

DISTRICT 751 AERO MECHANIC

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Correction to Progression Delivers Back Pay

It pays to be union is more than just a slogan. Recently, two 751 members received thousands in back pay after the union worked with Boeing to correct their work history and progression to maximum pay.

The correction delivered more than \$60,000 in back pay for both Union Steward Steven Brown and Member Lori (Tucker) Clogston – highlighting why all members should check their work history, ensure their progression steps are accurately recorded and contact your union steward if they believe there is a mistake.

As a Union Steward, Steve helps others daily to enforce the contract, prevent unjust discipline and ensure fairness on the job. After the union publicized the importance of checking work history, Steve took the time

to examine his own records. He noticed discrepancies and realized his progression steps were wrong.

“Everyone should periodically check their work history and keep documentation when they change jobs so you have accurate dates and records. Simply trusting that TotalAccess has your work history correct is a mistake,” said Steve. “I have 23 years at Boeing, have held multiple jobs and had several separations from the active payroll, which made tracking my progression more complicated. The review showed I should have reached the maximum several years earlier.”

As a Steward, once Steve brought it to the attention of the correct folks at Boeing, they performed an audit, acknowledged the error and corrected his pay going forward. Just as important, he received a check for more than \$60,000 in back pay to correct the pay issue retroactive to when he should have reached the maximum rate.

Member Lori (Tucker) Clogston had a similar issue. She originally hired into Boeing in 1985 and reached maximum pay in her job in the wire shop before leaving the company. Years later, she rehired into a different job, waited her one year before transferring back into the previous job family where she had already reached max pay.

“I kept thinking this just isn’t right and even asked about my wage while I was in Renton, but got nowhere. Then, I found Grace Holland, our Union Business Rep assigned to my building,” said Lori. “I want to



Business Rep Howard Carlson (l) thanks Steward Steve Brown for his work in correcting progression that delivered more than \$60,000 in back pay.

thank Business Rep Grace Holland for listening to me, understanding what my issue was and resolving it quickly and most importantly in my favor. Grace also renewed my faith in our union.”

After Grace forwarded the information to her contact at Boeing, the Company confirmed Lori’s progression was incorrect and she should have reached

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751 member Lori (Tucker) Clogston (r) thanks Business Rep Grace Holland for help in correcting her progression that resulted in more than \$62,000 in back pay.



Members at Whidbey NAS appreciated the Union securing the \$35,000 PTO owed them after URS was no longer their employer. The members are now working for PAE maintaining U.S. Navy E/A-18 Growlers. L to R: Tom Vangrimbergen, Travis Walton, Doug Goodnight, Zach Mays, T.J. Hicks, Greg Ringelstetter.

Union Delivers \$35,000 in PTO

IAM Members working at NAS Whidbey saw the benefit of union membership this past month when a grievance delivered more than \$35,000 in back pay for Paid Time Off (PTO) to every eligible member working at URS, now PAE.

The payout settled a grievance filed by the Union on January 26 and equaled between 2 and 8 hours of PTO depending on the member’s seniority and how quickly they accrue PTO. As a result of the union pursuing the issue (even though URS was no longer the contractor), all of the 190 members who were eligible got an extra final check for the PTO they had earned. These workers maintain U.S. Navy E/A-18 Growlers on NAS Whidbey.

The issue began last fall when URS shifted their pay period from one week to another. They told members at the end of the year it would equal out to the same pay

and just wind up in a different pay cycle.

Subsequently, URS lost the bid and their final day as the employer was Dec. 31. Apparently, URS hoped members would forget about the PTO they were owed, but they should have known our Union would pursue the pay.

Union Steward T.J. Hicks knew to watch for the missing PTO pay. When he received his final check that did not include PTO earned for those two weeks, he immediately initiated a grievance and forwarded it to Chief of Staff Richard Jackson, who covers the contracts at NAS Whidbey. Richard filed the grievance with URS and demanded they pay out ALL accrued PTO earned the weeks of Sept. 9-15 and Dec. 23-31.

With the facts presented, URS had no choice but to pay the PTO owed to our

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Aboulafia Commissioned for Study

On Feb. 7, District 751 President Jon Holden, along with the Governor’s Choose Washington NMA Council, announced Richard Aboulafia and Teal Group have been commissioned to conduct an objective in-depth analysis of the state’s competitive position to design, manufacture and assemble a new middle

market airplane (NMA).

Aboulafia and Teal Group will work in conjunction with Olympic Analytics Evan Woods, who is creating a comprehensive analysis tool to measure the strengths and weaknesses of every aerospace hub across the country and

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District 751 President Jon Holden (far right) discusses our region’s strengths with Chelsea Orvella (SPEEA), Evan Woods (Olympic Analytics), Joel Funfar (SPEEA), 751 Leg. Director Larry Brown, and Richard Aboulafia (aerospace analyst). Aboulafia will analyze data on our region and compare it to other regions.

On Job Combinations, Union Can Challenge the Labor Grade Assigned

As Boeing implemented a new round of job combinations in mid-February, it seemed timely to again review the job combination process. When Boeing chooses to combine jobs in a family or singularly and organize the work per article 13.5 and LOU 9, the Company makes these determinations on their own, without suggestions from our union.

Once the company decides to combine jobs, our union then works to ensure it is the proper labor grade. At times the Company implements a large number of combinations at the same time. We must evaluate each job combination on a case-by-case basis in accordance with Section 13.10 of the contract and the rules governing

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Nothing Was a Gift

New feature on the evolution of contract language; every word was won by membership solidarity, not a gift from the Company. **3**



Masters of Their Craft

IAM-Boeing Apprenticeship graduates honored as next generation of leaders and journeymen **5**



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REPORT FROM THE PRESIDENT

Our Union; Always an Advocate – More Than Meets the Eye

By JON HOLDEN
IAM 751 District President

Every day our union members have an army of advocates fighting to protect members' rights and enforce the contract, but so much of what our union does flies under the radar and is undetected.

We currently have more than 600 Union Stewards. These individuals take on one of the most thankless jobs, but do it with pride and confidence to protect your rights on the job. Stewards represent members in investigatory meetings and stop unjust discipline regularly. Whether stewards are questioning management's assignment of overtime, clarifying issues at a disciplinary meeting for a member, bringing a safety issue to light or helping ensure a member's pay is correct, they perform a vital function of our union with very little recognition or visibility for their efforts.

Our Stewards handle hundreds of issues each week for members that never



result in a formal grievance. The same is true of our union business reps, officers and staff. These dedicated individuals work hard each day for our members on a multitude of fronts, but much of their efforts go unreported.

Last year alone, our Business Reps reached settlement and release agreements for more than 100 cases. However, the settlement agreements state the union cannot talk about the terms of a settlement. For us, it is always more important to get results for our members with the proper compensation than it is to publicize it in our union paper. But you should know we are working on your behalf daily.

Boeing has increased focus on discipline cases and job combinations, including job erosion – all of which keep our stewards and business reps busier than ever.

In 2018, we already have eight

arbitration cases scheduled with Boeing for issues we couldn't resolve through the grievance procedure. Six of those cases involve job erosion where Boeing has either combined jobs and inserted higher graded work or added duties to people's work that is at a higher grade level. In each instance, we are challenging this job erosion and working to ensure our members receive the proper pay for the work they perform.

In February, Boeing announced another set of job combinations, which is a determination they make on their own without input from the union. Once they implement a combination, our Jobs Committee pours over the job description – looking word by word to ensure they are not moving higher graded work into a lower graded job. If we find that to be the case, we have 45 days from when the job combination is implemented to grieve the labor grade and, if need be, we can take the issue all the way to arbitration. We are working closely with Stewards in many of those jobs to gather critical

information on the duties of a job. It is a tedious process, but one we take very seriously.

We continue to challenge Boeing on proposed changes to their attendance policy. Our union demanded to bargain because this is an important option under the law, and it is our responsibility to use all available avenues to protect our members. At a minimum, demanding to bargain allows us protection under the law to propose modifications to Company proposals in an effort to protect the working conditions of every member.

We look for new ways to get members
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On Job Combinations, Union Can Challenge the Labor Grade

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the application of jobs descriptions (page 121 of our contract). If we believe it is not the proper labor grade, we discuss the language with the company. If the union and company cannot reach an agreement, our Union has 45 days from the effective date to challenge the labor grade by filing a grievance, and if necessary, we can take it all the way to arbitration.

"Our union's job is to ensure that Boeing doesn't use job combinations as a method for job erosion to move higher graded work into a lower graded job classification," said District 751 President Jon Holden. "Grievance Coordinator Dan Swank leads our Jobs Committee which meticulously reviews each job description word by word, comparing it to previous job descriptions, contrasting it to rules governing the application of job descriptions, as well as reviewing it against the classification guides that were established years ago. We also reach out to Subject Matter Experts (our members and stewards working in the jobs) to get their input."

"It is not just as simple as looking at job classifications and descriptions, we have to make sure the Company is not adding higher graded responsibilities

into lower grade job descriptions," said Holden.

The process works, as the union does identify and challenge problematic language.

After checking the labor grade on a combination, we must then ensure that other provisions of the contract remain intact. Any member who has return rights, Category A recall rights, and Category B inline promotion rights would still have those rights going forward.

Another concern from our members is whether they will be held accountable to perform work in the newly combined classification that they may not be familiar with. Per the contract in LOU 5, the company is required to train members in combined jobs when they assign new work our members are not familiar with.

Career Guides were developed with the help of IAM-Boeing Joint Programs so members can see a clear path through the Employee Requested Transfer (ERT) system to access the most current and



Grievance Coordinator Dan Swank compares new job descriptions to previous ones to see if higher graded work was inserted.

newly combined jobs, including necessary training for the jobs. Our administrators and program coordinators at Joint Programs review and update career guides on a continuous schedule and develop new guides for job combinations with Subject Matter Experts who validate any changes to the career guides. The associated skill team reviews any

changes and updates the required training. Joint Programs also works with the company to ensure job offers are honored for members who have an ERT in place when the jobs are combined.

Be aware that Boeing's updated job file to the Union on Feb. 22 reflects some of their recent job combinations, but not all. Therefore, any seniority rosters ordered by Stewards may not have all the members who will eventually be in the combined jobs. We expect future updates from Boeing should reflect the changes.

Aboulafia Commissioned for Study

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rank them. The analysis tool will use trusted public data to ensure credibility. Aboulafia and the Teal Group will create a narrative to report findings of the analysis.

Aboulafia and Teal Group were selected because of their extensive expertise in the aerospace industry.

"The Machinists Union has followed the work of Mr. Aboulafia and Teal Group for many years. We are excited to have secured the gold standard of the aerospace industry analysts," said Jon Holden, District 751 President. "We all agree that our aerospace manufacturing hub here in Washington State, along with our workforce, is second to none. We look forward to learning how we stack up against other sites as we work to land the next airplane program."

Richard Aboulafia has decades of experience managing consulting projects in the commercial and military aircraft

field, and analyzing broader defense and aerospace trends. He has advised numerous aerospace companies, including most prime and many second- and third-tier contractors in the United States, Europe and Asia. He also advises numerous financial institutions on aerospace market conditions.

District 751 has been a driving factor in efforts to highlight the advantages of building a new airplane here, which will give Boeing the highest probability of success with the least amount of risk. Late last year District 751 President Jon Holden announced these and other actions, which are now taking shape and moving forward. We believe it is important to have a broad support base working on this project; therefore, District 751 is an active participant in the Governor's Choose Washington NMA Council and is co-chairing several of the subcommittees to help land the next airplane for this region while protecting our members' jobs and interests.

COLA at Boeing Generates 4 Cents

Effective March 9, 2018, a 4 cent cost-of-living adjustment (COLA) will be added to the hourly wage rate for IAM members at Boeing.

The 4 cents was generated for the quarter November 2017, December 2017 and January 2018. COLA is generated quarterly under the IAM contract and is based on the federal government's Consumer Price Index.

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751 AERO MECHANIC

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Agreement Provides Clarification on Overtime Language

Every word of contract language in each contract is valuable and was fought for at the bargaining table and in contract enforcement through grievances and arbitration over generations of sacrifices from those who came before us.

Each round of bargaining, changes are made to improve or clarify language with the goal of no “gray” area open to interpretation. It is an evolutionary process, with incremental success each step of the way providing stronger protections, wages, benefits and working conditions for our members. But one thing is for sure; nothing was a gift from the Company; all language is the result of members standing together.

Recently, our Union reached an agreement with Boeing on overtime to clarify contract language so it is applied consistently throughout Puget Sound. The Memorandum of Agreement (MOA) was to ensure one shop wouldn't apply a different interpretation of the contract than another shop or location. The new MOA made the following three clarifications on overtime:

- Mandatory or designated overtime is limited to the



L to R: 751 President Jon Holden, Grievance Coordinator Dan Swank and Chief of Staff Richard Jackson discuss a new MOA to clarify overtime language.

shop and shift as defined under your first line manager (LOU #11 limitations still apply).

- Any increment of approved vacation on a Friday, exempts that employee from designated overtime for that weekend.
- If a member uses sick leave for reasons allowable under the contract and the law on a Friday and it is not

for personal illness, they can be eligible for weekend overtime. However, in order to be considered eligible for weekend overtime, the member must inform their manager that in this instance sick leave is not for personal illness (i.e. dentist appointment, sick child, etc).

These issues came to light over several recent grievances, which highlighted disagreements over inconsistent application of contractual language. In some areas, members were required to have a full day of approved vacation scheduled for Friday before they were not required to show up for weekend designated overtime.

After numerous meetings with Boeing, the new MOA clarified the language so any increment of approved vacation on a Friday now exempts the member from designated weekend overtime.

Below is a new “Nothing is a Gift” regular feature that will run in the *Aero Mechanic* to highlight the evolution of contract language on specific issues. For members working at employers other than Boeing, it shows how every contract lays the foundation to build for the future and incremental improvements build strong contracts.

Nothing Was a Gift – The Evolution of Overtime Rights

This new feature is designed to help members understand how each contract provides a building block for a stronger future and contract language evolves over time. One thing is certain, nothing we have was a gift from the Company. Every word and clause was hard fought with solidarity from those who came before us. This month we look at overtime language in the Boeing contract.



1936 CONTRACT – Any time worked in excess of 8 hours in one day shall be paid for at the rate of time and one-half. Any time worked on Saturdays, Sundays, New Year's Day, Washington's Birthday, Decoration Day (later became Memorial Day), Fourth of July, Labor Day, Thanksgiving Day or Christmas shall be paid for at the rate of time and one half (NOTE: holidays were unpaid until 1950 contract).

1938 CONTRACT – Time worked on Sunday or any one of 8 legal holidays shall be paid at the rate of double time.

1940 CONTRACT – On a regular workday first two hours of overtime paid at time and a half; then double time for any additional time. Saturday overtime paid at time and one half for standard shift, additional time will be paid at double the regular rate.

1950 CONTRACT – Company will attempt to meet its overtime requirements on a voluntary basis among the employees. In the event there are insufficient volunteers to meet the requirement, the supervisor may designate and require the necessary number of employees to work the overtime.

Employees receive 8 hours pay for unworked holidays. Employees required to work on a holiday shall receive triple time (double time plus 8 hours holiday pay).

1971 CONTRACT – NEW: Added language “in cases of selective overtime new hires or rehires may be excluded for the first 15 calendar days of their employment.”

1983 CONTRACT – NOTE: This was first contract giving members a right to overtime and naming instances where members can be excluded from overtime. Below is the new language:

Overtime Scheduling Procedures for Extended Workday or Work Week

1. The normal practice for advance scheduling of overtime within the shop and shift will be:

(a) First, ask the employee regularly assigned to either the machine, job, crew or position provided the employee is in attendance when the overtime is being assigned, provided, however, that the Company may designate that employee to work the overtime before proceeding to (b)(1)

(b) Then, ask other qualified employees in the same job classification who are in attendance when

the overtime is being assigned

(c) If sufficient volunteers are not obtained, the Company may designate any employee to satisfy remaining requirements

2. Management may exclude an employee from overtime, even if the

employee is in attendance when the overtime is being assigned, if:

(a) Employee has been absent during the week, except for sick leave, jury duty, witness service, bereavement leave, military leave, authorized Union business or previously scheduled vacation.

(b) An employee is asked to work overtime (Saturday and/or Sunday) and is subsequently absent due to illness or bereavement leave on the workday preceding the overtime day.

(c) Three consecutive weekends have been worked by the employee.

(d) 160 overtime hours have been worked in the calendar quarter.

(e) 16 overtime hours have been worked on the weekend.

(f) An employee's schedule performance or work quality is currently documented as being deficient.

3. If the whole shift of a shop/functional crew or position is scheduled to work a six or seven day week, all employees in the shop/functional area/crew or position will be required to report for weekend work, regardless of whether or not they were absent during the week, except when an employee previously scheduled the use of vacation, bereavement leave or military leave on Friday preceding the weekend or unless (2)(c), (2)(d), or (2)(e) apply.

1986 CONTRACT – (Minor Revision) Management may exclude an employee from overtime, even if the employee is in attendance when the overtime is being assigned, if:

- Four consecutive weekends have been worked by the employee (previously three).
- 200 overtime hours have been worked in the calendar quarter (previously 160).

1989 CONTRACT – Significant overtime improvements after members stand strong in a 48-day strike, as follows:

1) You cannot be forced to work more than 144 overtime hours in a quarter.

2) All overtime work in excess of 160 hours and after three consecutive weekends will be compensated on a double time basis.

3) You cannot be forced to work more than 2 consecutive weekends.

4) Working on a Saturday or a Sunday will count as a weekend worked.

5) You cannot be forced to work more than 8

hours on a Saturday or Sunday.

6) All overtime in excess of the above limits will be worked solely on a voluntary basis. No reprisals will result for refusing overtime (above limits).

7) All holidays and weekends consecutive to a holiday will be worked solely on a voluntary basis. The only exception is where necessary for facilities maintenance.

8) Minor revisions to when management may exclude an employee from overtime, if:

- Two consecutive weekends have been worked (previously four).
- 144 overtime hours have been worked in the budget quarter (previously 200).
- Eight overtime hours have been worked on the Saturday or the Sunday.

1992 CONTRACT – New LOU to clarify 6.10(b) so before employee regularly assigned is designated, others in the job are asked if they want to volunteer, unless Superintendent or his designee approves.

Also clarified exclusion for work quality as being under a Correction Action Memo not to exceed 90 days.

1995 CONTRACT – added in exclusion from overtime in 6.10(b)(2)(a) “absence due to industrial injury or illness.”

2002 CONTRACT – LOU #11 revised. Reduced quarterly overtime limit to 128 overtime hours in any budget quarter (previously 144 hours).

LOU #16 revised. Modified 6.10(b) so designated exception is Director approved (previously Superintendent approved).

New paragraph: The Company will provide notification of designated weekend overtime no later than first break on Friday. When emergent situations arise following first rest break, notification of such overtime will be provided as soon as possible.

2018 – MEMORANDUM OF UNDERSTANDING (MOA) This MOA clarifies existing language.

- Mandatory or designated overtime is limited to the shop and shift as defined under your first line manager (LOU #11 limitations still apply).

- Any increment of approved vacation on a Friday, exempts that employee from designated overtime for that weekend.

- Clarification: If a member uses sick leave for reasons allowable under the contract and the law on a Friday and it is not for personal illness, they can be eligible for weekend overtime. However, they must inform their manager that in this instance sick leave use is not for personal illness in order to be considered eligible for the overtime (i.e. dentist appointment, sick child, etc).



Recognition for Our District Safety Leaders at 751

Safety is one of the most important aspects of work, yet few give it much thought. However, a group of Union members fight diligently every day to make the workplace safer. These individuals make up the Union's District Safety Committee and include members from the IAM/Boeing Health & Safety Institute site safety committees from each plant location, as well as assigned Business Reps and staff.

At the January and February monthly District Safety meeting, several individuals were honored with 5 and 10 year service awards for their efforts to keep our members safe. Those

recognized included: 10 years: Larry Hagen and Dorothy Lambert. 5 Years: Darry Woodson, Paul Schubert, and Chip Johnson.

In addition, at the Feb. 13th District Council meeting Tommy Wilson was recognized for his 12 years serving as District Safety Coordinator.

"Tommy represented this District for 12 years as our top safety officer and has been a champion for our members on safety issues," said Business Rep John Lopez. "Thank you for all the hard work for our membership to ensure they go home safely each day. Your efforts were truly appreciated."



District Sec-Treasurer Susan Palmer (l), Business Rep John Lopez (second from left), and District 751 President Jon Holden (r) presented Tommy Wilson with a recognition plaque for his 12 years of service as District Safety Coordinator – a role he took seriously and fought to keep our members safe at work.



District Safety Coordinator John Lopez (center) presented service recognition awards to District Safety members Darry Woodson (l) and Paul Schubert (r)



District 751 President Jon Holden (far left) and District Safety Coordinator John Lopez (far right) present service awards to District Safety Committee members Larry Hagen, Chip Johnson, Dorothy Lambert and past District Safety Coordinator Tommy Wilson.

751 Human Rights Committee Takes Part in Black History Month Activities

District 751's Human Rights Committee was proud to take part in several activities to celebrate Black History month in February.

First on Monday, February 19th, our committee (Richard Jackson, Matt Hardy, Hazel Power, Fran Moran and Princie Stewart) traveled to Olympia to take part in the 9th Annual Charles Rolland African American Legislative Day.

Our committee joined other union leaders, concerned citizens and activists for a day of action at our state capitol in conjunction with the A. Philip Randolph Institute and the Washington Christian Leaders Coalition.

The event included a Black History Month forum featuring Danny Glover, the actor and activist. Glover joined community leaders in discussing the fight to protect our youth and our future. Topics discussed that need to be addressed included: health care; Social Security; voter protection, youth gang prevention; deadly force, contracts and jobs; and affirmative action.

Participants were energized and visited lawmakers to encourage their support on these important issues and pledged to look forward and start bringing along the next generation so they have the same or better opportunities for a bright future.

On Feb. 22nd, the Human Rights Committee took part in another event to honor African American Rosie the Riveters at the Central Area Senior Center. Unfortunately the snow that day prevented all but one of the Rosies from attending. LouAnnie Charles

braved the cold weather to attend and appreciated the recognition she received.

Our committee put together a little history about the Rosies' contributions to the company and the Union and the important role they played in the war effort. Each committee member addressed the crowd at the senior center. 751 retiree Joe Stewart recalled how in 2005, he worked with Boeing to coordinate a joint union and company event to honor the African American Rosie the Riveters. He was proud to again take part in an event to honor these amazing women.

The former Rosies had tremendous courage and were among the first women to work in a factory environment during World War II. Their efforts at Boeing helped boost the production of B-17 bombers to a peak rate of 16 planes per day in 1944.

District 751 presented LouAnnie with a certificate that read: "In recognition of the incredible women who worked in defense roles on the World War II home front, breaking barriers and reshaping the modern workforce. Your outstanding commitment and invaluable service, along with numerous sacrifices, truly



Above: Princie Stewart, Hazel Powers, Fran Moran and Matt Hardy at the state capitol.



Left: Princie Stewart poses with actor/activist Danny Glover at the event.

made a difference. Thank you for all you have done."

Richard Jackson, who chairs the Human Rights Committee, noted, "Our Committee has really stepped up their involvement and are excited to be a part of these community events. We look forward to working on more events and welcome other members to join us in these activities."



Joe Stewart (l) and Princie Stewart (r) pose with LouAnnie Charles, one of the true Rosie the Riveters.



District 751 Human Rights Committee honored LouAnnie Charles (center) an African American Rosie. L to R: Matt Hardy, Hazel Powers, Richard Jackson, LouAnnie Charles, Dian Ferguson, Princie Stewart, Joe Stewart, Terri Myette, Bridgette Hardy.

Our Union; Always an Advocate – More Than Meets the Eye

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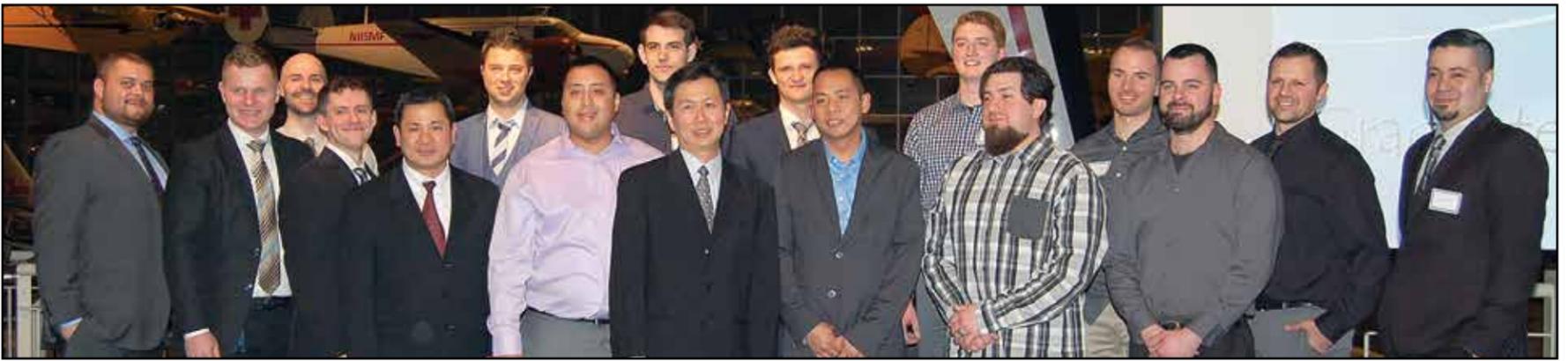
engaged and educated about our union. Our strength is our members' knowledge. New members are getting hired each week so we are asking our Stewards to reach out and welcome the new members in their shop. Educate them on their rights, on safety practices and contractual issues that regularly come up such as assignment of overtime.

In addition, in March we are starting up our New Member Seminars at the Auburn, Everett and Seattle Hall as another opportunity to introduce new members to our union.

We want all members to understand that every word of contract language was fought for and won at the bargaining table through the sacrifice of those who came before us. This month we are beginning a new AeroMechanic feature "Nothing Was a Gift" that will highlight the evolution on one piece of contract language in each issue so members realize nothing in our contract was a gift from the company. Every clause is a building block for the future.

We will never have a shortage of issues for our union to work on. Our employers will continue to change attendance policies, attempt job erosion, and try to do more with less. These are all opportunities for us to advocate for our members. We will continue to demand to bargain changes in working conditions, move cases to arbitration and file Unfair Labor Practice charges when necessary to protect our rights and enforce the contract. We will also remain a strong voice in the broader labor movement where we will continue to organize new workers to raise the standard of living for other aerospace workers, just like us.

Knowledge is power – so take a few minutes to learn our union's history or review a section of the contract. Knowing your rights and exercising them makes us all stronger.



Apprentice graduates honored left to right: Eric Augé, Luke Markham, Travis Ranch, Andy Woodward, Tinh Ngo, Dragos Ioan Pintea, Billy Hanson, Andrei Cojocaru, Hoa Tran, Emik Tereschenko, Hung Nguyen, Justin Behen, RJ Sweetser, Colin Anderson, Neil Lucas, Robert Lehnerz, Justin Carino.

Apprentice Graduates Are Masters of Their Trade

The graduation banquet on Feb. 9 at the Museum of Flight culminated over 8,000 hours of work for 18 union members who completed the IAM-Boeing Joint Apprenticeship Program.

For four years, these individuals attended school two to three days a week after working eight hours, learned a new machine every few months and rotated shops. In addition, their progress was regularly reviewed by a group of people. The mixture of on-the-job training and classroom instruction covers courses such as shop theory, trigonometry, physics, metallurgy and machine programming.

Just getting into the program is an accomplishment and requires meeting stringent criteria, demonstrating certain skills and competing against hundreds, sometimes thousands of other applicants. Many take classes for several years just to qualify to enter the program.

This year's journeymen represented the following seven trades: Blue Streak Mechanic: Eric Augé, Justin Carino, Tinh Ngo. Manufacturing Machinist: Justin Behen, Billy Hanson, Travis Ranch, Hoa Tran, and Andy Woodward. Composite Manufacturing Technician: Andrei Cojocaru. Machine Tool Maintenance



Eric Augé spoke on behalf of the graduates.

Mechanic: Colin Jon Anderson, Don Hibbs, Robert Lehnerz, Neil Lucas, R.J. Sweetser, Emik Tereschenko. NC Spar Mill Operator: Hung Nguyen. Maintenance Machinist: Dragos Ioan Pintea. Luke Markham was the first graduate of the new Metal Structures Technician program.

The highlight of the evening was the presentation of the Arnie Durall Achievement Award to Hung Nguyen. This award, named after an apprenticeship-related instructor who taught for more than 40 years, is presented to the graduate receiving the highest marks in both shop work and classroom work over the life of the program.

These individuals have tremendous dedication and commitment and believe in continual learning outside this program. Dragos Ioan Pintea has a Masters in Economics. RJ Sweetser already completed an apprenticeship program at GM. Andy Woodward has a Multi-Occupational AAS from South Seattle College. Hoa Tran has worked on a graduate degree.

Eric Augé spoke on behalf of all graduating apprentices. "We are on our way to being masters of our crafts, leaders in our industry," said Eric. "Graduates, take that initiative you had when you

applied to this program; take that determination you used to get through this program; take the insight, education and skills you have gained in this program and become a leader of the next generation at Boeing. We owe it to the leaders who came before us, and we owe it to all the apprentices who will follow us."

District 751 President Jon Holden thanked the instructors, previous graduates and apprenticeship committee members who provided help throughout their journey. He urged apprentices to share what they have learned with those who follow them.

"Just like those we recognized who helped you along the way, you will be called upon to help other new apprentices learn their skills and their trade to secure a bright future for them and ensure this program lives on far into the future so share the tribal knowledge you

have acquired," said Holden.

"This program sets the bar high and pushes apprentices to rise to the top of their craft. Because of your hard work, you control your destiny and the skills you learned in this program are valued throughout the aerospace industry and around the world," said Holden. "You have made yourself more valuable as an employee, a union member, a person and to your family by completing this apprenticeship program."

Congratulations to all the graduates!

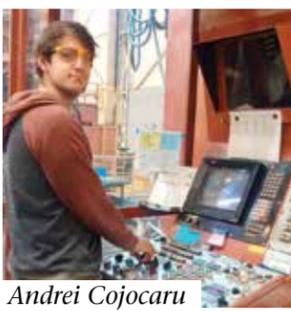


Gary Kiehl (l) and Gary Lundquist (r) presented Hung Nguyen with the Arnie Durall Achievement Award for getting the highest scores in both shop and classroom work throughout his apprenticeship.



Left: District 751 President Jon Holden addressed the graduates.

2018 Apprenticeship Graduates



Andrei Cojocaru



Neil Lucas

Machine Tool Maint. Mechanic

- Colin Anderson
- Don Hibbs
- Robert Lehnerz
- Neil Lucas
- RJ Sweetser
- Emik Tereschenko

Manufacturing Machinist

- Justin Behen
- Billy Hanson
- Travis Ranch
- Hoa Tran
- Andy Woodward

Blue Streak Mechanic

- Eric Augé
- Justin Carino
- Tinh Ngo

Composite Manufacturing Technician

- Andrei Cojocaru

Metal Structures Technician

- Luke Markham

NC Spar Mill Operator

- Hung Nguyen



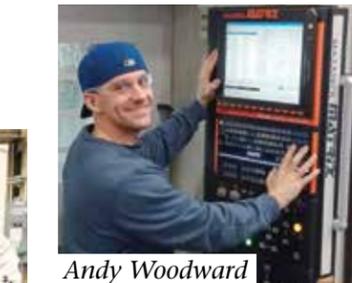
Emik Tereschenko



Dragos Ioan Pintea



Eric Augé



Andy Woodward



Colin Anderson



Don Hibbs



Justin Carino



Hung Nguyen



Robert Lehnerz



Luke Markham



Justin Behen



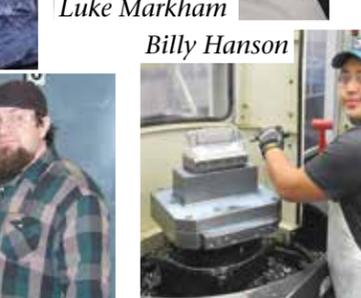
Hoa Tran



Travis Ranch



RJ Sweetser



Billy Hanson



SERVICE TO THE COMMUNITY

Machinists Continue Building Better Communities

In February, Machinists volunteers continued helping out throughout the region – building wheelchair ramps for three area residents, preparing and serving meals at both the Everett Gospel Mission and The Rescue Mission in Tacoma, and sorting and packaging food at the Northwest Harvest Warehouse in Kent.

Each month our volunteers take on a number of projects throughout the region to help others. In March, we will take part in the March of Diapers, as well as the annual peanut butter drive (see notices at bottom of page).

If you would like to get on the email list for volunteer projects, email kaym@iam751.org

Volunteers help frame a ramp at the home of a member's brother who has cerebral palsy in Arlington



Volunteers pose on the completed Arlington ramp.



Right: Framing the Arlington ramp.



Above: Framing the Everett Ramp.



Photo left: Volunteers pose with the resident in Lakewood after building the ramp. Helping on this project were: George Braun, Vennie Murphy and Rob Curran.

Volunteers built a ramp in Everett on Feb. 9. Helping on the project: Paul Richards, Derek Gottschalk, Adam Fisher, Jeremy Ritchie, Ralph Ellis, Jim Hutchins and Adrian Camez.

Below: Dale Conklin helped sort and package food at NW Harvest on Feb. 8 & Feb. 22.



Left: Vennie Murphy and Rob Curran prepare eggs at The Rescue Mission in Tacoma.



Machinists Volunteer Program Awards Banquet
Saturday, April 14 – 5 to 7 p.m.
Seattle Union Hall (9135 15th Pl. S.)
 Join us to honor 751's top volunteers. Members and their families welcome. Bring a side dish or dessert to share. Casual dress.

March of Diapers Drive Kicks Off

District 751's Machinists Volunteer Program is partnering with the group Many Communities for the fourth annual March of Diapers drive, which will take place during the month of March.

The drive is an effort to collect disposable diapers and wipes to donate to families living in women's shelters as well as organizations that support low-income families in King, Pierce and Snohomish counties.

"Our good union wages mean we can take care of our own families, and help out some other families in our communities too," said IAM 751 MVP Committee Chairwoman Prinnie Stewart. "Please help us as we make a difference, one little tushy at a time."

Diapers can be a critical need for women trying to escape from domestic

violence or families that are living in poverty. Even though they are a basic need, diapers are not covered by social safety net programs because they are considered "hygiene items," said Many Communities chairwoman Cheryl Hurst.

"Social service agencies that try to help these families have chronic shortages of diapers," Hurst said. "If you're living in a shelter or even in your car, many families make do, going with one diaper a day, or even trying to rinse out and reuse disposable diapers."

Donations of diapers -- from Premies to Size 6 -- will be taken at all IAM 751 union halls around Puget Sound from March 1-31.

All diapers, pull-ups and wipes collected will go to various centers throughout the tri-county region.

Spread the Love: Peanut Butter Drive to Aid Food Banks

Our union's annual peanut butter drive begins in March. Donations may be brought in through May 4 to any IAM 751 union hall in Puget Sound, or to monthly local lodge meetings at the Seattle Union Hall.

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

Peanut butter collected at the Everett



Union Hall will be contributed to the Snohomish County Labor Council for distribution to food banks in Snohomish County.

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

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



Our union negotiating committee working on the new PAE/M1 contract for JBLM L to R: Mike Springer, Dave Anderson, 751 Attorney Spencer Thal, Business Rep Pat Bertucci and Chief of Staff Richard Jackson.

New Agreement Brings Sick Leave, Pay and Pension Improvements for Members at JBLM

Machinists Union members working at two Joint Base Lewis-McChord contractors will receive improvements to their pay, pension benefits and sick leave after ratifying a new collective bargaining agreement.

The Machinists, who are employed by PAE and M1, overwhelmingly approved a new 18-month agreement on February 12.

The agreement covers more than 100 workers who work on military helicopters at JBLM and workers who provide supply support. PAE is the prime contractor providing those services to the U.S. Army, while M1 Support Services is the subcontractor.

Our union was able to address top issues identified by the members that included sick leave, pension improvements and pay.

Under the new agreement:

Members accrue 56 hours per year of sick leave (previously they only had vacation and no sick leave or personal time).



Danny Herbert, a production control clerk for PAE, votes on the new 18-month contract.

Pay raises of 2 percent in April 2018, and 3 percent in April 2019;

An increase in the hourly contribution to the IAM Pension to \$1.20 per hour in April 2018 and another increase to \$1.50 an hour in April 2019.

Health and dental premiums continue with the company paying 80 percent and 2019 rates will remain the same as 2018. In addition, amounts paid to employees

who opt out of medical coverage increase to \$100 per week in April 2018 and \$125 per week in April 2019.

Safety shoe reimbursement increased to \$150 in each calendar year.

Increased time that seniority is retained to 24 months following layoff (previously 18 months). Also improved seniority language regarding layoff and TDY/Field Duty.

“Our members had identified sick leave, pensions and pay as their top issues,” said Business Rep Pat Bertucci, who served on the union’s negotiating team that included IAM 751 Chief of Staff Richard Jackson, 751 Attorney Spencer Thal and Union Stewards Mike Springer and Dave Anderson. “We were able to make improvements in all of these areas.”

District 751 proudly represents more than 200 civilian employees at JBLM, who work for nine different contractors providing specialized aviation maintenance and refueling services and flight training in support of our war fighters around the globe.

Correction to Progression Delivers Back Pay

Continued from Page 1

the maximum rate a couple years earlier, which translated into more than \$62,000 in back pay. In addition, after talking to Grace, Lori modified her deductions so the back pay would max out her 401(k) contribution for 2018 – giving her more retirement security and getting the maximum company match.

“When Grace called and told me my step progression should be at step 12 (maximum rate) that translated into a \$15 an hour raise. She then said I had back pay coming. I was shocked and in disbelief,” said Lori. “I felt like I won the lottery and was so thankful to have Grace and our union working on my behalf.”

Lori is part of a strong union family with 27 members spanning several generations working at Boeing with an extensive history. This encounter renewed her faith in the union and helped her understand the value in our union and the service we provide.

“I’m glad to help Lori with this issue. I regularly request work history audits for members, but rarely has there been a mistake. I was excited to give her the good news and ensure it was fixed,” said Grace. “Any members who believe there is a mistake in their work history should bring it to the attention of their Steward. If the Steward thinks there is an issue, the Business Rep can request to have an audit performed.”

Union Programs Offer Help with Home Buying

For 751 member Burt Brien and his wife Elke, the dream of home ownership was easier than expected and virtually free of stress, thanks to Union Home Services and Cherry Creek Mortgage Union Advantage. These two unique programs for union members and their families provide assistance every step of the way and help eliminate your worries, as well as providing a substantial rebate and \$500 VISA gift card.

While attending a union meeting at the Seattle 751 Hall, Burt met Todd Kentnor from Cherry Creek Mortgage and learned about the Union Advantage program and Union Home Services. He had been looking at possible options to buy a house and planned to get serious as soon as he finished his progression and reached his maximum pay rate in September 2017.

“I was expecting this process to be really stressful, but it was great. They made it so easy for us,” said Elke. “Todd had everything in order and did it quickly so our financing was lined up before we found a house. If you are apprehensive, you should give them a call because they really eliminate the stress and help you through every phase of buying a home.”



On the porch of their new home, Burt and Elke Brien are singing the praises of using both the Union Home Services and Cherry Creek Mortgage Union Advantage Programs to buy their home. The programs took the stress out of home buying and included a \$2,010 rebate, as well as a \$500 VISA gift card they used to help furnish their home.

“Nalani Young, our Union Home Services assigned realtor, helped us find our home. She was amazing and set up places to tour daily,” Elke added. “We had a lot of fun going through houses. She explained everything so well and made it effortless. We are thankful for all she did

and felt a little guilty taking the rebate (\$2,010) because she was so great. The rebate and VISA card helped us furnish the house, which was an added bonus.”

Their home closed on December 9 allowing them to move in right before Christmas and get settled over the Christmas break.

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

UNION HOME SERVICES.com
1-877-779-0197
CHERRY CREEK MORTGAGE COMPANY

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

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.

Results of IAM International Officers Election Await DOL Review

Thanks to each member who turned out to vote in the International Officers endorsement election on Saturday, February 10. Elections were held in 751A, 751C, 751E, 751F and Local 86. Final nationwide results are contingent on a Department of Labor review of any filed election protests.

Below are the preliminary results for

our locals:

Local 751-E, 751-F and Local 86

International President: Bob Martinez
Gen. Sec-Treasurer: Dora Cervantes
General Vice Presidents (top 7 nominated): Philip J. Gruber, Gary R. Allen, Mark A. Blondin, Rickey Wallace, Brian Bryant, Sito Pantoja, and James Conigliaro Sr.

Local 751-A Results

International President: Bob Martinez
Gen. Sec-Treasurer: Tracey Wagstaff
General Vice Presidents (top 7 nominated): Philip J. Gruber, Gary R. Allen, Mark A. Blondin, Linda Hawkins, Rickey Wallace, Brian Bryant
NOTE: tied for 7th: Sito Pantoja & James Conigliaro Sr.

Local 751-C Results

International President: Tim Nelson
Gen. Sec-Treasurer: Tracey Wagstaff
General Vice Presidents (top 7 nominated): Donald Bykonen, Robert Blaisdell, Jayson Daugherty, Joseph Kather, Christina Dahl, Linda Hawkins, Jeremy Markley

Atkins Remembered as Trailblazer for Worker and Human Rights

In February, we lost a leader and trailblazing labor activist from our Union's history with the passing of Clara Atkins.

Last year both the Seattle Chapter and



Clara Atkins in an AeroMechanic photo from the early 1970's displaying a gift presented to her by Congressman Mike McCormack (4th District). The gift was to show his appreciation for her work on McCormack's campaign and voter registration, when she helped set a Yakima record for the most registered and highest vote in history for that city.

the National A. Philip Randolph Institute honored Clara – recognizing her as a founding member who helped organize the Seattle Chapter and acknowledging her contribution to the Machinists Union as a leader of the labor movement.

“Clara was an incredibly strong woman and member, who did groundbreaking work for so many others. She broke down barriers and showed when you believe in something, you can make a difference and change things for the better,” said 751 Chief of Staff Richard Jackson. “Clara inspired many to join our movement. If we all had Clara's spirit and determination, the labor movement would be an unstoppable force and workers would be much better off.”

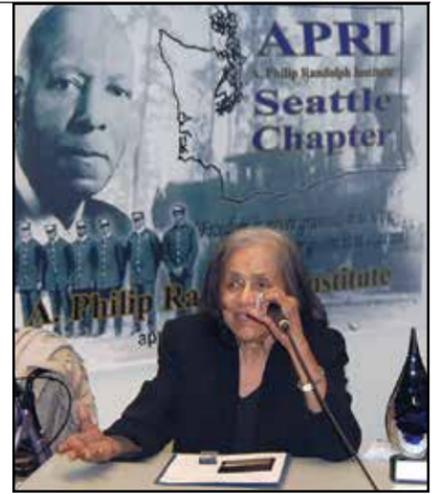
Clara hired into Boeing in 1952 working in Renton on the B-52 command wing, but quit when she got pregnant with her daughter in 1953 since FMLA wasn't passed into law for more than four decades.

She rehired in 1959 and got involved in the union because she was willing to speak up. As fellow female co-workers had problems in the workplace, Clara became more assertive in helping them.

Her vocal leadership led her to be appointed as organizer for 751 in 1969. She also served as a 751 Health and Benefits Rep. She was later appointed a Machinists Non-Partisan Political League (MNPL) representative for our International. She traveled the country as part of her legislative action working for MNPL, registering voters and organizing ‘get out the vote’ campaigns.

Even though she spent considerable time working for the union, she devoted weekends and evenings working to establish Seattle's A. Philip Randolph Institute with the AFL-CIO.

Her dedication to workers and families of Washington State was incredible and her experience living through some of America's greatest social and political



Clara Atkins encouraged the youth of today to get involved in their union and work for positive change.

changes gave her interesting insight into what it meant to be a strong, successful woman in a generation that didn't make it easy. At 93 years old, Clara was still encouraging our youth to get involved in their union and their community, since that is how we make change for the future.

She was truly an incredible woman who made a difference for so many others and definitely left a mark on history.

WSLC Labor Summit: ‘When Our Voices are United – We Win!’

By David Groves,
Washington State Labor Council

On Feb. 5, several hundred union leaders, staffers and rank-and-file members from around Washington State gathered in SeaTac for a labor summit about the challenges — and opportunities — presented by right-wing attacks on workers' freedom to stand together. The Washington State Labor Council, AFL-CIO hosted “Building Strong Unions: Winning in a Right-to-Work Environment” to share best practices for internal organizing as conservative Supreme Court decisions, Republican-led legislatures, and right-wing billionaire-funded think tanks seek to reduce the power that workers have when they stand together in unions.

The summit assembled national leaders and organizers — including many from states with laws that actively suppress workers' freedom to join together — to share proven strategies for building solidarity, negotiating better contracts with fair wages and benefits, and strengthening and growing the labor movement in the face of right-wing efforts to silence workers.

“When our voices are stifled, the result is income inequality, voter suppression, fear of the other, and free reign to a new set of entrepreneurs who make the robber barons of the gilded age seem tame,” said WSLC President Jeff Johnson in his opening remarks. “When our voices are united — we win!”

Fire fighters from Spokane, electricians from Tacoma, grocery clerks from Auburn, machinists from



751C Council Delegate David Wyatt presents the report for his group.



751 Steward Coordinator Ed Lutgen led one of the workshops on Recruiting and Activating Member Leaders along with reps from UFCW 21 and SEIU 1199NW.

Everett, state employees from Olympia, nurses from Seattle, farm workers from Mount Vernon, teachers from Vancouver, warehouse workers from Wenatchee, and many others assembled for the event. They were joined by representatives of community organizations that share organized labor's values and want to raise living standards throughout the state.

Participants attended workshops to learn and share tips on organizing, messaging strategies, one-on-one conversations, and accountability to take back to other members of their organizations. All in attendance made commitments to pursue their goals — whether they already have major internal organizing campaigns under way or are just starting the planning stages — and report back on their progress.

“This is not a one-off summit but the beginning of a movement to win power for working people — we will hold ourselves accountable over the next several months and years,” Johnson said. “This is a commitment for us to build stronger unions and stronger communities.”

New Member Seminars Brings Knowledge is Power Lessons

Knowledge is power and our newer members now have another avenue to harness that power by attending a “new member seminar” that will be held monthly.

The idea is to help new members learn what it means to be Union. The 90-minute meetings will be held monthly starting in March beginning the last Tuesday of every month. Next meetings are as follows:

- Mar. 27 - Auburn Hall 11 a.m. & 4 p.m.
- Mar. 28 - Seattle Hall, 11 a.m. & 3 p.m.
- Mar. 29 - Everett Hall, 11 a.m. & 3 p.m.

“This is another way to provide members with access to Union leaders and to educate members on the

importance of solidarity, the power they have when they are united, and their rights and responsibilities,” said District 751 President Jon Holden.

The seminar will help members learn more about our history, our Union structure, your rights, contractual provisions and other useful information. While they are targeted to newer members, any member is welcome.

To reserve a spot in Auburn email Aub@iam751.org, in Everett email Evt@iam751.org or for Seattle email Sea@iam751.org.

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.

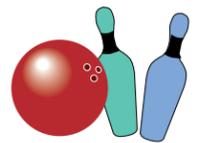
Thursday, March 22 -- 11:30 a.m. to 1:30 p.m. and 2:30 to 4:30 p.m. at the Everett Union Hall.

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 mmepugetsound@mmeducators.com.

Fun to Spare at Bowling Tourney

Strike up a good time with food, fun, friends and prizes while raising money for the Machinists Non-Partisan Political League (MNPL).



Local F's annual Unity Bowl fundraiser will again be held at two locations, in Everett and Federal Way, on Sunday, April 22.

Five-person teams will bowl from 1 to 4 p.m. at Secoma Lanes, 34500 Pacific Highway S., in Federal Way, and Glacier Lanes, 9630 Evergreen Way in Everett.

“Two locations allows more people to participate closer to home,” said Local F President Terri Myette.

Registration costs \$50 per person, which includes shoes, lunch and bowling fees, plus a chance at door prizes. Lane sponsorships are available for \$100. All money collected will go to MNPL, which is the political action arm of the Machinists Union.

For details on the Everett tournament at Glacier Lanes, call Mitchell Christian at (425) 308-6895. For information on the Federal Way tournament at Secoma Lanes, call Trevor Riddle (206) 779-3506 or Jeremy Coty at (253) 350-1516.

There will be fun to spare...so sign up today!

Join Us for a Day of Fun
Sunday, April 22 – 1 p.m. to 4 p.m.

Two Locations:
Secoma Lanes, Federal Way
OR Glacier Lanes, Everett

Choose your location for a day
with fun to spare

RETIREMENT NEWS

February Retired Club Meeting Minutes

The Feb. 12 meeting was called to order by Vice-President Helen Lowe. She led the club in the flag salute and singing of God Bless America and Carl Schwartz said a prayer.

Roll Call: All officers were present or excused.

Minutes: The January meeting minutes were approved.

Executive Board: no action

Financial Report: none

Communications: none

Legislative Report: Carl Schwartz reported we recently wrote to 1st District Rep. Suzan DelBene asking her to support the bill that would permit Medicare to negotiate for lower drug prices. She responded and is supporting this.

The Democrats were able to stop further cuts to the Social Security administration operating budget in the recently passed national budget bill. However, that budget is already below

what is needed for that agency to fully function.

At the State legislature, with a one vote majority, Democrats have been able to move on a number of long standing issues including support of health care workers, water rights in eastern Washington, the capitol building budget, "bump stocks" and carbon tax proposals. However, the basic public school funding problem has not yet been fully resolved.

Senior Lobby Day at the state capitol in Olympia is February 22 and the Washington State Alliance for Retired Americans state convention will be May 15. Details about the convention will be discussed at the next business meeting.

Health and Welfare: Vice President Helen Lowe read the following list of deceased members: Local A: Johnny Aberion, Charles Auble, Woodrow Bennett, Dorothy Brands, Clara Burns, Craig Christeson, Daniel Coleman, Frank Fleming, Andrea Garceau, Donald Hart, Gilbert Hermans, Steven Isom, Paul, Johnson, Jr., Maria Kajari, Joyce Kirby-Smith, Ermelina Magaway, Dolores Magruder, Naomi Moss, Herschel Musgrove, Scott Norris, Donald Osborne, Robert Peterson, V.L. Phillips, James Reinier, Paul Russom, Robert Stickney, Jewel

Thompson. **Local C:** Anna Brown, Johnny Brown, Ronald Cary, John Crawford, Robert Decker, Clarence Dietrich, Gary Forster, John Hall, Marvin Howe, Charles Kennedy, Jr., Arthur Krueger, Stanley Mallory, Loren Mangold, Robert McGaffin, Jack McKechnie, Arthur Miller, Anthony Orlando, Henry Pottsmith, Jr., Marvin Richter, Frank Sala, David Schmidt, Howard VanHorn **Local E:** Oluf Johannessen, Glenn Lipp. **Local F:** Carl Allen, Donald Bloodgood, Donald Frampton, Earl Gibbons, Joseph Gralapp, Pamela Hardman, William Leamer, David Mackey, Anna-Marie McDonald, Leslie Murphy, Sokhom Pang, Lee Stauffer, Daniel Stieben, Roger Titterud. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Good & Welfare: none

President's Report: Vice President Helen Lowe introduced Pam Lux, Co-Chair of PSARA's Government Affairs Committee. She and Mindi Lee provided a great overview of important issues to discuss with our legislators during Senior Lobby Day. Top issues included: the



Vera and Calvin Doss celebrated their 60th wedding anniversary in February and Betty Hutchins had a birthday in February.

budget, housing, health care, retirement security and climate justice.

Unfinished Business: None

New Business: None

February Birthdays & Anniversaries: Betty Hutchins celebrated her birthday and Calvin and Vera Doss celebrated their 60th wedding anniversary.

New Member Recognition: Fred Smith introduced himself and said he worked at Boeing in Renton and Everett.

The Fred Meyer gift card was won by Jim Hutchins.

Meeting was adjourned at 11:46 p.m.

RETIRED CLUB OFFICERS		
President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	vacant	
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Vennie Murphy	253-985-0951
Trustees:	Michael Keller	206-723-4973
	John Guevarra	206-762-3848
	Jim Hutchins	206-369-2309
Union Office: (1-800-763-1301) or 206-763-1300		

Senior Lobby Day 2018

Despite a snowy morning, a van full of 751 retirees braved the icy roads to travel to Olympia and take part in the 2018 Senior Lobby Day. Armed with talking points on issues important to seniors and families, they visited legislators throughout the state capitol. Issues included: Opposing cuts to vital services to seniors, children and moderate income families; Supporting allocations of

significant resources to provide a much larger stock of low income housing; Supporting comprehensive affordable health care for all; supporting efforts to create a state-based insurance program to help defray the costs of long term care.

Thanks to those taking part which included: Jackie Boschok, Tom Lux, Jim Hutchins, Mike Keller, Vennie Murphy, Helen Lowe, Dick Volin and Larry Wade.



751 Retirees who braved the weather to take their message to Olympia. L to R: Tom Lux, Jim Hutchins, Vennie Murphy, Mike Keller, Helen Lowe, Dick Volin and Larry Wade.

Long Time Officer Passes

Louise Burns, a long-time officer in our 751 Retirement Club, passed away in February. She hired into Boeing in 1951 and immediately joined the Machinists Union. She worked as a C5205 as a plastic bench mechanic. She retired from Boeing in 1990, but didn't retire from her union.

In retirement, she stepped up and served as a Retirement Club officer for decades. In Dec. 2015, the 751 Retirement Club presented her with an award to thank her for her service which read: "In recognition of your lengthy, dedicated involvement as a union leader by serving as Trustee of the 751 Retirement Club for 23 years. You have displayed your true commitment to the belief that 'you may retire from your job, but you never retire from your union.'"

Her smiling face, that had become



Louise Burns (r) was honored for more than 20 years as a 751 Retirement Club Officer in Dec. 2015.

a fixture at the club and annual luncheons, will be missed. She was a true trade unionist.

RETIREES

Congratulations to the following who retired with the Union:

- | | | |
|------------------------|-----------------------|------------------------|
| William J Ableman | Norman J Killian | Mark D Sleight |
| David M Ames | Charles H Ledwith | Bruce G Smith |
| David A Anderson | James D Lee | Gregory C Smith |
| David S Arnot | Robert K Leonard | Wayne R Smith |
| David W Ashworth | Christopher D Louie | Balkishan Soni |
| John K Bailie | Steve A Lucas | Charles R Spencer |
| Dennis C Bardsley | Michael J Lund | Christopher M Sroka |
| Kerry R Bellerose | Georgia L Mackinnon | Marvin G Steffen |
| Richard Bennett | Tim V Mai | Donald P Stewart |
| Jeffery D Blanchet | Leah L Martin | Robert J Stewart |
| Loren C Boehm | Jerry D Mason | Robert W Stewart |
| Mark C Bolton | Larry M McCulloch | Mark A Sundsmo |
| Timothy P Bowen | Thomas L McDonald | Jeffrey M Troy |
| Lyle D Brown | David C McMahan | Azel Valanaz |
| Timothy A Catlett | Diane L McNiven | Nathan Vandegriffe |
| Stephen J Chipman | Richard A Morgan | George Wagenseller III |
| Roman Ciabiada | Michael A Ness | David L Waits |
| Larry J Cooper | Ro V Nguyen | Mark S Weber |
| Mark A Costa | Bradley E Nicholson | Robert A Westerbeck |
| Leilani J Cota | Marvin R Nishimoto | John B Winn |
| David A Cowan | John W Norman | Robert A Wiseman |
| Patrick A Davis | Jeriann Ohlson | Cynthia A Wistrom |
| Daniel D Desjardins Jr | Billy R Palmer | Larry R Yarberry |
| Laura J Desouza | Shirley L Palmer | Danny L Yarbrough |
| Steven C Dietzman | Sharalyn K Parker | Casey N Young |
| Cerilo S Diligencia | Deborah M Pillow | |
| Charles R Docherty | Timothy A Poxton | |
| Lee W Dougherty Jr | Hang V Pringle | |
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| Ildefonso H Galimba Jr | Jeffrey G Rings | |
| Lauren K Gauch | Bruce E Ripley | |
| Tish A Grace | Dennis C Samples | |
| Robert L Graves | Russell D Schexnayder | |
| John E Gustafson | Lorraine C Schloer | |
| Michele M Hansen | James K Scott | |
| Edwin H Harris | Kim A Sears | |
| Sally A Harris | Thomas C Seek | |
| Ricky L Harvey | Jeanette M Segrave | |
| Bouapha Hatsabout | Richard D Sena | |
| James N Hinch | Lewis N Sezto | |
| Jane Huynh | Gary R Shamp | |
| Gary D Jack | Charles C Sias | |
| Michael A Jenks | Alonzo B Singleton | |

Local 86

Larry Kjack, Triumph
Daniel Brown, Triumph
Gerald Fricke, Triumph
Margaret Vasquez, Triumph

Local 1123

Troy Ritter, Grand Coulee
Dam

Local 1951

Carl Robb, Republic
Services

FREE WANT ADS FOR MEMBERS ONLY

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4 CHROME VOLKSWAGAN center caps fits Jetta or Camper Van. Possible old part number A245T75 ten inch diameter. Never used \$100 OBO 253-350-9979

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1966 CARVER LAPSTRAKE 20 1/2' camper model. New3 liter OMC Cobra with 140 engine hours. Fresh water cooled. Full camper top with Alaska curtain. Newer Carnai roller/bunk trailer with SS disc brakes. \$10,500 or offer. 253-752-5751

EIDE ELECTRIC BOAT LOADER for 14' aluminum boat or smaller - \$400 OBO. Also, utility rack for loader or will sell separately - \$800. Call 253-839-7937

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

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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

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 March 16th

FURNITURE

ETHAN ALLEN mid-70s queen 5 piece bedroom set (pine) wood. Lazy Boy sofa, (chair & half) with ottoman. \$500.00 or best offer. 253-845-2997

45" ROUND OAK CLAWFOOT TABLE with 4 matching chairs in excellent condition. Includes removable beige seat cushions. \$400 OBO 253-350-9979

REC VEHICLES

TRAILMANOR 3124 Ks (2005 model) pop-up camper. \$8000.00 Ready for camping. Registered until October 2018. LED lights and 100 watts solar power. Email: mementos@gmail.com or 425-743-6777

HOUSING

2 BEDROOM, 1 bath, oversized garage, \$1500 a month, new paint, carpet, linoleum, countertop, full unfinished basement. Walk to Boeing Renton. 206-243-1278

FOR RENT: 2 BEDROOM CONDO. Peterson's Waterfront Resort, Lake Chelan timeshare, week 24, unit 221, June 15-21, 2018. \$255-\$395/night. All or part. 509-682-400

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

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

CRAFTSMAN folding loading ramps for ATV, lawn tractors, etc. \$40.00 360-886-1010

4 WATERPROOF MAPS Of Puget Sound, PS North & South, Neah Bay, San Juans - Strait of Juan De Fuca:- underwater depth - boat ramps - camping - fish locations - marina facilities - GPS. \$45.00 253-230-3263

FREE! 1940 SILVERSTONE CONSOLE RADIO model #6133, non-working tubes, needs repaired, cabinet in good condition. All knobs are there. You pick up. Call Robert 425-743-9383

VINTAGE 1955 SCHWINN single speed. All original. Great patina, rideable. 253-833-2297 (leave message)

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

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

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

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 StumprestaurantinArlington. Comeandjoinus.

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

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

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

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

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

PROPERTY

BURIAL GRAVE PLOTS for sale. Poulsobo FirstLutheranChurchcemetery. 360-275-4872

STILL GOT ONE ACRE FOR SALE \$43,000. 253-213-2472

WESTPORT OCEAN FRONT CONDO. 2 bedrm, 2 bath, sleeps 6. Magnificent unobstructed views - steps to beach. Fully equipped kitchen. Hot tub, pool, clubhouse, sports court. Boeing discount. See www.vacationsbythesea.com Unit #122 "Jean" 253-797-1197 jehlman7@hotmail.com

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

REC MEMBERSHIP

GOLD BAR NATURE TRAILS membership, 27 ft. trailer, 2 slide outs, roof, fully furnished. Shed, tools, more. Near both heated pools, restrooms with showers. \$31,500 206-878-5364

VEHICLES

2007 H-D WIDEGLIDE 96 CI with Vance & Hines pipes, Mustang seats with backrests. Extra bags, stock parts. \$8500. Arlington Area. New tires and service 10/17. Cash talks 425-876-1365

2013 MAZDA MX-5, \$14,000 42,000 miles, always garaged, like new, soft top, automatic or manual. Many extras. 206-243-1278

2001 GOLD SUBARU FORESTER. Needs work and updated tabs but runs good. Good starter or mechanic's special. \$1,000. 360-434-7030

BUY NOW! Get a jump on your spring ride with a 2005 SCREAMIN EAGLE FAT BOY, 103 cubic inch motor from custom vehicle operations 18,000 miles. Moving - must sell \$14,950 firm. 360-652-3650

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

LABOR HISTORY HAPPENINGS

March Labor History Happenings

- March 4, 1913 - US Department of Labor
- March 7, 1932 - Ford Hunger Strike
- March 12, 1912 Shingleweavers Strike Raymond, WA
- March 15, 1887 - Painters Union
- March 17, 1970 - First US Postal Strike
- March 22, 1973 - CLUW
- March 23, 1886 - Tacoma Longshore Local 23

Information taken from the PNLHA Labor History Calendar



Aeronautical Machinists Inc. Meets March 13, 2018

Aeronautical Machinists Inc, which owns and operates the Union's buildings and property, will hold its annual meeting on Tuesday, March 13 in the District Council chambers at the Seattle Union Hall (9125 15th Pl. S.) immediately following the 5:30 p.m. District Council meeting.

Every member of a Local Lodge affiliated with District 751 can vote on the business at the Aero Machinists Inc meeting.

Union Delivers \$35,000 in PTO

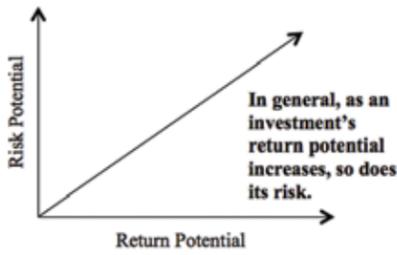
Continued from Page 1

members as a result of the IAM collective bargaining agreement.

"This is just another example of how our union fights and delivers for members every day, and the value of union membership," said T.J. "Because we have union representation, we can challenge pay and other issues for our current and previous employer and have an avenue to deliver a remedy. At NAS Whidbey, contractors keep changing so it is even more important to have union representation, a contract and an advocate to fight on our behalf."

FINANCIAL \$ENSE: Four Things to Know About Risk

Whether you're already investing or are just thinking about it, you should understand risk and the role it plays in a portfolio. And although it may seem simple enough on the surface, risk can be one of the most difficult concepts to grasp – especially for new investors. To help clear things up, here are four things you should know:



conservatively. However, there's opportunity risk, which is the possibility of missing out on the chance to earn better returns by being more aggressive.

This is just a small sampling. There are other risks, including some specific to certain types of investments. For example, bond investors face default risk – the risk the issuer will fail to make interest payments or repay the bond's par value at maturity.

2. It's usually linked with return.

Possibly the most important thing to understand about risk is its relationship with return. The two generally go hand-in-hand:

- If you put money into a low-risk investment, you should probably expect lower returns.
- If you choose a higher-risk investment, you possibly could anticipate better returns.

Of course, things don't always work out that way. When you put money into a high-risk investment, you may not get better returns. In fact, you could end up losing your entire investment. But many investors continue to include riskier investments in their portfolios, often for higher return potential.

3. You should determine your tolerance.

Your risk tolerance is simply how much risk you can comfortably live with in your portfolio. It sounds simple enough, but determining your risk tolerance can be challenging. There are tools, like questionnaires, available to assist you. In addition, one indicator that you've exceeded your risk tolerance is when you find your investments' performance is keeping you awake at night – especially

when there's market volatility.

You may have a relatively low risk tolerance, and that's OK. However, staying within it and having a reasonable chance of reaching your goals may mean you need to adjust your objectives (having, say, \$750,000 at retirement instead of \$1 million). You may also need to lengthen your time horizon, which is how long you have until you need to tap into your investments. For example, you may decide you need to work until 68 instead of 65 so you have longer to invest.

4. Help is available.

Because risk is complicated, and it's only one aspect of investing, you may need a professional financial advisor to help with building your portfolio. Look for one who will take the time to get to know you, including your risk tolerance, before recommending an investment plan.

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751 Retiree Ron McGaha spoke at the 2017 Labor History Conference.

Pacific NW Labor History Conference April 6-8

“Honoring Our Past, Creating Our Future” is the theme to celebrate 50 years of promoting labor history by attending the Pacific Northwest Labor History Association's Annual Conference April 6-8 at the Hilton Seattle Airport & Conference Center in SeaTac, WA. This is the 50th anniversary of the PNLHA.

Registration includes a Friday night social and movie co-sponsored with the United Association of Labor Educators (UALE). This year's conference promises to be one of our best. We have two dynamic keynote speakers in Bill Fletcher Jr. and Kent Wong. Saturday evening we have our Annual Awards Banquet where we honor our own who are making labor history today. The featured speaker will be Nikkita Oliver, organizer, educator, teaching-artist, social justice activist.

We have sixteen excellent workshops as well as three movies: we are collaborating with UALE in premiering the new film 9to5/925 Legacy which looks at the 40 year history of the National Association of Working Women and its sister union, SEIU 925 based in Seattle; Witness to Revolution on the 1919 Seattle General Strike; and the just-released Verona which explores the events surrounding the Everett Massacre.

The PNLHA brings a history of struggle for labor and human rights to the forefront of our consciousness. For fifty years, we have explored regional, national, and international issues, and used music, drama and re-enactments, talks and papers to highlight labor history. In this era of disaster capitalism and income inequality, we especially need to remember what working people and unions have done, and need to do, to make the world a better place.

You may register on-line at www.pnlha.org. For a paper registration form email pnlha2@gmail.com.

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.

Officers Accept the Oath of Office at Local Meetings

Photo right: Local F President Terri Myette (l) administers the oath of office to Local F Trustee Travis Kendrick.



Business Rep Ira Carterman administers the oath of office to Local E District Audit Randy Hamline and Local E Trustee Von Kammeraad.

Local F President Jim McKenzie administers the oath of office to Auditor Patrick White, Conductor-Sentinel Donny Donovan, Trustee John Orcutt



Local F President Terri Myette administers the oath of office to Local F Educator Katie Eagleson and Local F Audit Tom Keller.

EASTERN WASHINGTON

Akima Members Are Union Strong

In February, IAM members working for Akima Technical Services at Fairchild had a lunch time meeting with Business Rep Steve Warren. This group of workers voted to unionize in April of last year and ratified their first contract in September.

Steve planned the lunchtime meeting to provide members an opportunity to voice any concerns they have and get questions answered. Many of these members have never been union members before so it is their first experience having representation and working under a union contract.

Members appreciated the chance to talk to our union at the workplace and experience the benefits of a union contract.

These talented members provide aircraft and equipment maintenance to helicopters the U.S. Air

Force uses in flight crew training at the USAF Survival School. They prepare aircraft before crew arrival, assist during flight preparations and then recover, inspect and service each aircraft before the next launch.



Above one of our members working on helicopters at Fairchild AFB. Left: Business Rep Steve Warren held a lunchtime meeting with members from Akima to hear their concerns and answer questions.



Stewards meet every other week at Triumph and have searched for alternatives to keep the Rotomold work package from being moved to Mexico. To date, the package is still slated to move by end of 2018.

Triumph Intent on Offload of Work

In November, Triumph announced their plan to transfer all Rotomold production to their facility in Mexico, which would impact approximately 30 of our members. Per Article 20.6 of our contract, Triumph must meet and confer on work packages to be outsourced and evaluate whether to keep work at the Spokane plant; in addition to providing 120 days notice to the Union.

Since the Company announced their decision to transfer Rotomold production to Mexico, our Union has met with the Plant Manager, Senior Production Manager and HR every other week along with our stewards in hopes of finding alternatives to transferring this work out of the facility. We applied pressure and tried to persuade top company officials to make the right business decision and keep this profitable work here in Spokane.

Beyond just meeting with stewards and management to brainstorm ideas, our Union distributed a survey asking members who work or have worked in Rotomold production area to give additional suggestions for productivity, efficiency, quality and production improvement.

Unfortunately, despite these meetings and suggested alternatives, the Company plans to move this production work to their Mexico facility before the end of 2018. In this instance, Triumph is moving equipment from the Spokane facility so if they run into production problems, there is no opportunity to return the work to Spokane without having to again move all the associated equipment.

It is clear that Boeing's continued pressure to cut costs are having an impact on Triumph and other suppliers. We encourage Triumph to find new work to fill the facility because we all know when the plant is running at capacity, it is a stronger future for everyone.

Gearing Up for Contract at Kenworth Sales

Business Rep Steve Warren (l) meets with Stewards from Kenworth Sales (Paul Atkins, Joe Hoerl and Mike Nettles) to identify issues for their upcoming contract negotiations. The current contract expires November 30. Stewards will begin asking members to help identify priorities for the next contract.



Poker Tourney Deals a Good Time for 2020 G.L. Convention

Eastern Washington's poker tournament to raise money for the 2020 Grand Lodge Convention was a fun deal for all participants on Feb. 24. Top five winners took home prize money and an assortment of prizes were raffled off, but the real winner was the 2020 Convention, as preliminary estimates show the event raised more than \$9,000. Thanks to all the participants and

volunteers who ensured the event was a success. Thank you to Northern Quest Casino for hosting the event.

Thanks to the following sponsors:

- | | | |
|-------------------|---------------|-----------------|
| Grand Lodge | Jesse Cote | Chris Schorr |
| IAM Local 2202 | Loren Guzzone | Terry Myette |
| Scott Wealth Mgmt | Lester Mullen | Jeremy Cote |
| Jon Holden | Steve Warren | Allen Eveland |
| Ed Lutgen | Andrew Schier | Connie Kelliher |



Participants watched as the players were eliminated in the tournament.



Just a few of the tables of the 45 players taking part in the tournament.



Prizes went to the top five at the final table L to R: 1st place Jeff Shelby (Local 1123), 2nd place Rick Olson (Local 86), 3rd place Mark Shear (Local 1951), 4th place Allen Eveland (Local 1951) and 5th place Les Mullen (Local 751-A).



Above: Bill Borges won the \$400 gift card for a rifle to Ace Hardware in the Tri-Cities.



Darrin Truitt won the DeWalt Saw raffle.



Ida Auckerman (2nd from right) won the \$250 gift card to Couer d'Alene Resort and \$100 gift card to Wolf Lodge Steakhouse. Jon Holden, Jerry Purser and Ryan Purser present the raffle prize.