more convenient for members in Auburn to utilize these services. To schedule an appointment with an IAM-Boeing Joint Programs Career Advisor, call 800-235-3453.

A new Auburn IAM-Boeing Joint Programs office in Auburn have moved to the new 17-75 Workforce Readiness Center (WERC) Building (700 15th St SW, Auburn).

Joint Programs and the Apprenticeship offices will be located near column B4 on the 2nd floor, which can be accessed through the main entrance on the South side of the building.

The new location is adjacent to the factory while still being accessible from outside the gate – making the location more convenient for all our members.

Having Joint Programs and the Apprenticeship at the factory will make utilizing the services easier for our members working at the Auburn plant. The grand opening was held on Jan. 15 and shops were able to schedule tours in the next few weeks so members know what services and classes are available.

This marked the first new building at the Auburn plant in 25 years. The 71,000 square foot building will promote new skills for workers in advanced manufacturing techniques.

Members at Boeing don’t forget to apply for your safety shoe reimbursement for your shoes purchased in 2017 by March 1. Each year the IAM-Boeing Joint Programs allows a grace period for employees to take care of their previous year’s safety shoe purchases. March 1 marks the deadline for turning in applications for safety shoe reimbursements for purchases made in 2017.

Applications for 2017 purchase reimbursement received after March 1 will not be accepted. Applications must be accompanied by the ORIGINAL itemized sales receipt. Mail your applications to “Joint Programs” at M/C SY-91 (inplant) or to 6840 Fort Dent Way, Suite 250, Tukwila, WA 98188. Application forms are also available online on the internal Boeing web at iamboeing.com/web.boeing.com. Questions can be directed to your local IAM-Boeing Joint Programs office by calling 1-800-235-3453.

New Location for Auburn IAM-Boeing Joint Programs

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Prior to the SHEAR, members worked on a 4-inch beam 3 feet 10 inches up that made their work dangerous.
In the current fast-paced housing market in Puget Sound, it’s nice to have an advocate working for you to buy, sell and finance your home purchase. Members need look no further than Union Home Services and Cherry Creek Mortgage Union Advantage programs. These two organizations provide unique assistance that includes a substantial rebate for union members and their families that are purchasing and selling homes.

751-member Erek Sahleen and his wife Amy closed on their new home in late December using the two programs and are singing their praises hoping other members can capitalize on these programs.

“My wife read about these home buying programs in our union paper, and we decided to give them a call,” said Erek, who works as a toolmaker in Renton. “Roberta from Union Home Services was amazing. This is the way to go when buying a house. You get help every step of the way, are treated like family and get a check at the end. Who doesn’t need a rebate check after buying a house.”

For Erek and Amy staying close to where they were renting was important so their kids would attend the same school and their youngest could remain at the same daycare. Instantly, Roberta began searching for a house that met their criteria. She called them about what would become their home before the listing was made public. They viewed it that day and knew it was the home they were looking for.

“We had a quick deadline and Roberta made sure it happened by contacting the right people. We made an offer on Dec. 1 and needed to close on Dec. 29. She took a lot of stress out of the home buying process for us,” said Erek.

“Cherry Creek Mortgage was great to work with as well. Their rate was good, and they made sure our house closed on time,” Erek added. “An added bonus is their program that helps pay your mortgage if you get laid-off or are on strike.”

UHS provided a rebate of $2,049.75 and Cherry Creek presented him with a $500 VISA gift card. Erek and Amy plan to use the money on projects to personalize the house and make it their own.

For 751-member Kunthy Chea, Union Home Services and Cherry Creek also helped secure her dream of home ownership and delivered a $1,425.00 rebate check and $500 VISA gift card.

“I really appreciate the services they provide and how hard they work to find a home. With their help, I have found my own. They not only help you get a house, but you get money back. That’s a great benefit,” said Kunthy, who became a member after hiring into Boeing in August, 2014. “I hope other members will take advantage of this unique program. They helped alleviate a lot of the stress in buying a home and truly care.”

Like Erek and Amy, Kunthy read about the program in the Union paper. She had been renting in north Tukwila that Roberta from Union Home Services helped her locate a home in Puyallup, which is much closer to the Frederickson plant where she works. Cherry Creek ensured she was pre-qualified so there were no delays in financing once she found the home.

For 751-member Jim Riviera, who has performed the work for nearly a decade. “I had always thought that is just the way it is. I didn’t realize we had a way to get the process revised so it was safer.”

“This was a win-win for everyone. I hope more members will speak up if they perform work that puts them at risk. No one should be doing a balancing act while performing a critical function for the airplane,” added Howard. “The SHEAR process works and has been in our contract to address safety issues for more than two decades. If members don’t feel comfortable filing a SHEAR, ask a union steward or a member of the site committee to file it because the most important thing is addressing a safety concern before someone is injured.”

Thanks again to IAM-Boeing Joint programs and our talented mechanics in the 787 moonshine shop for making the workplace safer. With the temporary platform built and delivered, efforts to lighten the tools that weigh over 35 pounds are still being worked, but are a good example of how filing a SHEAR can make the workplace safer.
In Seattle, this year’s Martin Luther King Jr celebration saw stepped up involvement from District 751 members. For the first time, our 751 Human Rights Committee led one of the morning workshops held at Garfield High School.

The entire committee took part in presenting information on “The Power of Labor Unions” meant to educate others on how unions built the middle class. The workshop covered why labor unions were created and the advances they made (such as minimum wage, child labor laws, paid sick leave and vacation, paid holidays and even the weekend). The workshop also covered CEO compensation and corporate profits and how government and corporations relate. The committee also covered how to strengthen unions.

Presenters for this workshop were Richard Jackson, Princie Stewart, Jonathan Tran, Hazel Powers, Matt Hardy, and Fran Moran.

Many 751 members, along with their children and grandchildren attended the workshop.

Our Human Rights Committee also helped with donation collection during the rally and throughout the march route to help fund this celebration.

The rally in the gym featured 751 members, as well. 751 member Lem Charleston and retired member Clifton Wyatt serve on the committee, which meets all year to plan the event that is one of the largest in the country. In addition, Lem’s son Noah served as co-host introducing many of the speakers at the rally.

After the rally, members took to the streets and marched to Westlake Center for a second rally. One thing was clear, the message of Dr. King is needed today as much as when he delivered his famous speeches in the 1960’s. He championed not only human rights, but workers’ rights as well. As one of only two Americans earning a national holiday in their honor, our members are proud to take part in this event honoring his legacy and promoting his message today.

Some of the 751 members and their families who took part in the Martin Luther King Jr. workshops, rally and march.

Still Fighting for Justice on the Job at MLK Event

In Seattle, this year’s Martin Luther King Jr celebration saw stepped up involvement from District 751 members. For the first time, our 751 Human Rights Committee led one of the morning workshops held at Garfield High School.

The entire committee took part in presenting information on “The Power of Labor Unions” meant to educate others on how unions built the middle class. The workshop covered why labor unions were created and the advances they made (such as minimum wage, child labor laws, paid sick leave and vacation, paid holidays and even the weekend). The workshop also covered CEO compensation and corporate profits and how government and corporations relate. The committee also covered how to strengthen unions.

Presenters for this workshop were Richard Jackson, Princie Stewart, Jonathan Tran, Hazel Powers, Matt Hardy, and Fran Moran.

Many 751 members, along with their children and grandchildren attended the workshop.

Our Human Rights Committee also helped with donation collection during the rally and throughout the march route to help fund this celebration.

The rally in the gym featured 751 members, as well. 751 member Lem Charleston and retired member Clifton Wyatt serve on the committee, which meets all year to plan the event that is one of the largest in the country. In addition, Lem’s son Noah served as co-host introducing many of the speakers at the rally.

After the rally, members took to the streets and marched to Westlake Center for a second rally. One thing was clear, the message of Dr. King is needed today as much as when he delivered his famous speeches in the 1960’s. He championed not only human rights, but workers’ rights as well. As one of only two Americans earning a national holiday in their honor, our members are proud to take part in this event honoring his legacy and promoting his message today.

Many members brought their families. Steward Carlos Cortez brought his wife Ruby and son Anthony.

751 Human Rights Committee presented a workshop on the power of labor unions. Right: Jonathan Tran.

Left inset: Richard Jackson.

Right: Hazel Powers.

751 Human Rights Committee members Princie Stewart and Matt Hardy helped collect contributions at the rally and along the march route to fund the event.

Machinists Take Part in Women’s March 2.0

District 751 activists turned out to take part in Women’s March 2.0 to promote women’s rights, workers’ rights and human rights.

Christina Majlat and Steward Ani Majlat (above right) were among 751 members taking part in the march. Left: Cris Dofredo took part and brought his family.

751 members and their families proudly took part in the MLK march down to a second rally at Westlake Center.

751 Human Rights Committee members Lem Charleston and Clifton Wyatt have served on the MLK Committee for years.
Helping Hands at Northwest Harvest Over the Holidays

Once again over the Christmas holiday, 751 volunteers and family members took over the Northwest Harvest Warehouse in Kent to help package bulk food into family-size packets. This giving back to the community has become a tradition over the holidays. Thanks to all who volunteered.

Volunteers Ramp Up for Resident

Machinists volunteers recently built a wheelchair ramp for an Everett resident that is wheelchair bound.

Helping with the project were: Levi Wilson, Shane VanPelt, Adrian Canez, and Austin Cass.

Adrian worked with the Home Owners Association to satisfy their requirements to close in the side of the ramp.

Volunteers on a Mission

Helping prepare and serve meals at the Everett Gospel Mission in late December L to R: Loyd Hanna, Bud Cheever and Carter Wolfebaum. Note: Chris Louie also volunteered but is not pictured.

Union Steward Dale Conklin regularly volunteers at Northwest Harvest before going to work on second shift. Photo left: Dale helping in Dec. to package oats with other volunteers.

All Machinists Volunteer projects are listed on the District 751 website calendar. Visit www.iam751.org or email kaym@iam751.org to sign up for the monthly volunteer letter.
Local A Officers Accept the Oath of Office

Photo Below: Health & Benefits Rep Les Mullen (l) administers the oath of office at the second shift starting at 15 years seniority. Members below reached their milestone year for their union anniversary in the year 2017.

Eligibility for Competition

An applicant must be either:
• an IAM member, or
• the son, daughter, stepchild or legally adopted child of an IAM member and be planning to graduate this winter or by the end of the spring 2018 school year (normally a high school senior).

For information on all rules of eligibility or to obtain an application form, visit www.goiam.org and search 2018 IAM Scholarship. NOTE: Completed Application Packets must be postmarked no later than Feb. 23, 2018.

Obtain an IAM Scholarship application and guidelines online by visiting www.goiam.org and search 2018 IAM Scholarship or call 301-967-4708 to request an application.

Beckendorf Scholarship Accepting Applications

The Jerry Beckendorf Community Service Scholarship Fund is now accepting applications for 2018. The applicant must be a high school student in Pierce County, Washington. Parent(s) or guardian(s) must be a member of the IAM or a labor union. The student must plan to attend college or university, community college or junior college, trade or technical school in the fall of 2018. Applications are available at www.pclabercares.org and must be submitted by March 15.

This scholarship is to reward graduating seniors who are dedicated to giving back to their community through community service.

2018 IAM Scholarship Accepting Applications

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the United States and Canada.

Awards are members to 2,000 per academic year - granted for a specific period from one to four years leading to a Bachelor’s degree or a two-year vocational/technical certification.

Awards to Children of Members are:

College: $1,000 per academic year. All awards are renewable each year, until a Bachelor’s degree is obtained or for a maximum of four years, whichever occurs first.

Vocational/Technical School: $2,000 per year until certification is reached for up to two years, whichever occurs first.

Local A Officers Accept the Oath of Office

Brian DeRohn, Darry Woodson, Kevin Vasquez, Paul (L to R): Jason Chan, John Kussy, Kent Christian, administers the oath of office to Local A Officers

Photo Below: Health & Benefits Rep Les Mullen (l) administers the oath of office at the second shift starting at 15 years seniority. Members below reached their milestone year for their union anniversary in the year 2017.

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Local A Officers Accept the Oath of Office

Brian DeRohn, Darry Woodson, Kevin Vasquez, Paul (L to R): Jason Chan, John Kussy, Kent Christian, administers the oath of office to Local A Officers

Photo Below: Health & Benefits Rep Les Mullen (l) administers the oath of office at the second shift starting at 15 years seniority. Members below reached their milestone year for their union anniversary in the year 2017.

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**Retirement News**

751 Retirement Club January Meeting Minutes

The meeting was called to order by President Jackie Boschok. She led the club in the flag salute and T.J. Seibert led the Lord’s Prayer.

**Roll Call:** All officers were present or excused.

President Boschok announced she was changing the agenda to allow for nomination and election of officers. She appointed three members to the election committee: Larry Wade, Carl Schwartz and chair, Ron McGaul. Carl was able to attend the meeting but she asked Ron to go ahead and read the nominations and facilitate the election process. The following were elected by acclamation as there were no opposition candidates: Jackie Boschok – President, Helen Lowe – Vice President, Tom Lux – Treasurer, Vennie Murphy - Sergent-at-Arms, Michael Keller, Jim Hutchins and T.J. Seibert – Trustees. The Secretary position will remain vacant because no one was nominated for the position. Secretary-Treasurer Susan Palomer swore in the officers.

Larry Wade asked how often elections are held; President Boschok replied every two years.

**Minutes:** The November meeting minutes were approved. MS/P.

**Financial Report:** none

**Communications:** Thank you notes were received from some of the support staff for gift cards that the club gave out in December.

**Legislative Report:** The report was prepared by Carl Schwartz and given by Jim Hutchins. This year a new Congress will be elected, your committee and Retirement Club together with other Machinists Union members and retirees nationwide will be working to elect a more senior-friendly, more worker-friendly and just more people-friendly Congress. In our state, several candidates are already working to replace some of the anti-working people representatives.

Our state legislature begins its session this week. We are aware that the anti-seniors and anti-workers are preparing to introduce legislation which could have a negative impact on Social Security, Medicare, and the right of workers to retire with dignity.

**Senior Lobby Day Feb 22**

The 2018 Senior Lobby Day will be held on Thursday, February 22nd at United Churches, 110 11th Ave SE, Olympia, WA 98501. Sign up now to attend and reserve your seat in the vans. The deadline for our 751 Retirement Club to pay members’ registration is Feb. 14. Meet at the Seattle Union Hall at 6:30 am. The vans will depart at 7:00 am with a pick up in Tacoma at 7:30 am. Vans will leave Olympia at 3:00 pm to return. The agenda in Olympia begins with a continental breakfast, then several speakers and panel discussions, a box lunch, and ends with meetings with your legislators. To reserve your seat or for more information contact President Jackie Boschok at 206-890-1009 or jackieboschok@hotmail.com.

Join us in speaking up for senior's issues in Olympia!

The Union requests this information each year to ensure we have your current address. Details are in the Check-In Form.

**District Secretary-Treasurer Susan Palomer (R) administers the oath of office to Retirement Club Officers (L to R): Vennie Murphy, Helen Lowe, Mike Keller, Jackie Boschok, Jim Hutchins and T.J. Seibert.**

The Secretary’s Report: Vennie Murphy thanked the people who gave him funds so he could purchase 26 hams and 5 turkeys to give to the Tacoma Rescue Mission in December. Helen Lowe brought some literature about cancer. Jim Hutchins said he went to his local lodge meeting.

Retirement club officers

- President: Jackie Boschok
- Vice President: Helen Lowe
- Secretary: Tom Lux
- Sergent-at-Arms: Vennie Murphy
- Treasurer: Michael Keller
- Local F: Jim Hutchins
- T.J. Seibert

Union Office: (1-800-763-1301) or 206-763-1300

**751 Retirement Club January Meeting Minutes**

T.J. and Mary Seibert celebrated their 54th wedding anniversary in January.

**Retirees**


at the state capital in Olympia will be Thursday, February 22. Our club will be sending a full delegation. President Boschok provided information about the event and said the Executive Board proposed a motion to spend up to $200 to send up to 10 members to Senior Lobby Day at a cost of $20 per member. Motion passed. Let President Boschok know if you would like to participate in Senior Lobby Day.

Our Washington State Alliance for Retired Americans, of which we are a member, is planning its state convention in May. More information will be given at our next meeting.

Congratulations to our state Alliance for Retired Americans for joining in support of the full page ad warning of attacks on Social Security to be caused by the Republican Budget. It had a strong impact on public opinion.

Jim read a motion to affiliate with the State Alliance for Retired Americans for 2018 and pay the affiliation fee of $400.

**MS/P:**

Most of you know that Robby Sten, long time chair of the Puget Sound Advocates for Retirement Action (PSARA) has retired. President Boschok will send him a letter on behalf of our club to thank him for his years of service and in passing of the state’s capital budget.

**Senior Lobby Day Feb 22**

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Join us in speaking up for senior’s issues in Olympia!

**Retired Members Check-In Form**

Cut the mailing label bearing your name and address attached to this issue’s front page. Attach the label in the space above. Place coupon in an envelope and mail to Susan Palmer, Secretary-Treasurer, IAM District 751, 9125 15th Place S., Seattle, WA 98108 or call the information into the Dues Office at 206-763-1300 or 1-800-763-1301 or email the information to retirees@iam751.org.

The Union requests this information each year to ensure we have your current address.

**NAME:**

- BEMS or last 4 of SSN

**NEW ADDRESS:**

CITY STATE ZIP

PHONE EMAIL

(continued on Page 10)
AD RULES
Each ad must be 25 words or less. Use a separate piece of paper for ad or blank for each ad, as they are pre-classified physically. Ads are free only for members - active, laid-off, or retired. For best response, include phone number. "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blanks.

Dealing with debt.

Options for your asset allocation; and taxes and penalties; your real post-Boeing month of March.

WANT A FUNNY HOUSE KEEPER? Call Barbara at Beelous House Keep in the late afternoon. Works mornings and early afternoon. 206-309-2196

You want the best NUTRITIONAL SUPPLEMENTS that you can get? No competitor has a more trusted name in the industry than SHAKLEE. Call Joe at 801-792-2189.

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

RECORDS: LOTS of country, some jazz, pop and contemporary. Also have large Apple box collection. 253-875-5944

ANTOQUES & COLLECTIBLES many items for Christmas and holidays. Moved from Aubum to Yard Birds in Chehalis. Dishes, vases, stuffed animals. "Open Sun & Sat 2:30-7:30 pm or 2:30-7:30 Sun." 253-569-4523

GARAGE DOORS REPAIRED OR REPLACED. South of Olympia, located at 1201 N. National Ave, Yard Birds Mall space #105. Parts & tools also. Open Sun. & Sat. 260-887-3915. 253-569-9523 or 253-261-9933

WANT TO LIVE CHEMICAL FREE and get healthier? 90-95% of cancers are caused by environment. Try the best essential oils on earth! Details at YLEGalenathiel@gmail.com

NEED AN AWNING COVER for your wood deck, concrete patio, carport for your car or truck, front or back porches? Call Joining Buildings 206-250-7127

HOME PLANTS: rooted plants and planted ones $5 to 83 large and medium ones. Diefenbacha rooted and planted, spider plants, crown of thorns, euphorbia - African milk tree, ivies, split leaf rhododendron (two large), peperomia obtusifolia (planted), begonias, small succulents, small ferns, small succulents. 239 Meadow Ave N. Renton. 206-243-1278

ADOPTED HOME FOR LEASE just south of Boeing Renton 2 bdmns, 1 bath, full basement, attached 2 car garage, $600 sq ft 4 acres. Call 253-386-2105 or shop, 450-000. Opt on 10 more acres at cost. 406-787-2427 or 406-789-6283

VIEW HOME, 4 bedroom, 3 bath, full basement, attached 4 car garage, $600 sq ft 4 acres. Call 253-386-2105 or shop, 450-000. Opt on 10 more acres at cost. 406-787-2427 or 406-789-6283

BROWNSVILLE, Co. Home, Anniversaries:

December 14, - 70th anniversary. There were no birthdays.

January Anniversaries:

Mike Keller.

Unfinished Business:

None

COTTAGE INDUSTRIES

FUNIPX – Seattle’s Premium Fun Photo Station! We do all business and spe-

cial events. We’re not your typical photo booth. Check us out at www.funipx.com or Facebook. 1-800-768-0617

USDMA CERTIFIED ORGANIC GROUND BEEF, very lean Scottish Highland beef, dry aged 21 days, shrink wrapped and flash frozen. The pound packages $6.00 per pound. Call Broc at 253-332-8126 Etnumac

CABIN, OCEAN PARK: stone fireplace, kitchen w/wood stove, 2BR & outbuild-

ing with full bathroom, supply storage & wood storage on 2 parcels (5 l lots). Asking $100,000. Call 206-457-1930 or 206-940-2419

ONE ACRE, FLAT, ready to build anything you want. $53,000. Price is negotiable. 253-213-2472

KONA, HAWAII OCEAN VIEW 2 bdrms. 2 bath plus loft. See www.konali-

ice.com. Ready for that month long vaca-

tion in paradise? 5 Steps: 5. Minimum stay 30 days. 10% discount to Boeing employ-

ees. $2550-8350. Minimum one week. Includes 

include designated parking. DSL for W-F, pet, Jacuzzi and much more. 206-459-3444

Vehicles

1984 FORD RANGER, short box, it has a 351-C swap, Edelbrock intake, 75000 miles, headers, C-4 trans, 8.8 rear with 3.73 gears. Licensed until April 2018. $25000.00. 360-563-2422

1960 baseball cards. 206-954-3039

PRE-1960 BASEBALL CARDS – Retired member wants to buy pre-

1940 baseball cards. 206-954-3039

IRC RETIREEs meet for breakfast on the 2nd Wednesday of each month at 7 a.m. at The 

Staplesrestaurant in Arlington. Contact: joe@arlington.

COTTAGE INDUSTRIES

1975 RETIREMENT CLUB Meeting Minutes

March 20, 2018

The schedule for March is:

Wednesday, March 21, 9:30 to 11:30 a.m. and 2:30 to 4:30 p.m. at the Auburn Union Hall.

Tuesday, March 20

noon to 2 p.m. and 3 to 5 p.m. at the Seattle Union Hall.

The workshops are offered by Money Management Educators and sponsored by District 751. To reserve your seat and prevent workshops from being cancelled, call (888) 222-8311 or e-mail mmegetouset@nmdeducators.com.

 vận động, tạo điều kiện cho các lưu học sinh học và làm việc tại nước ngoài. Đặc biệt, sau khi đã hoàn thành các khóa học tại Trung Quốc và Nhật Bản, họ đã trở lại Việt Nam phát huy những kiến thức và kỹ năng đã học được.

Một số lưu học sinh đã thành công trong việc tìm kiếm việc làm tại các công ty đa quốc gia ở Việt Nam. Họ đã được các công ty tuyển dụng để làm việc ở các vị trí cao cấp như kỹ sư, nhà quản lý, kỹ sư phần mềm... Trong quá trình làm việc, họ đã được đào tạo và phát triển kỹ năng chuyên môn, đồng thời cũng được tiếp cận với văn hóa và môi trường làm việc của các nước khác.

Trải nghiệm của các lưu học sinh ở nước ngoài không chỉ giúp họ phát triển kỹ năng nghề nghiệp, mà còn mở rộng tầm nhìn, nâng cao tư duy và kỹ năng giao tiếp và hợp tác trong đa quốc gia. Các lưu học sinh đã trở thành những cầu nối quan trọng trong việc thúc đẩy quan hệ hợp tác giữa Việt Nam và các nước khác.

Did you realize that, according to the College Board, more than $240 billion in grants from all sources (federal loans, federal work-study, and federal tax credits and deductions) was awarded to undergraduate and graduate students in the 2015-2016 academic year? And that those students came from households spanning a wide range of household incomes?

During that academic year, the average aid for a full-time college student amounted to $14,460, including $8,390 in grants (which don’t have to be repaid) and $4,720 in federal loans.

Once you realize how many resources may be available and begin your research on financial assistance, you could be on your way toward easing some of the anxiety often associated with paying for college.

5 lessons for seeking help for college costs

Start planning during the high school years. Pay particular attention to your child’s junior year of high school and reposition assets or adjust income before it begins. When financial aid officers review a family’s need, they analyze the family’s income in the calendar year beginning in January of the student’s junior year.

Assume you’re eligible for aid … until you’re told you’re not. There are no specific guidelines or rules of thumb that can accurately predict the aid you and your child may be offered. Because each family’s circumstances are different, keep an open mind as you consider financial aid alternatives. A number of factors such as having several children in school at the same time may increase your eligibility for assistance.

Reassess assets held by your children. Federal guidelines expect children to contribute 20% of certain assets toward their education’s costs, while parents are expected to contribute up to 5.64%.

That’s why assets held in custodial accounts (bank accounts, trust funds, brokerage accounts) in your children’s names may reduce the aid for which the family qualifies. But assets held in Coverdell Education Savings Accounts and 529 plans are factored into the parent’s formula, having less effect on the aid for which the family qualifies.

Help grandparents’ target their gifts. Grandparents’ hearts often lead them to make gifts directly to grandchildren or to pay their tuition expenses. Even though payments made directly to a college avoid gift taxes, financial aid sources generally count these payments as an additional resource the family has to pay for college expenses. Distributions from grandparent-owned 529 plans are also considered as resources and assessed as your child’s income, which can reduce eligible aid.

A better idea for grandparents may be to make a gift to a 529 plan owned by the parent or grandchild. The financial aid treatment of gifts to 529 plans is generally more favorable than for gifts made directly to the grandchild. Plus grandparents using this alternative may also realize estate tax and gift tax benefits.

Assess your family’s financial situation to determine what your children will need. Gather records and begin researching available financial aid, grants, loans, and scholarships. Two forms will be key to your aid application process: the Free Application for Federal Student Aid (FAFSA) and the College Scholarship Service Financial Aid Profile (PROFILE).

The FAFSA helps you apply for federal aid, and many states also use it to determine a resident student’s eligibility for state aid. You can find forms in high-school guidance offices, college financial-aid offices, or online.

Many schools use the PROFILE to collect additional information before awarding their own funds, i.e., institutional student aid.

Seeing Red to Raise Awareness of Heart Disease

I AM 751 officers and staff will wear red clothing on Feb. 2 as part of a nationwide effort to raise awareness of heart disease, particularly in women.

“Heart disease is the No. 1 killer of women,” said Terri Myette, the chairwoman of the District’s Women’s Committee. “We need to do more to make sure we’re taking care of ourselves.”

Heart disease affects both men and women, but women who have gone through menopause are more prone to develop it, in part, because their body’s production of estrogen stops.

As a result, about one woman in four will die from heart disease, studies show. And two-thirds of women who have heart attacks never fully recover.

To combat this, the National Heart Lung and Blood Institute — which organizes the Wear Red campaign nationally — recommends that women speak to their doctors about heart health if they have any of these risk factors:

- High blood pressure
- High cholesterol
- Being overweight
- Being physically inactive
- Family history of early heart disease

If you have one or more of these risk factors, talk to your doctor about improving your heart health. Be open with your doctor, and answer questions truthfully, and make sure your doctor explains treatment options in terms you understand. Details are available online at www.hearttruth.gov.

Administering the Oath of Officers


751 activists wore red at a recent District Council meeting to promote “National Wear Red Day” which is February 2 to raise awareness of heart disease.

Protecting your heart can be as simple as taking brisk walks and eating healthy foods like vegetables to maintain a healthy weight, said Myette. “Wear Red Day is a way for all of us to get started.”

MVP’s Plan

Diaper Drive

District 751 will once again help Puget Sound families in crisis by collecting diapers and baby wipes in the month of March.

Throughout March, Machinists and community members can drop off donations at any union hall. The diapers and wipes collected will be distributed to families living in domestic violence shelters and to organizations that help low-income families. So pick up a pack of diapers or wipes and drop them by a union hall to help others who are less fortunate.
Union action stopped attempted job erosion and preserved work that has been customarily and historically performed by our Quality Assurance (QA) Inspectors at the Triumph Composite plant in Spokane.

Part of our QA Inspectors’ work package includes inspecting and handling defective work coming out of non-destructive testing performed by engineers. Triumph wanted to realign the work so engineers process the Non-Conformance Records (NCRs) for non-destructive test failures. This amounted to job erosion and preserved work that has been customarily and historically performed by our members’ hands. The arbitrator ruled it was Machinists’ work, the move would violate our contract, and such a move would have reduced available work for machinists.

Filing a grievance based on our contract language brought no resolution since Triumph insisted they could move the work. It took an arbitrator’s decision on January 19 to force Triumph to abandon plans to move this work out of our members’ hands. The arbitrator ruled it was Machinists’ work, the move would violate our contract, and such a move would have reduced available work for machinists.

Credit goes to John Warren who as a former Union Steward objected the first day Triumph tried to move the work, documented their intentions and immediately filed a grievance to stop the job erosion.

John challenged this move immediately, which was instrumental in properly policing the contract,” said Staff Attorney Spencer Thal, who presented the case in arbitration. “Catching the violation on day one and voicing our objections made our case stronger. If we had let the engineers do the job for any period of time, it would have been a different case.”

Business Rep Steve Warren immediately filed the grievance paperwork and provided key testimony that moving this work that has been customarily and historically performed by our members would violate the intent of 3.2(b) of the contract. A fact that Triumph didn’t contradict in the arbitration.

Union Steward Aaron Smith also provided important testimony about how such a move would impact him and other inspectors. His articulate, credible testimony made an impression on the arbitrator.

The case focused on if Triumph’s plan to reassign the work violated Section 3.2(b) of the contract that specifically preserves the IAM unit’s jurisdiction over work historically performed by IAM-represented employees – with certain exceptions, including a “lean process improvement.”

It was important to preserve this work since the inspection jobs are the higher paid jobs, with less physical work, more responsibility and flexibility to move around and serve as a mentor to other members. The QA Inspection job is part of a career path progression.

Accepting the Oath of Office

Local 5191 President Jim Henle (right) administers the oath of office to Local 5191 Secretary-Treasurer Merle Fowler and Trustee Bryan Johnson at the January 2nd Local 5191 meeting.

Business Rep Steve Warren (l) talks with Aaron Smith and Jerry Womble about the arbitrator’s decision that will keep the processing of NCRs for non-destructive test in the work package of our inspectors.

2020 Grand Lodge Convention Poker Tournament Fundraiser

Feb. 24 at Northern Quest Casino

Eastern Washington’s poker tournament promises to be a fun deal while raising money for the 2020 Grand Lodge Convention.

The tournament will be held on Saturday, February 24, at the Northern Quest Resort and Casino, 100 N. Hayford Rd, Airway Heights, WA (near the Spokane Airport). Registration and/or lessons will be from 5 to 6 p.m. with the tournament running from 6 to 10 p.m.

Individual entry is $80 per player. $700 cash final table payout and $500 in prize drawings. Any player registering by Feb. 19 will receive an additional $500 tournament chip.

Entry/registration forms are available at all District 751 Union Halls or online at http://iam751.org/easternwaevents.

Accepting the Oath of Office

Local 5191 President Jim Henle (right) administers the oath of office to Local 5191 Secretary-Treasurer Merle Fowler and Trustee Bryan Johnson at the January 2nd Local 5191 meeting.

Brown Endorsed for 5th Congressional Race

Machinists Union Legislative Committee in Eastern Washington interviewed Lisa Brown, a candidate for the 5th Congressional District. They questioned Brown on her stand on a variety of issues impacting workers.

All were impressed with her answers and commitment to growing jobs and helping the middle class. Brown served in the State House 1993-1997 and the State Senate 1997-2013 and as Senate Majority Leader 2005-2013. She did not run in the 2014 election to take the position of Chancellor of Washington State University Spokane campus, where she was credited with establishing WSU’s medical school. In 2017, she stepped down as Chancellor to run for Congress (WA-5th CD).

751 District Council took the recommendation of the Eastern Washington Legislative Committee and endorsed Brown at the January 23 District Council meeting.

Machinists Custom Choices Open Enrollment at Triumph in February

Machinists Union members working at Triumph will be allowed up to 15 minutes to meet individually with a Custom Choices Enrollment Counselor to review the supplemental benefit packages offered. The chart shows a schedule of times and dates for the various work areas.

## Schedule by Shift and Work Group

<table>
<thead>
<tr>
<th>Dates</th>
<th>Shift</th>
<th>Time</th>
<th>Work Groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mon, Feb 12</td>
<td>1st</td>
<td>9 am to 3 pm</td>
<td>Cell, R, J, C, G/D, H, F, Roto, and X 50 Blue Streak and Paint Line</td>
</tr>
<tr>
<td>Wed, Feb 14</td>
<td>1st</td>
<td>9 am to 3 pm</td>
<td>QA, Support Services, Shipping, Cell X, Maintenance, and QA</td>
</tr>
<tr>
<td>Thurs, Feb 15</td>
<td>1st &amp; 2nd</td>
<td>Noon to 6 pm</td>
<td>Last enrollment Opportunity</td>
</tr>
</tbody>
</table>

Contact Joan Duck or Debbie Motes with questions by calling 800-423-4454.