

DISTRICT 751 AERO MECHANIC

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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 him 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



Health and Benefits Rep Les Mullen helped a member who was medically laid-off sign up for retiree medical at \$20 per month versus the \$655 COBRA he was charged. Les also got him reimbursed for the more than \$1,300 he already paid in COBRA.

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

questioning the COBRA costs after receiving two bills in the same month. As Les learned the facts, he realized that our member was eligible for retiree medical at \$20 per month (since he hired into Boeing pre-1993). While Boeing had helped this member with his medical layoff paperwork, they failed to mention that retiree medical was an option if the member simply did the paperwork to enroll. Les ensured the member was properly enrolled and would get reimbursed for the two months he paid COBRA when he could have been on retiree medical.

"Being able to get this situation corrected for a member is exactly why I became active in the union. It is about helping others and ensuring that every member gets the benefits they are entitled to in our contract," said Les. "I hope other members will call our office if they get a medical claim rejected, have a question on leave of absence or any other benefits question. We are here to help (206-764-0350)."

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 transferrable 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 families (defined as spouse, children, step children, children-in-law, dependents and grandchildren). 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 new program and take advantage today to help grow your career. To learn more or enroll visit: freecollege.goiam.org.



Ask for a Steward It's Your Right!

The right to union representation in any situation that could lead to discipline (whether it is in person, by phone or email) is one of the many benefits of union membership. This is a federally-protected right, known as Weingarten Rights from a 1975 U.S. Supreme Court Decision. Like anything 'Knowledge is Power' and members and stewards must be aware of their rights in order to effectively exercise those rights. While union representation in these instances is a right, members MUST ASK for a Union Steward because your employer does not have to offer union representation.

Recently, Union Steward Todd Christensen was in several situations representing members where he had to correct Boeing's new fact-finding team on the rights of our union stewards and rights of our members.

The investigators claimed our stewards are there to simply be a witness to observe the discussion and to take notes. **This is wrong.**

As a 17-year Steward, Todd knew his rights as a steward and would not be intimidated into silence or serving only as a witness. In two separate instances, Todd explained Stewards' rights under the law, then



Members should carry a Weingarten "It's My Right" card to give management or HR if they are called into a meeting that may result in discipline.

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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 additional sick leave above the 40 hours of contractual sick leave. However, because Boeing accrues sick leave on a member's anniversary date rather than the calendar year the first year's accrual was more complicated.

Following is a summary of how the new Washington paid sick leave law, which took effect January 1, 2018, affects employees working under the collective bargaining agreement ("CBA") between Machinists District Lodge 751 and the Boeing Company.

Accrual of Additional Sick Leave In 2018 Up To Your 2018 Anniversary Date.

If, as of December 31, 2017, you have already accrued your 40 hours of sick leave under the CBA in your 2017-2018 anniversary year, then starting January 1, 2018, you will begin accruing additional sick leave at the rate of one hour of sick leave for every 40 hours



District 751 President Jon Holden (r) 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. At 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.

Accrual of Additional Sick Leave From Your 2018 Anniversary Date And Beyond.

Once you reach your anniversary date in 2018, you will accrue sick leave under the normal CBA rules up to the 40 hours. At that point, you will not accrue

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REPORT FROM THE PRESIDENT

Continuing Our Work for a Stronger Future

By JON HOLDEN
District 751 President

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



For 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 must always work to build trust and transparency. 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 within the grievance procedure or scheduled for arbitration in 2018. The issues range from suspensions and terminations to challenging the labor grade of newly installed jobs to interpretations of contract language in regards to seniority, injury and illness, and overtime. We are challenging more cases and grievances than any time in our history.

We recently won an arbitration at Triumph in Spokane where our members there along with Business Rep Steve Warren took a stand to defend bargaining

unit work from being turned over to non-IAM employees 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 believe could be detrimental to

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 need to.

We must use the National Labor Relations Board when necessary to protect our members. We have utilized Unfair Labor Practices through the NLRB in order to protect contract provisions and current working conditions for individual members in specific situations.

We recently completed negotiations with several bargaining units at Joint Base Lewis McChord and NAS Whidbey Island where we made improvements and in some instances protected very important benefits when new employers attempted to test the strength and fortitude of each group by proposing devastating cuts. We also have other negotiations scheduled throughout 2018 for hundreds of members across the state.

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.

The work we have done organizing new members over the last 10 years has resulted in more working families, within the aerospace industry, gaining the right to negotiate and improve their standard of living by choosing IAM 751 to represent them.

We must continue to provide this opportunity to non-represented workers in our community. 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 along with those that came long 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.

While our members do amazing things at work each day, they also volunteer at missions, conduct road cleanups, build wheelchair ramps, help the Salvation Army, United Way, Northwest Harvest, Volunteers of America and many others. I am always amazed and proud of the work our members do in service to their communities. Union members make their communities stronger and healthier.

At Boeing we are seeing an influx of new members with Boeing hiring nearly 100 new members a week. Our job, as union members and leaders, is to reach out and welcome these members and educate them on the benefits of union membership. Nothing in our contracts was a gift from the employer. Every clause and benefit was won by members standing together in solidarity – new members need to know and understand this.

We will again offer new member workshops at the various union halls. While the workshops are targeted for new union members they are open to everyone working at an IAM-represented shop because knowledge is power and the more our members know about our union, the stronger we are going forward.

Our union also works hard to build power for all working people, as well as advocating for social and economic justice. 751 members took part in two public events to raise awareness on social and economic justice in January – the Martin Luther King Jr. celebration and the Women's March.

In addition, our Human Rights Committee stepped forward and presented a workshop at the annual Seattle Martin Luther King Jr. event. Our workshop focused on the power of labor unions and how unions truly built the middle class in America. It also focused on advances that have been championed by unions such as minimum wage laws, child labor laws, paid holidays and paid sick leave.

District 751 was part of the “Raise Up Washington” coalition in 2016 that increased the state minimum wage and established a statewide standard for paid sick leave. In recent negotiations at employers, we increased sick leave in various bargaining units to comply with this new law. We have also been communicating how this law we supported will result in additional sick leave for our members working at Boeing.

Later this year on Saturday, June 23, we will again hold our membership fairs at the Puyallup and Monroe Fairgrounds. This is a day of solidarity for you and your family members to enjoy various rides and a day of fun so mark your calendars and plan to

attend. We will incorporate a labor history booth so members can have conversations with their children and let them know the importance of unions while enjoying a day of fun courtesy of your union.

When working people come together, they make things better for everyone. We have a big year ahead and sometimes the task at hand seems daunting but when we 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!

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

Jon Holden
President, Directing
Business Representative

Jason Chan
Vice President

Susan Palmer
Secretary-Treasurer

Rob Jones
Sergeant-at-Arms

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Patrick Bertucci

Grace Holland

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John Lopez Jr.

Howard Carlson

Union Business Representatives

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



Reminder: Locals 751-A, C, E & F and Local 86 have endorsements voting for IAM International Officers on Saturday, February 10.

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.

Law Brings Added Sick Leave to Machinists at Boeing

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any additional sick leave until you have worked 1,600 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 2019 anniversary date, and then the same system will repeat again each anniversary year going forward.

Details On Accrual, Use, Carryover and Cash Out

- 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 additional hours of sick leave you can accrue 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.

751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild,
CWA #37082

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Solidarity Brings Success at Whidbey NAS

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 contribution.

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 an all 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



Chief of Staff Richard Jackson (second from left) talks with members working at Maytag on Whidbey NAS to answer questions on their new contract. They stuck together and sent a united message of no concessions.

Members approved a contract with new employer Maytag on Dec. 22. Solidarity beat back an attempt to eliminate their IAM pension.



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 union 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!

751's Brown Sworn in as Auburn City Council

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 Political 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 office from 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 many Machinists Union members who live in our city."

District 751 President Jon Holden 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 an Auburn 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 make him uniquely qualified to serve on Auburn's City Council. He will be a great voice for working people in Auburn," said District 751 President Jon Holden. "We look forward to seeing him serve in a city where literally thousands of our members live."

The City of Auburn faces many of the same challenges as other communities. Brown wants to focus on economic opportunities for the citizens of Auburn and growing good jobs in the community.

"I want to see ALL of our neighbors

do well. That means working with our local schools, Green River College and others to ensure our people are ready to meet the needs of employers already here and those we intend to attract," said Larry. "When our citizens have good jobs, our city can afford the public services, parks and police our people have a right to expect. However, too many people are being left behind in today's economy. This condition contributes to homelessness and other social ills. While Auburn is a great place, for our city to live up to its full potential we must create opportunities for everyone."

Considering Public Office? Path to Power Training Can Help

The newest member of Seattle's City Council, Teresa Mosqueda is one of dozens of union members around Washington State who have run for public office after attending "Path to Power Political Candidate Training" and won.

The Washington State Labor Council, AFL-CIO — in partnership with the national AFL-CIO — is hosting another Path to Power training March 28 to 30 at the Red Lion Hotel Yakima Center. For more information and to request an application, contact April Sims, WSLC Field Mobilization Director at asims@wslc.org or phone 206-281-8901.

Path to Power training teaches union members and local activists how to run for public office to build power that will positively influence our communities. Topics covered include crafting an effective message, creating a campaign plan, fundraising, how to talk to targeted voters, and building a campaign team. Whether you're considering running for school board or city/county government, this training is for you!

Ask for a Steward Always; It's Your Right!

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stood his ground, asked clarifying questions to ensure the members understood the intent of the questions and represented our members so that no unjust discipline occurred.

The National Labor Relations Act provides that union stewards have the right to counsel members during the interview and to assist our members to present the facts. Legal cases have established the following rights and obligations:

- When the steward arrives, the supervisor must inform our member and our steward of the subject matter of the interview — for example, the type of misconduct which is being investigated. (The supervisor does not, however, have to reveal management's entire case).

- The steward can take our member aside for a private pre-interview conference before questioning begins.

- The steward can speak during the interview. But the steward has no right to bargain over the purpose of the interview or to obstruct the interview.

- The steward can interrupt to object to a question or request that the supervisor clarify a question so our member can understand what is being asked.

- The steward can advise our member not to answer questions that are abusive, misleading, badgering,

confusing or harassing.

- When the questioning ends, the steward can provide information to justify our member's conduct.

When Todd represented a fellow steward in an investigation, he educated that investigator on the "Equality Rule" under the National Labor Relations Act. This rule gives stewards a protected legal status when they are in representational activities making them equals with management. In this instance, the steward had responded to the manager in the same tone 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 him and always takes an opportunity to educate company reps on our members' and stewards' rights," said Business Rep Andre Trahan. "Members need to know their rights and always ask for a union steward, who can challenge if management or an investigator oversteps their authority. That is what makes us strong as a union."

"Keep in mind anything you say or write down will be used against you. So don't just agree with the



Business Rep Andre Trahan (l) thanks Steward Todd Christensen for ensuring members' rights were protected in investigation or discipline interviews.

investigator, let them put words in your mouth or simply sign their statement," said Todd. "The fact finders are not looking out for your best interests which is why you should always ask for a Union Steward - whether it is in person, on the phone or a statement via email. It's your right so exercise it!"

IAM-BOEING JOINT PROGRAMS

Innovative Platform Makes Workplace Safer

Our members, who work on the landing gear on the 787 airplanes in Everett, now have a much safer process thanks to utilizing the Safety Health

& Environmental Action Request (SHEAR) form process with help from the IAM-Boeing Joint Programs Everett Site Safety Committee.



L to R: Business Rep Howard Carlson, Jim Riveira, 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.

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 gymnasts on a balance beam, our members completed this tool removal on the landing gear for every 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 shops were engaged for a temporary solution. Moonshine shops are tasked with brainstorming and distilling ideas, then turning them into working

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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.

Advisor Helps Plot Path to Upgrade

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.

Justin contacted 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



Justin Stuck (l) and Career Advisor Jeff Snyder review some of the study materials Justin used to qualify for his new job as a NC Multiple Tool & Milling Machine Operator A C4608. Advisors are a great resource to help with career goals.

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 best attack green lights to obtain my job goal of a C4608 and offering advice on 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 again worked 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 higher 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 now adjacent 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.

March 1 Deadline for 2017 Safety Shoe Reimbursement

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 6Y-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

Effective January 2, 2018, IAM-Boeing Joint Programs and Joint Programs Apprenticeship offices in Auburn have moved to the new 17-75 Workforce Readiness Center (WFRC) 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.



Accessing the new Auburn JP Career Advisor location from Perimeter Road, turn left into parking lot just before A5 Gate. Park in lot north of 17-75 building. Walk to the NE corner of the building, door #14D2 is the lobby for Career Advisors.

Accessing Joint Programs from inside the factory or gate A13 follow the road north to the 17-75 building. Use main entrance on the SE corner of the building.

Programs Help Members Become Home Owners

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 Erik 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 Erik, 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 Erik 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 Erik.

"Cherry Creek Mortgage was great to work with as well. Their rate was good, and they made sure our house closed on time," Erik 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. Erik 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 house. With their help, I have a place of 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 help eliminate a lot of the stress in buying a home and truly care."

Like Erik and Amy, Kunthy read about the program in the Union paper. She had been renting in north Tacoma, but 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



751-member Erik Sahleen, along with his wife Amy and their three kids are thrilled with their new home in Enumclaw. Union Home Services and Cherry Creek Mortgage take the stress out of home buying and they received a rebate of more than \$2,000 from UHS and a \$500 VISA gift card from Cherry Creek Mortgage using these unique programs for union members.

UNION
HOME
SERVICES.com
1-877-779-0197

CHERRY CREEK
MORTGAGE COMPANY

BUILT WITH TRUST
UNION
ADVANTAGE
1-206-391-9645

she was pre-qualified so there were no delays in financing once she found the home.

This unique program is designed to help union members, their children, parents and siblings with real estate transactions and provide access to these outstanding cash back benefits and more:

- Cash back rebate equal to 20 percent of your Union Home Services Realtors commission that is often worth thousands of dollars.
- \$500 gift card on purchase loans or refinances.
- A payment assurance benefit which helps members who become involuntarily unemployed to make their mortgage payment for up to six months (up to \$1500 per month).

Union Home Services offers a

national network of experienced real estate professionals to help you find a home that's right for you and guide you through the entire process. Cherry Creek Mortgage is an independent mortgage lender and offers a broad spectrum of products to meet the diverse needs of real people, including offerings from popular agencies such as FHA and VA.

To learn more, visit UnionHomeServices.com or call 877-779-0197 and a representative will contact you within 48 hours. For refinance or mortgage benefit information, you can contact the Union Advantage Program of Cherry Creek Mortgage at 206-391-9645.

Your Union, it's not just for work anymore; it's also for home!



Kunthy Chea received a \$1,425 rebate from Union Home Service along with a \$500 VISA gift card from Cherry Creek Mortgage after purchasing her home.

Innovative Platform Makes Workplace Safer

Continued from Page 4

models quickly to avoid further risks for our members. These members bring creativity to each unique project that helps with a safety or production issue in



L to R: Business Rep Howard Carlson, Andrew Dennis, and Joint Programs Coordinator John Kussy examine the stairway to the new installation platform so members now have a safe way to access the platform that is 3 feet, 10 inches up.

our shops.

Within days of the SHEAR being filed, the moonshine shop observed the process, talked with our mechanics and engineering, and brainstormed a temporary fix. In a few weeks our moonshine shop had designed, constructed and load tested the temporary platform complete with a stairway to surround the landing gear and delivered it to the shop. The permanent more durable structure is still waiting on engineering's final approval.

"Our members can now safely walk up the stairs to access a 1.5 foot wide platform for the removal process. This allows them to firmly plant their feet while performing the work and not have to worry about a balancing act that could severely hurt them should they fall or make a wrong move," said Business Rep Howard Carlson, who serves as a safety focal in Everett. "Our members can focus on their work rather than trying to complete the job without an injury."

"It used to take longer to do the work and we were put in harm's way. Working on the platform rather than balancing on a narrow

beam has resulted in a lot less fatigue, as well," said Brian.

"I appreciate working on the landing gear from the stand. It eliminated a huge safety hazard from our job," said 751-member Jim Riveira, 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,



The 787 Moonshine shop helped design and build the temporary platform and stairway so members can safely remove the 787 landing gear tool until a permanent fix is approved. L to R: Jason Hennerberg, Danny Boglivi, Auwyn Hockett, Dan Pilgrim and Keith Gepner.

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.



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, 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.

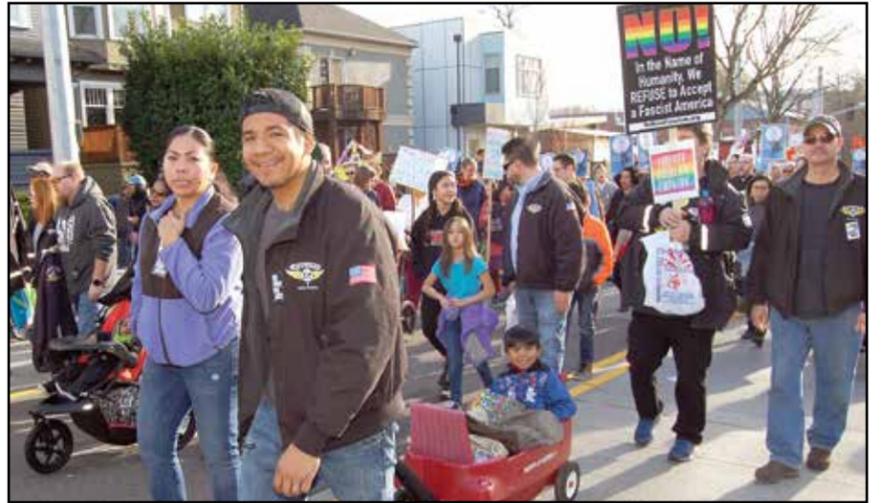
Princie Stewart, Jonathan Tran, Hazel Powers, Matt Hardy, and Fran Moran.

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



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

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.

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



Left inset: Richard Jackson.

Right: Hazel Powers.



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



751 members Lem Charleston and Clifton Wyatt have served on the MLK Committee for years.

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.

SERVICE TO THE COMMUNITY

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.



On Dec. 27, 751 volunteers at the Northwest Harvest Warehouse in Kent packaged 3,000 pounds of oats into family-size packets that equates to 2,461 meals for local families.



Steward Floyd Cruz spreads the bulk oats at the bagging table.



L to R: Jason Redrup, Kay Michlik and Ira Carterman package oats for area food banks.



L to R: Princie Stewart, Terri Myette, Jerry Banks, Jason Chan and Jim Hutchins seal the family-size bags of oats.



Steward Jack Young and Business Rep Dena Bartman bag up oats.

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 Camez, and Austin Cass.

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



Above standing L to R: Shane VanPelt, Austin Cass and Levi Wilson help the resident with a test run on his new ramp. Left: Building the framework for the new 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 Wolbaum. Note: Chris Louie also volunteered but is not pictured.

Helping to prepare and serve meals at the Rescue Mission Tacoma. L to R: Bill Gunlock, Rob Curran, one of the mission cooks, George Braun and Vennie Murphy.



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.

Union Member Service Milestones Reached in 2017

Below are the veteran members honored with 50+ year service pins in 2017 to acknowledge their service. Note that service pins are given for every 5 years of service starting at 15 years seniority. Members below reached their milestone year for their union anniversary in the year 2017.

50 Years	Paul Reed	Joanne Gourley	June Ross	Kim Chinn	Maurits Larson	Roy Tada
James Andrews	Earl Robinson Jr	Lillian Guster	William Sapiens	Cecelia Connelly	Bernard Leighton	Jon Tharp
Stanley Barnes	Marilyn Sanders	Jesse Halland	Joanne Sayson	Robert Crooker	Jack Lieb	Robert Tolman
Hans Bloedorn	Richard Sprague	Queen Hart	Carma Schaff	M J Cunningham	William Lofthus	Emery Trus
Donald Branin	Thomas Stacie	Kenneth Haworth	Charles Scranton	Wayne Dorsey	Victor Mahlen	Kenneth Tschider
William Brehmer	Howard Sundman	William Hines	Larry Shaff	David Dow	William Mallory	Jesse Waller
Ronald Brougham	Lars Sundt	Robert Hiroo	Richard Sheridan	Kenneth Eilers	Garry Markland	Albert Washabaugh
Opal Brown	Larri Werner	Jay Hudson	Dale Showers	Edgars Elferts	James Martin	Marvin White
Gary Capitan	Robert White	Robert Jackson	Frank Snell	Raleigh Elkins	Shirley Martin	Eldridge Willis
Larry Carr	Ardith Wilkie	Darwin Jenner	Frank Snow	C A Flumerfelt	Maynard Mattern	George Wolf
Mellownee Caston	Lloyd Williams	Walter Johnson	Lewis Snow	Larry Gabrielson	William Miller	Robert Zeigler
Charles Chambers		David Karnes	Michael Stall	Allen Geiszler	Lewis Mitts Jr	Dean Zvorak
Neal Corsack	55 years	Richard Kendo	Ronald Stout	Margaret Gerlach	Joe Muchow Jr	
W G Desharnais	Gerald Andersen	James Klocke	Dennis Tasoff	Earl Gibbons	Milton Neiffer	65 years
David Dethlefs	Clyde Austin	Vernon Knutson	Walter Taylor	Ervin Giger	Allyn Oakes	Robert Beede
Hillis Dover	Arvin Avera Sr	Melvin Long	Roger Titterud	Jon Gilbert	Ronald Ogren	Ruby Conner
Lucy Dow	Melvin Bellerud	Robert Macnelly	Henry Wagner	Lloyd Gilbert	Lillian Olson	Jean Deering
Ardith Forsgren	Lawrence Blais	John Marker	James Weber	Gary Goldsbary	William Osborn	Reva Eixenberger
Hans Furtner	Rita Boehm	Ralph Mattila	Patrick Weddle	David Grootemaat	Donald Paine	William Eng
Eddie Gardner	Charles Boyd	William Mecham	Sandra Wilkinson	Albert Haladay	Merlin Palmer	Laudis Gross
Oleatha Green	Dorothy Brown	Robert Milam	Garry Willis	William Hall	Aleksei Parv	Werner Krahnner
David Hague	Jo Buchanan	Thomas Mitchell	Byron Woodard	Gary Hankinson	James Patton	Henry Maros
Donald Hart	John Burtch	Dan Mosier	Jack Wylie	Michael Hardy	Nicholas Penner	Floyd Olson
Richard Herrmann	George Cano	Lyle Murphy		Clifford Harsant	Arthur Pressley	Richard Pederson
Carlton Hickey	Marjorie Carlson	Michael Oja	60 years	Donna Hart	John Ramey	Donald Seely
Leo Holscher	Buster Clements	Milton Palmer	Sylvia Adams	Harry Hendricks	Clara Renshaw	L R Sorenson
Thomas Johnson	Martha Cole	Jerald Parkison	Michael Amundsen	Gerald Hepper	Curtis Roberts	Andrew Stauvers
Paul Knebel	Emma Couch	David Parlari	Jerry Armstrong	Eugene Hoglund	Ellis Roberts	James Worrel
Joyce Kollars	James Couch	Maxine Pascal	Eunice Atkins	Phillip Holmes	Jose Rosas	
William Logie	Richard Craig	Rodney Patterson	Joe Atterberry	Richard Howard	Carroll Rose	70 years
Earl Makinster	M A Cunningham	Otto Pearson	Clarence Beck	Glenn Huestis Jr	Carter Saunders	Virgil Boyt
Shirley Mathieson	Irene Dieterich	C P Perreault	Dean Bistline	Joe Hughes	Forrest Schmid	Keith Burton
Eunice Matney	Harold English	Roy Plunkett	Richard Boivin	Helen Inks	James Scott	Joseph Fouts
Terry Merriman	James Enright	Ralph Pool	Raymond Bourne	Kenneth Jaeger	Albert Sobotta	Richard Srok
Harlan Munsinger	Willard Fox	William Prothero	Milo Brekke	James King	Richard Spencer	Fred Wilson
Steven Olsen	Larry Fritz	David Richards	Paul Bumgardner	Charles Koch	Lee Stauffer	
Allan Oudean	William Gholson	Roger Ristvedt	Ronald Cary	Alan Koepke	Delbert Stevens	
Andras Pillar	Douglas Giessen	Lowell Rivitt	Neil Chance	Gerald Larson	R G Sutherland	

Local A Officers Accept the Oath of Office

Photo right: Local 751-A President Jason Chan administers the oath of office at the second shift meeting to Shane Schneider and Paul Richards.



Photo Below: Health & Benefits Rep Les Mullen (l) administers the oath of office to Local A Officers (L to R): Jason Chan, John Kussy, Kent Christian, Brian DeRohn, Darry Woodson, Kevin Vasquez, Paul Schubert, Derek Gottschalk, and Cam Griffin.



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 to members are \$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.



Eligibility for Competition
Any 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 & 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 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.pclaborcares.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.



BECKENDORF COMMUNITY SERVICE SCHOLARSHIP

NOW OPEN
APPLY TODAY

DUE BY
MARCH 15
2018

For graduating students of Union families in Pierce County, who are dedicated to community service.

Applications available at www.pclaborcares.org

LABOR HISTORY HAPPENINGS

- February Labor History Happenings**
- February 5, 1830 – First daily labor paper NY Daily Sentinel
 - February 6, 1919 – Seattle General Strike
 - February 11, 1919 – Seattle General Strike ends
 - February 26, 1941 – Bethlehem Steel Strike



Info taken from PNLHA Labor History Calendar

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 McGaha. Carl was not 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 - Sergeant-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 Palmer 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. **M/S/P.**

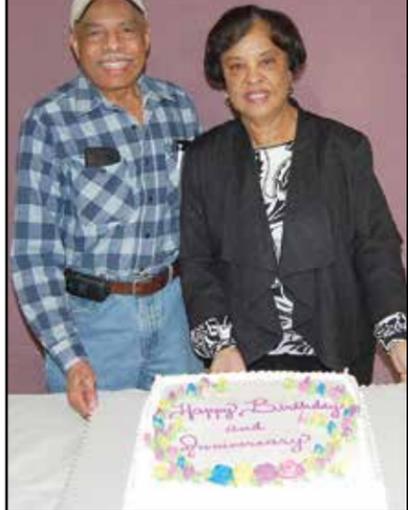
Financial Report: none

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 have a slim pro-people majority and can expect some improvement in school support and in passing of the state's capital budget.



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



District Secretary-Treasurer Susan Palmer (l) 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.

RETIRED CLUB OFFICERS		
President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary		
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		

at the state capitol 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 Washington State Alliance for Retired Americans for 2018 and pay the affiliation fee of \$400. **M/S/P**

Most of you know that Robby Stern, 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

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 our 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!

congratulate him on his retirement.

Health and Welfare: Vice President Helen Lowe read the following list of deceased members: **Local A:** Harold Bauder, Norma Butler, Margaret Gerlach, James Hale, Clyde Hohn, Elynor Holliday, A.M. Kudlo, Gim Mar, Adario Mastandrea, Geschen McSherry, Kiyomi Mizumoto, Marvin Richardson, Steven Savoy, Everett K. Smith, Harold Trump. **Local C:** George Becker, Edward Boyle, R.A. Cavanaugh, Douglas Chapman, Lynn Cogger, Ambrose Enget, Gerald Erpelding, James Fox, Donald Henson, John McBride, Lin O'Hara, Leroy Pool, Vernon Sells, Juanita Spears, Victor Taylor, Dale Williamson. **Local E:** Alexander Kelemen, Jr. Kenny Remington, Howard C. Taylor, Jack Torney. **Local F:** Byron Abbott, N.F. Bachmeier, David Bryce, Bonnie Burks, Johnnie Cox, Richard Knapp, Mary Kraemer, Donelda O'Shea, Michael S. Papish, Eleanor Payne, Nina Taylor & Jeffrey Wilson. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Good & Welfare: 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

Continued on Page 10

RETIREES

Congratulations to the following who retired from the union:

William Ableman	James Goldbaum	Jacqueline Parker
Nedzad Ahmetovic	Manuel Gould	Theodore Perry
David Ashworth	William Graham	Donald Peterson
Raymond Atkins	Mark Granheim	Paul Polston
John Bailie	Michael Greninger	Carl Prats
Martin Ball	Kenneth Gross	Cathy Puvogel
Bill J Banta	William Hanson	Trudy Rabourn
Christopher J Barger	Jeffrey Herbert	Reggie Ramey
Jeffrey Barnhill	Dong Hoang	Raymond Robinson Jr
David Bartlett	Tommy RHutchins	Rodrigo Rocero
Kurt Bennett	Saint Inman	Gerald Rose
Michael J Bernethy	Michael Jablonski	Charles Rugg
Michael W Bigelow	Walter Jackson Jr	Steven Savoy
Daniel G Blais	Robin Jenner	Russell Schexnayder
Michael Boulanger	Linzy Johnson	Arthur Schilling Jr
Lee Bowman	John Kennedy Jr	William Schmidt
Richard Brammer Jr	Dennis Klopstad	Raymond Schreder
Randall W Britt	Timothy Knight	Skip Semenchuk
Stephen Brown	Peter Kobory	Charles Sias
Larry L Burch	Harry Kronberg	Bruce Spalding
Edwin Burgado	Michael Kuhlman	Clayton Spriggs
William H Byers III	Steve Lacy	Deanna Stach
Richard Cawby	Steven Lapping	Michael Stewart
Abraham Chavers, Jr	Steven Lester	Daryl Taylor
Kevin L Clizbe	Christopher Louie	Patricia Thompson
David Cowan	Jess Loveless	Richard Thompson
James W Crockett	Allen Lowe	John Thrall
Patrick Davis	Paulette Maclauchlan	Billy Thurman
Reginald Denson	Jerry Mason	Paul Tomaselli
Michael Domanowski	Mark Matson	Ronald Torrey
Lee Dougherty Jr	Thomas McCormick	Leslie Traulsen
Mary Dougherty	Bobbie Metters	Carol Trinidad
Daniel Dunlap Sr	Michael More	Nathan Vandegriffe
Loyd Elms	Scott Murphy	Ronald Wadley
Thomas Fischer	Dean Nachbar	Mae Wafer
Marion Francis	Daniel Nelson	Michael Wait
Joe George	Charles Newcombe	Mark Wantola
Alan Gibson	Henry O'Brien	Jennifer Warner
Kent Gilleland	Keith Olsen	Mark Warrender
Carey Garbe	John Palmer	Gwen Williamson
Mitchell Gasper	Sokhom Pang	

Retired Members Check-In Form

Attach Mailing Label Here

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 SS# _____

NEW ADDRESS: _____

CITY _____ STATE _____ ZIP _____

PHONE _____ EMAIL _____

FREE WANT ADS FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

1984 FORD RANGER, short box, it has a 351-C swap, Edelbrock intake, 750 Holley, headers, C-6 Trans, 8.8 rear with 3.73 gears. Licensed until April 2018. \$2500 firm. 360-563-2422

BOATS

19" BELL BOY 302, inboard/outboard, needs two new intake manifolds. Trailer in excellent condition. 425-255-2992

COTTAGE INDUSTRIES

FUNPIX - Seattle's Premium Fun Photo Station! We do all business and special events. We're not your typical photo booth. Check us out at www.funpixnw.com or Facebook. 1-800-768-0617

USDA CERTIFIED ORGANIC GROUND BEEF, very lean Scottish Highland beef, dry aged 21 days, shrink wrapped and flash frozen. One pound packages \$6.00 per pound. Call Brocc at 253-332-8612 Enumclaw

WANT A FUSSY HOUSE KEEPER? Call Barbara at Beefussy House Keeping in the late afternoon. Works mornings and early afternoon. 206-909-2196

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.

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

JIM'S CUSTOM ROTOTILLING serving Marysville, Arlington, Stanwood. Large area tilling, blackberry removal, etc. email to jcrotogetz@yahoo.com. 425-971-4764

DLPLAWN SERVICE. Landscaping and yard maintenance. Serving Maple Valley, Covington, Kent, Auburn and Black Diamond. Give me a call DLPLawnService. Lee 206-484-9746

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

HOME & RV MATTRESS CENTER - home, RV, special size mattresses. Aero Mechanic's discount. Call 425-640-7891 or hrvmc.com

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 Feb. 16th

ELECTRONICS & ENTERTAINMENT

BOSE 15/10 home theater system. Like new condition. \$400.00 253-939-3600.

FURNITURE

ELECTRIC RECLINER, blue fabric, excellent condition \$125.00. 425-228-5952

HOUSING

HOME FOR LEASE just south of Boeing Renton. 2 bdrm, 1 bath, full basement, garage, newly remodeled, 239 Meadow Ave N. Renton. 206-243-1278

VIEW HOME, 4 bedroom, 3 bath, full basement, attached 4 car garage, 3600 sq. ft. 4 acres. Culbertson, MT plus 30x40 shop. \$450,000. Opt. on 10 more acres attached. 406-787-5242 or 406-790-0383

MISCELLANEOUS

ROYAL ALBERT (Old Country Rose) 10 piece setting, plus serving pieces. \$600.00 OBO. 253-350-1156

BOWFLEX XCEED PLUS, good condition, \$200.00, can deliver if within 10 miles of Kent East Hill area. 253-334-9066.

RECORD ALBUMS - Lots of country, some jazz, pop and contemporary. Also have large Avon bottle collection. 253-875-7944

ANTIQUES & COLLECTIBLES many items for Christmas and holidays. Moved from Auburn to 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

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 YLessentials4u@gmail.com

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

HOUSE PLANTS: rooted plants and planted ones \$5 to \$3 large and medium ones. Dieffenbachia rooted and planted, spider plants, crown of thorns, euphorbia - African milk tree, ivies, split leaf rhododendron (two large), peperomia obtusifolia (planted-green) 253-852-6809

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

RETIRES 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

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

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

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

PROPERTY

CABIN, OCEAN PARK: stone fireplace, kitchen w/wood stove, 2BR & outbuilding with full bathroom, supply storage & wood storage on 2 parcels (5 1/2 lots). Asking \$160,000. Call 206-437-1500 or 206-940-2419

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

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaalicoove.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

VEHICLES

1984 FORD RANGER, short box, it has a 351-C swap, Edelbrock intake, 750 Holley, headers, C-6 Trans, 8.8 rear with 3.73 gears. Licensed until April 2018. \$2500 firm. 360-563-2422

2013 MAZDA MX-5 convertible auto or manual, 42,000 miles. Very good condition, garaged all the time. \$16,000 obo. Fun car. 206-243-1278

1933 PLYMOUTH 5 window coupe, red exterior, black interior. 302 Ford V-8 C-4 Ford 9 inch, glass fenders, mustang 2 front end. \$34,000.00 206-243-6723

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Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is Feb. 16th!

Retirement Planning Workshops Set for Union Members at Boeing

District 751 members who work at Boeing can learn how to maximize their retirement benefits at a series of free retirement-planning workshops scheduled for the month of March.

The workshops will cover a range of topics to help you calculate your real post-Boeing income, including:

- Options for your Boeing VIP, potential taxes and penalties;
- Maximizing your Boeing pension options;
- Tax-favored investing and proper asset allocation; and
- Creative budgeting techniques and dealing with debt.



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.

Thursday, March 22 -- 11:30 a.m. to 1:30 p.m. and 2:30 to 4:30 p.m. at the Everett 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) 223-8311 or e-mail mmpepugetsound@mmeducators.com.

751 Retirement Club Meeting Minutes

Continued from Page 9

recently and announced that we would like to see more retiree involvement and encouraged the current members to tell their retiring co-workers about our club.

T.J. Seibert thanked District 751 for continued support of the Retirement Club.

President's Report: President Boschok spoke about the letter from the International office about the upcoming officer elections. She also mentioned the absentee ballot change that now allows retirees to request an absentee ballot if they will be 25 miles away from home on the day of the vote. There is information about the election in the Dec/Jan Aero Mechanic and on the District web site.

January 20 is the date of this year's Women's March 2.0. It is important to keep up the pressure on our elected officials

especially after the recently passed tax bill. Medicare and Social Security are also at risk for cuts to help balance the new budget.

Larry Wade asked what type of issues should be discussed with our state legislators on Senior Lobby Day. President Boschok said she will ask our Legislative Director, Larry Brown if he can attend the February meeting to discuss what issues are most important.

Unfinished Business: None

January Anniversaries: T.J. and Mary Seibert celebrated their 54th wedding anniversary. There were no birthdays.

New Member Recognition: Andrew Serr a Local C tooler came to his first meeting after being retired for five years.

The Fred Meyer gift card was won by Mike Keller.

Meeting was adjourned at 11:47p.m.

FINANCIAL \$ENSE: Looking to Ease College Tuition Anxiety?

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.

SCOTT

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Seeing Red to Raise Awareness of Heart Disease

IAM 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 Day 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
- Diabetes
- Smoking
- Older than 55

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.



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."

Administering the Oath of Officers



Above: Business Rep John Lopez (l) administers the oath of office to Local C Officers (L to R): Andy Schier, Jennifer Cesmat, Rob Jones, David Wyatt, Michelle Jackson, Chris Schorr, Jim McKenzie and Jonathan Tran.

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.

EASTERN WASHINGTON

Union Keeps Inspection Work with Members at Triumph

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 has included inspecting and handling defective work coming out of non-destructive testing performed by engineers. Triumph wanted to reassign the work so engineers process the Non-Conformance Records (NCR's) for non-destructive test failures. This amounted to job erosion and would have reduced the available work for our Machinists members.

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



Business Rep Steve Warren (l) informs John Warren and Steward Jerry Womble the arbitrator's decision that stopped Triumph from moving work of our QA Inspectors out of the bargaining unit.

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.



Business Rep Steve Warren (l) talks with Aaron Smith and Jerry Womble about the arbitrator's decision that will keep the processing of NCR's 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 \$900 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>.

Northern Quest Resort & Casino is offering discounted guests rooms for DL 751 members at \$199 per night on Saturday, Feb. 24 and Sunday, Feb. 25.

Hampton Inn - Spokane Airport is offering discounted guest room rates to DL 751 members Saturday, Feb. 24 and Sunday, Feb. 25 at \$102 per night.



Saturday, Feb. 24
Registration 5 p.m.
Tournament at 6 p.m.
\$80 entry fee



<http://iam751.org/easternwaevents>

Accepting the Oath of Office



Local 1951 President Jim Henle (right) administers the oath of office to Local 1951 Secretary-Treasurer Merle Fowler and Trustee Bryon Johnson at the January 2nd Local 1951 meeting.



Machinists leaders interview Lisa Brown for the 5th Congressional District. L-R Darrin Truitt, Allen Eveland, Lisa Brown, Gary Swartz, Tanya one of Brown's aide.

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.

Custom Choices Enrollment Schedule by Shift and Work Group			
Dates	Shift	Time	Work Groups
Monday, Feb. 12	1st	9 am to 3 pm	Cell, R, J, C, G/D, H, F, Roto, and X Blue Streak and Paint Line
Tuesday, Feb. 13	2nd	2 pm to 9:30 pm	Floor Panels, Roto, Support Services, Shipping, Cell X, Maintenance, and QA
Wed., Feb. 14	1st	9 am to 3 pm	QA, Support Services, RTL, Ply Cutter, Maintenance, Plaster, Ultem, Cell A, Shipping and Receiving
Thurs, Feb. 15	1st & 2nd	Noon to 6 pm	Last enrollment Opportunity

Contact Joan Duck or Debbie Motes with questions by calling 888-423-4454