751 Leaders Begin New Term With Renewed Commitment to Members

The New Year brought new union representatives and staff. The October 2020 elections and November 2020 District Council Officer nominations resulted in changes that became effective February 1.

IAM International President Robert Martinez administered the oath of office to District 751 Officers, Council Delegates and Business Reps at the January 12th District Council meeting via Zoom and thanked the leaders for their work to support our members. IAM Western Territory General Vice President Gary Allen also attended the Zoom meeting and addressed 751’s leadership. Martinez took the opportunity to congratulate retiring District 751 Secretary-Treasurer Susan Palmer on a historic career (see story page 9) and welcomed incoming Secretary-Treasurer Richard Jackson in his new role.

The four District 751 Officers elected from the newly elected Council Delegates for the next four years are: District President Jon Holden, District Secretary-Treasurer Richard Jackson, District Vice President Matt Hardy and District Sergeant-at-Arms Mike Hill.

While many leaders are in new positions, they are by no means new to our Union. Each has devoted years to serving the membership, enforcing the contract, and volunteering their time helping others – gaining leadership experience each step of the way.

Machinists Institute Awarded $10 Million Grant to Expand Training Opportunities

The Machinists Institute (MI), established by IAM District 751, was awarded a $10 million five-year grant to expand training opportunities in aerospace. The Machinists Institute will partner with community and technical colleges as well as establish centers for registered apprenticeship, education and support in the Puget Sound, Everett, Vancouver, and Spokane areas.

Credit goes to MJ Executive Director Shana Peschek, Program Director Dr. Steve Addison, and Project Coordinator Sue Bradshaw, who put together a comprehensive 28-page proposal that helped secure the grant.

"IAM District 751 founded the Machinists Institute to provide opportunities to further career progression for our members and grow the next generation of skilled aerospace workers for the future. We are excited to help train and offer a pathway to higher skills and a better standard of living through family-wage jobs in aerospace manufacturing," said Jon Holden, President of IAM District 751 and Machinists Institute Board. "In addition to other opportunities, the grant will also provide greater access to these careers to women, people of color, veterans and younger workers while also supporting workers’ rights. This will help ensure that the aerospace industry in our state continues to thrive and grow long into the future.”

Machinists Institute Executive Director Shana Peschek (l) and Dist. 751 President Jon Holden (r) discuss how to address issues facing our union.

Verify Medical Plan and Dependents Are Correct for 2021

In January, several members working at Boeing contacted our Union to report that their new Boeing medical insurance cards were not issued for the plan they selected during open enrollment. Even though most of these members had not changed plans, somehow the new cards put members on a different plan.

Rather than simply putting the new cards in your wallet, take a few minutes and verify the cards you received in the mail have you on the correct medical plan (Traditional Medical Plan; Selections or Kaiser Permanente). If it is not correct and you were somehow switched to the wrong plan, start a ticket in Worklife.

You should also confirm in Worklife that your proper dependents are on your health insurance. Several members reported their dependents were dropped or the divorced spouse was mysteriously added back on to the plan.

If your cards do not reflect the proper plan or your dependents are not correct in Worklife, please call us! Our Health & Benefits Office at 206-764-0350 for help in resolving the matter after you have started a ticket in Worklife.

Union Ensures Daughter Gets Surgery

One member called our Health & Benefits office after learning his wife and daughter were dropped from his coverage. It was imperative to get his coverage corrected since his daughter was scheduled for surgery the next week, and this surgery had already been postponed because of COVID.

Health and Benefits Rep Les Mullen immediately called Boeing and began working the situation. When he could not get resolution through his usual channels and it was the day before the surgery, he elevated the matter to Labor Relations, who got the situation corrected so the member’s daughter could have her surgery as scheduled.

"Without the Union, I would have had to cancel my daughter’s surgery again. I am so thankful the Union was able to get this straightened out in time,” said the member, who asked not to be identified. “The whole matter caused so much stress for my family, and I never received an explanation for why my dependents were dropped from my coverage.”

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Union emphasized that not only was the brings the issue to Labor Relations. Our Health & Benefits department is putting together a Zoom webinar on financial planning and pension retirement paperwork. The request for the class came up at lodge meetings and our Health & Benefits reps are putting this together. Look for more information in the March Mechanic.

Finally, when talking about education, I am excited that our Machinists Institute saved a $10 million grant dedicated to providing aerospace training to both incumbent workers along with the next generation of aerospace workers. In addition to that, the grant also provides resources for childcare that those taking this training will need. I am excited to see these come to fruition.

As the global pandemic continues, the need for union representation is greater than ever. Many companies have used this unique circumstances to cut their workforce, manage for overtime for those who remain, or cut hours of work and benefits to ensure profits keep rolling in. Union representation is the best weapon to battle these kinds of tactics from employers. Unfortunately, in recent years, many obstacles have prevented workers from exercising their right to join a union.

With a new administration in the White House and Congress, we hope to see an agenda brought forth that prioritizes workers. We need a new administration that protects the rights to organize, keep us safe at work, and advance economic justice.

Removing Peter Robb as General Counsel of the National Labor Relations Board (NLRB) was a positive move from President Biden on his first day. Robb was a union-busting lawyer by trade and mounted an unrelenting attack for more than three years on workers’ right to organize. I am hopeful this year we can pass the PRO Act – Protecting the Rights to Organize – to empower workers more freely and fairly decide to form a union.

On Jan. 25th, President Biden signed an executive order aimed at strengthening worker organizing. One principle is that we have long supported, and hope it will create more family-wage manufacturing jobs here in the USA.

Since COVID began spreading across the U.S. in March 2020, labor unions have been asking for strong protections for working people. In his first full day in Office, Biden issued strong enforceable standards that will require employers to develop workplace safety plans, implement science-based protection measures, train workers and report outbreaks. We have demanded this at the employers we represent. But for so many Americans who do not have union representation, they have been unable to vocalize their safety concerns for fear of losing their job. This is just the first step in what we hope is a comprehensive plan to keep all workers safe on the job.

In addition, we need to continue pushing for resources for workers who have lost their job during this pandemic. Nearly every employer we represent has experienced layoffs.

In late December, we learned that Cadence Giddens will close its Everett facility. These members voted for union representation in 2020 and were not able to join a union to protect their wages and benefits, as well as working conditions improve as a result of union representation. As they now face plant closure, our Union is planning to help them through this. This time securing Trade Adjustment Assistance (TAA) and the various benefits and resources it provides to any laid-off workers from Cadence Giddens from July 14, 2019–Nov. 27, 2022. Workers at their Tacoma plant are also covered.

After learning they planned to close, our Union helped pull together

By challenging management, Union action helps protect Benefits and maintenance work from being outsourced to a vendor and keep it in the hands of our IAM members. Credit goes to Union steward Ken Ogren for raising the issue after members were asked to be a vendor in a meeting.

Our facilities managers immediately recognized this should be IAM work, but had never subcontracted before, and wanted to ensure it didn’t start now. The members alerted Ken to investigate the situation for a potential grievance. Ken filed a step one grievance in December with the Lodge 751 jurisdiction claim and LOU 2.

Ken enlisted help from Joe Raisanen, a member who has extensive experience in this area and a great understanding of the work and equipment in question.

After gathering the facts and documentation, Ken filed a step one grievance on behalf of 751-member Allen Spence, who worked in the area and stepped up to be the grievant. The work package involved software and hardware upgrades to Ocean Breeze equipment that provides air flow to members while they are working in the tanks.

Knowing that Boeing was unable to resolve the matter at lower levels, he elevated the issue to Business Rep Paul Schubert and Grievance Coordinator Dan Swank who brought the issue to Labor Relations. Our Union emphasized that not only was the work within the ability of our members to perform and was historically done by 751 members, but the contractor did not own the software updates. The contractor did not have the ability to perform the software updates or complete the work. The grievances also pointed out that management did not run the work package through the Facilities Maintenance Subcontracting Committee, who would have raised these issues before a vendor was called.

Labor Relations verified the facts of the grievance and agreed it was 751 work. They counseled management going forward to utilize their IAM workforce, including potentially offering overtime. Our Union emphasized since this work had not been outsourced before, this did not set any precedent going forward.

“This was work that IAM members had performed in the past, and we had the ability to do the work so I knew we had to challenge this,” said Ken. “We also had members holding WARN notices, which increased the urgency to ensure this work was done by IAM members. It was important to have documentation that is this indeed 751 work to stop any future attempts to offload this work package.”

“Ken does a great job enforcing the contract and keeps a keen eye for any potential violations. By keeping watch and speaking up, he ensures contract violations do not go unchecked,” said Business Rep Paul Schubert. “If a member believes there is a contractual issue, bring it to your Steward. They are our eyes and ears on the floor and our first line of defense in enforcing our contract.”

There cannot be any question as to the importance of the PRO Act – Protecting the Rights to Organize – to empower workers more freely and fairly decide to form a union. Our Union continues our union education by challenging management, Union action helps protect Benefits and maintenance work from being outsourced to a vendor and keep it in the hands of our IAM members. Credit goes to Union steward Ken Ogren for raising the issue after members were asked to be a vendor in a meeting.

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The 2021 Washington State Legislative Session began on January 11th with the first ever virtual session due to the ongoing global pandemic. In odd-numbered years, the legislative session meets for 105 days to adopt a two-year budget. As you might imagine, the pandemic has resulted in a tremendous decline in State revenue, while there has been an increasing need for state services. This makes the legislators’ job even more difficult.

Verify Medical Plan and Your Dependents Are Correct for 2021

Verify medical plans and your dependents are correct for 2021 (even ongoing for 2021, which was announced in the Grand Lodge through Winpinsinger Center is extensive and thorough. It covers several critical areas that are valuable for any bargaining team:

- comprehensiveness, and dive into the process of collective bargaining;
- orientation to the strategy and tactics that are essential for effective negotiation; and
- perhaps most importantly, a practical, hands-on preparation work session for the specific negotiations that our bargaining team will face as we engage with CHI to improve wages, hours and working conditions for these critical health care workers.

Free Online College a Great Option for You and Your Family Members

Freecollege.goiam.org

During these uncertain times, your Union stepped up to provide resources for you and your family by offering a two-year associate's degree completely free of charge from Eastern Gateway Community College. The two-year degree is transferrable to a four-year degree. The training began with an overview of the collective bargaining process, including the legal parameters for negotiation, the overall value that union negotiations can bring to workers as well as the limits of the process. From here, the training moved on to the core principles that drive how effective negotiators achieve meaningful results. These principles obviously have broader value for every participant as we are constantly negotiating every day with our employers, whether it's with our family members, our co-workers, and others in our community.

In most negotiation training sessions, that would be the end of the training, but the Grand Lodge instructors take a much deeper dive into the economics of a collective bargaining agreement. Participants learn the critical skill—that few know, and even fewer utilize—as to how to cost a contract. This process, which involves reducing every economic benefit to a standardized value (both individually and across the group as a whole), helps bargaining committees make rational decisions about what goals to prioritize.

751 Active in Olympia to Protect Workers’ Interests

Continued from Page 1

Other members have called Health & Benefits reporting wrong dependents (previous spouses) and other irregularities. These type of issues have not been reported in the past. The above, we again encourage all members to check their insurance cards, make sure you are on the correct plan and log into Worklife and verify your dependents are covered on the correct plan and log into Worklife.

The 2021 Washington State Legislative Session began on January 11th with the first ever virtual session due to the ongoing global pandemic. In odd-numbered years, the legislative session meets for 105 days to adopt a two-year operating budget, a transportation budget and a capital budget. As you might imagine, the pandemic has resulted in a tremendous decline in State revenue, while there has been an increasing need for state services. This makes the legislators’ job even more difficult.

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To talk with a representative, call 888-590-9090 or Get more or enroll visit: FreeCollege.goiam.org.
March 1 Deadline for 2020 Safety Shoe Reimbursement

The $75 per year contractual Safety Shoe Reimbursement Program is one of the IAM/Boeing Joint Programs benefits available to IAM members. Each year, the IAM/Boeing Joint Programs allows a grace period for employees to take care of their previous year’s safety shoes purchases. For the March 1 deadline, the proper training path so you can accomplish your goals. To schedule an appointment with an IAM-Boeing Joint Programs Career Advisor, please call 1-800-235-3453.

A wealth of knowledge to help our members meet their Joint Programs advisor, please call 1-800-235-3453.

The programs provided by IAM-Boeing Joint Programs Career Advisor Services, provide job search assistance and get you on the proper training path so you can accomplish your goals. To schedule an appointment with an IAM-Boeing Joint Programs advisor, please call 1-800-235-3453.

We must make sure that people are aware of the proper training path so they can get to where they want to go in their career. This is important for both the individual and the company.

To schedule an appointment with an IAM-Boeing Joint Programs advisor, please call 1-800-235-3453.

Services

• Career Coaching • Resume Assistance/Interview Tips • Job Search Assistance • Education Assistance

Puget Sound Locations:

Auburn, Everett, Federal, Kent, Renton, Seattle & Tukwila

Please contact a career advisor with any questions you have regarding your benefits. Call 1-800-235-3453 to schedule an appointment.

www.IAM-boeing.com

Career Advisors are available to assist our members during this global pandemic. Career Advisors can work within a department to assist with some services, provide job search assistance and get you on the proper training path so you can accomplish your goals. To schedule an appointment with an IAM-Boeing Joint Programs advisor, please call 1-800-235-3453.

Talented professional Career Advisors possess a wealth of knowledge to help our members meet their educational and career goals by guiding them through the various systems and processes so members can reach their full potential. Career Advisors are continuing to work virtually and help our members:

• Assess skills and develop a training or new career path
• Explain how to use Career Guides
• File Employee Requested Transfers (ERT)
• Assist with special needs learning

Gina Fountain is one of the Joint Programs Career Advisors who can help members with career and educational goals. Call 1-800-235-3453 to schedule an appointment.

IAM-Boeing Joint Programs Career Advisor Services

Everett Fabrication and Delivery Joint Program

Emergency washing facilities are often an integral part of any safety program. They include permanently plumbed eyewash stations, showers and combination eyewash/shower stations as well as portable eyewash stations, which are located throughout the factory sites. These facilities offer the first steps of a medical response before the paramedics arrive. It is imperative they be operative at all times and are inspected on a weekly basis to ensure they are functioning properly.

During the inspection process, when it was found that there were opportunities to enhance safety in this area, Joint Programs partnered with Environmental Health & Safety (EHS) and Everett Fabrication and Delivery to help work on a better communication method to help reach the members on the floor.

Recognizing how valuable this “Eyewash Station Update Awareness Training” video would be for the other sites in Puget Sound, Joint Programs produced a second generic version for use at other sites. This is a great example of how sharing information between sites makes all locations safer.

IAM Safety Coordinator Bruce Kaufman explains the eyewash inspection process in a video - Everett Eyewash Station Update Awareness Training - Course 84034

• Resume Assistance/ • Interview Tips • Education Assistance

IAM/Boeing Joint Programs

February 2021
Knowledge is power is certainly true in the labor movement. The more members educated on our Union history, their rights, and collective power, the stronger we will be.

District 751 is offering education classes via Zoom. Visit www.iam751.org (click Resources tab, then class registration) to sign up for education classes.

Union classes rotate between topics. February classes will be held on Thursday, February 25th at either 10:30 a.m. or 3:30 p.m. via Zoom and feature Advanced 1 – Labor, the Economy, and Addressing Income Inequality. Register for the 10:30 a.m. class at https://tinyurl.com/y36w2yxo. Register for the 3:30 p.m. class at https://tinyurl.com/y3oe3kky. See class description below.

Advanced 1: Labor, the Economy, and Addressing Income Inequality

We are again living in the time of the Robber Barons. The rich have gotten much richer and the poor have gotten poorer. While the middle class shrinks, wealth inequality is reaching dizzying heights, affecting all working people. Union workers and all workers are under attack.

Join special guest from Washington Labor Center, Emilie Slater for our 10:30 a.m. class at tinyurl.com/y36w2yxo. Register for the 3:30 p.m. class at https://tinyurl.com/y3oe3kky. See class description below.

New Officers Take the Oath of Office at Zoom Meetings

More than 120 members and stewards took part in both December and January classes. Members can sign up for the Feb 25th Zoom classes at www.iam751.org.
Continued from Page 1

2000, Richard was appointed as an IAM Work Transfer Rep (a contractual position called out in the 1999 contract negotiations) to fight Boeing’s subcontracting decisions and propose alternatives to keep the work in-house. In 2007, he was appointed Business Rep in Everett, where he worked diligently for 7 years representing more than 2,500 members working on the 767 and KC-46 tanker program.

In 2014, Richard was appointed Chief of Staff – a senior assistant and critical leader who is part of President Holden’s leadership team. In that role, he helped negotiate contracts for our members working at aerospace suppliers and defense contractors, and served as Business Rep for members working at defense contractors at Whidbey Island Naval Air Station. As Chief of Staff, he also handled many calls from members, worked various issues for members at Boeing and supported our Business Reps.

Richard Jackson is driven by his desire to help others, where he continues to volunteer on community service projects, as well as serving as chair of the 751 Human Rights Committee.

Jason Chan

While Jason will miss working closely with the Stewards from his BR assignment, he is excited to take on the added responsibilities that come with Chief of Staff. Prior to becoming a BR, he served as a Union Organizer, helped with our union education classes, and spent 3 years as an IAM Work Transfer Rep in Renton after working his way up through Local A leadership to the role of President.

Jason’s other union leadership roles include District Vice President, Local A Vice President, District Council Delegate, and serving on the HSI Site Safety Committee, and District Finance Committee.

He worked his way up through the Renton wingline in 2008 and was inspired to become an activist after experiencing our solidarity during the strike later that year.

A driving force for Jason is his desire to help others – making him a natural union leader. Whether it is assisting members with contractual issues on the shop floor, attempting to bring the benefits of union membership to other workers, building wheelchair ramps for area residents or taking part in a multitude of other community service projects, if it will help others Jason is there.

He is also a strong leader for the IAM in the Asian Pacific American Labor Alliance (APALA) and serves on their National Executive Board, and remains active in the King County Labor Council.

Christine Fullerton

Christine has been an IAM member for more than 33 years working as a Machined Parts Inspector in Auburn and Plant II. Since September, Christine has worked as a Health and Benefits Rep where she assisted members with pension, medical, dental, leave and many other issues. She is passionate about serving the membership and helping others in the community and excited to serve the members as a Business Rep.

Christine worked several years at IAM-Boeing Joint Programs, as both a Program Administrator and Coordinator – helping resolve safety issues and promoting education benefits through Joint Programs. Prior to accepting a full-time union position at Joint Programs in 2016, Christine worked her way up through the ranks of Local F leadership serving as Recording Secretary, District Council Delegate, Local F Financial Secretary, Conductor-Sentinel, Auditor and Trustee. Christine has been an advocate for safety on the job throughout her career and served many years on the District Safety and Joint Programs Site Safety Committees, as well as serving many years as an active Steward. Christine has been active on the Legislative and Labor History Committees and assisted with fundraisers for Guide Dogs, various rallies, contract votes, strikes, events and organizing drives. She was also a delegate to the 2016 Grand Lodge Convention and helped ensure passage of the Membership Bill of Rights.

Christine recognized the value of our educational benefits in the IAM-Boeing Benefits office at 206-764-0350. Contact the Health & Benefits Rep Jim McKenzie is excited to help members with medical, dental, retirement, LOA issues and much more. Contact the Health & Benefits office at 206-764-0350.

Jeremy Coty

As a new Business Rep, Jeremy is eager to meet the Stewards and members in his new assignment. Jeremy has been an active Union member for the past 14 years, but literally grew up in the Machinists Union with both his parents serving as active members and leaders. As a Tooling and Machined Parts Inspector, Jeremy served as Union Steward for 8 years. Jeremy has worked his way up through leadership in Local F to serve as Recording Secretary and District Council Delegate after first serving as Auditor and Conductor Sentinel. For the past year and half, Jeremy has been one of our Verification Optimization Reps for the south end, challenging Boeing’s attempts to remove inspections from the production process.

Jeremy has fought for workplace safety serving 4 years on District Safety, the Auburn Site Safety Committee, and 3 years on the Safety and Education Committee. He has been active on the Labor History and Legislative Committees. He regularly volunteers to help with Guide Dogs Fundraisers, and community service activities that include Salvation Army Toy N Joy and bell ringing, Northwest Harvest Food Drives and Warehouse activities, and a number of other activities including showing solidarity at other union rallies and pickets.

He, too, understands the value of our educational benefits and used them to complete both his Bachelor’s and Master’s Degree.

His assignment will cover members at Renton and Seattle Flight Line, Paint Hangars, Spares Distribution Center, and many more (see chart, page 7 for specific building assignments).

Jim McKenzie

Jim has been an IAM member for the past 12 years working as a Machine Repair Mechanic in Auburn. But his commitment to the labor movement goes back much further. He has been a strong Union member for more than 36 years – as a Teamsters member in his previous job.

Jeremy brings drive and compassion to his position in Health and Benefits and is excited to help our members in his new position.

Throughout his career, Jim has been a vocal leader on the floor as a Union Steward. He worked his way up through Local C leadership – serving as Local C President the past 3 years. He has been active on the District Council, a member of the District Finance, Bylaws and Labor History Committees. Before becoming Local C President, Jim served as Vice President and Trustee. He has also been a strong voice on our Legislative Committee, lobbied in both Olympia and Washington DC on worker issues, helped with numerous Guide Dog fundraisers and community service projects to build better communities and help others.

“I believe these staff changes put leaders in positions to capitalize on their strengths. Each is excited to take on the challenges of their new role and continue serving our members. All are passionate about contract enforcement, worker rights and helping our members,” said District President Jon Holden.
IP Martinez Swears In Incoming District 751 Officers

Newly-elected district officers of IAM District 751 were sworn in by IAM International President Robert Martinez Jr on Jan. 12th during 751’s District Council meeting via Zoom. President and Directing Business Representative Jon Holden, District Secretary-Treasurer Richard Jackson and 16 District 751 Business Representatives also took their oath of office that evening for the four-year terms that begin on February 1, 2021.

Following the swearing in ceremony, Martinez and Western Territory General Vice President Gary Allen addressed the officers, delegates and alternates. “Myself, GVP Allen and our entire union are incredibly proud of the resilience the leadership of District 751 has shown during this pandemic,” said Martinez. “In addition to the COVID-19 crisis, we have also had to deal with the grounding of the 737 MAX. You can be assured that we are doing everything in our power to get our members back on the job and doing everything possible, including securing swift TAA help, for those who remain on layoff. District 751 and our union are going to make securing swift TAA help, for those who remain on layoff. District 751 and our union are going to make

Those with the wisdom to elect these two dynamic leaders. I wish the very best to Sister Susan Palmer in her well-deserved retirement and sincerely thank her for her commitment and leadership in her service to our members. Negotiations with Boeing in 2024 will be here before you know it and the entire district will be ready.”

Martinez also congratulated retiring District 751 Secretary-Treasurer Susan Palmer on a historic career and welcomed incoming Secretary-Treasurer Richard Jackson in his new role. “This is a significant chapter in the history of District 751,” said IAM Western Territory General Vice President Gary R. Allen. “Brothers Jon Holden and Richard Jackson have always displayed great leadership and sincere dedication to the membership and leadership in her service to our members. Negotiations with Boeing in 2024 will be here before you know it and the entire district will be ready.”

“It is an honor to be sworn in by International President Bob Martinez and to continue working on behalf of the strong and proud membership of District 751,” said 751 President Jon Holden. “We have much work to do and we will succeed together.”
Lessons from 2020: We Need Access to Affordable Health Care, Reliable Internet Access, and Our Pensions Protected

By JACKIE BOSCHK

President IAM 751 Retirement Club and President of the Washington State Alliance for Retired Americans (WSARA)

(Reprinted from The Stand on Jan. 11, 2021) – It all seems like a lifetime ago that we all learned a lot this past year and have been forced to face some ugly truths that may have gone ignored for even longer.

For me, three lessons from 2020 speak loudest.

First, we need better health care, and greater access for vulnerable members of our community. The quality and availability of health care has been a long-simmering crisis in this country, which was brought into stark relief when our system of care had to stand up against a pandemic. We simply aren’t equipped to deal with regular day-to-day needs, let alone a pandemic.

And third, our economic and fiscal stability, as secure as it may look, is never guaranteed.

The pandemic and economic fallout has rocked all of us and, as I’ve written before, seniors have been one of the most impacted groups. Americans age 50 and older represent 95% of all COVID-19 deaths. Assisted living facilities, the original epicenters of the outbreak, continue to require higher levels of staffing and more adequate PPE in order to handle both COVID-19 outbreaks and the vaccine rollout.

The Washington State Alliance for Retired Americans (WSARA) will continue to work with public health departments and Governor Jay Inslee’s staff to ensure that the vaccine rollout.

We believe that legislation by Sen. Karen Kieger (D-Kent) to tax unsupported prescription drug price increases is the kind of consumer, pro-patient policy we need. The bill would utilize an independent arbiter that falls heavily on seniors living on fixed incomes.

With the Governor’s announcement that the state is opening “Phase 1B1,” more people in our state who have been among the hardest hit now have an opportunity for additional protection.

This group includes adults age 65 and over and people age 50 and older who meet certain risk criteria and live in intergenerational households.

It is important for everyone to know that due to limited supply of vaccine the COVID virus will be brought under control, and we can begin to go on with a more normal life.

Both the U.S. Congress and our state legislature are active - even if in a somewhat “virtual” manner. Issues that impact us as Americans and as retirees will be considered and legislated.

Further, we continue to push to protect and enhance Social Security and Medicare.

In times of darkness, true leaders emerge, and older Washingtonians are ready and willing to support those who will fight for good policy when it’s needed most.
From the start, she was active in the and promoted to an MRSA inspector in 1999, which resulted in LOU shop on the Self Inspection & Acceptance assignment including the wire shop, 767 leadership roles inside our union. She also founded the 751 Women’s Committee (5 years as chair) – mentoring many other women into leadership roles. She also founded the District 751 Women’s Committee Fun Run that ran for 18 years straight, raising over $200,000 for Guide Dogs of America – until it was canceled due to COVID. She was active on the Legislative Committee, in the Coalition of Labor Union Women, volunteered on various community service events, helped organize and support multiple fundraisers for Guide Dogs of America, and much more. She has also been a leader in many other organizations that serve our communities.

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SUSAN PALMER RETIRED

February brought retirement for two of our long-time female Union leaders as District Secretary-Treasurer Susan Palmer and Business Representative Bartman retired. Both have been strong advocates for all members throughout their long careers and worked their way up through the ranks of leadership.

Susan Palmer:

Susan has been an active IAM member for more than 34 years. She is our longest serving Secretary-Treasurer, holding the position for 15 years. She has held many other important leadership roles within our union and in the community. She has served as Secretary-Treasurer of the Washington Machinists Council since 2007, served on the Benefits Committee at Boeing since 1999, as well as being elected as an IAM delegate to the AFL-CIO since 2016. Prior to becoming Secretary-Treasurer, Susan served 9 years as an elected Business Rep in Everett where her assignment included the wire shop, 767 line, crane crew, facilities maintenance groups and several other buildings. She also filed the first grievance in the wire shop on the Self Inspection & Acceptance program in 1999, which resulted in LOU #38 being negotiated into our 2002 contract and still remains today.

She hired into the Renton plant in 1986 as a stockkeeper, transferred into the expedite the next year, then took classes and promoted to an MRSA inspector job, before becoming an inspector. She served the Union and served as a vocal Steward for 28 years. She worked her way up through leadership ranks in Local F serving as Recorder, Secretary, Council Delegate, Financial Secretary, Treasurer, and Auditor. In each position, she cherished working with our Stewards and members.

Susan’s passion is helping others, which is evident in the many boards and committees she has served on. She served 20+ years on the 751 Women’s Committee (5 years as chair) – mentoring many other women into leadership roles. She also founded the District 751 Women’s Committee Fun Run that ran for 18 years straight, raising over $200,000 for Guide Dogs of America – until it was canceled due to COVID. She was active on the Legislative Committee, in the Coalition of Labor Union Women, volunteered on various community service events, helped organize and support multiple fundraisers for Guide Dogs of America, and much more. She has also been a leader in many other organizations that serve our communities.

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Dena Bartman:

Dena has been a strong leader and vocal advocate for our members since she hired into Boeing in 1988. For the last 6.5 years, Dena has served prominently as a hard fighting business rep – first at the Everett plant, then covering Seattle/ Renton flightline, Spares Distribution Center and other buildings along the Seattle corridor. As a BR, she remained visible on the shop floor – letting management know if they violated the contract, she would be there. Stewards and members appreciated her visibility and tenacious spirit – taking on any issues that might arise in her assignment.

She hired into Boeing in 1988 as a Dispatch Clerk in Auburn. She took classes to become an inspection coordinator, and continued with additional classes to become an inspector. She served more than 13 years as a Union Steward where she fought daily to enforce the contract and protect workers' rights until she accepted a full time union role in 2011 as an IAM-Boeing Joint Programs Coordinator – helping to implement and manage a peer mentoring program in Renton. On the shop floor, Dena was a vocal advocate and strong leader having various positions including District Council Delegate, Local F Trustee, and Local F Audit Committee.

She has long been passionate about promoting workplace safety – serving years on the Health & Safety Institute Site Safety Committee, as well as the District Safety Committee, which she chaired for a year. In addition, she co-chaired the District 751 Women’s Committee for several years, served on the ECF Board of Trustees and has been active in the Machinists Volunteer Program with the Salvation Army, Northwest Harvest, Toy N Joy, and a variety of other projects.

In every position or project, she remained a strong voice for the members and an advocate for improving the lives of others. Her belief in our Union core values is why she has volunteered numerous hours and weekends on organizing drives to bring the benefits of union membership to other workers in our state.

Both Susan and Dena have been fearless leaders who have helped countless members and citizens in our community. Congratulations on a well-deserved retirement. Both will be greatly missed.
MLK March Promotes Good Trouble in a Pandemic

With the global pandemic continuing, District 751 did not encourage Stewards or members to attend this year’s Martin Luther King Jr. rally and march; however, a number of 751 members attended on their own and used PPE to keep them safe. The march carried on the message of Dr. King and this year also honored Civil Rights Legend John Lewis, who passed away in 2020 after devoting a lifetime to their own and used PPE to keep them safe.

L to R: Kimberly Gifford, Ariel McKenzie, Bridgett Hardy
Madeline Hardy masked up and attended the MLK March and rally.

Help to Ramp Up

Local 751-A President Matt Hardy helped with the collections at the annual MLK rally and celebration.

Monthly Lodge Meetings Continue on Zoom

Ariel McKenzie and Donovan McLend.

Machinists 751 members at the MLK rally. Some of the 751 members pictured above Paul Richards, Matt Hardy, Jon Holden, and Richard Jackson.

IAM Scholarship Now 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. They are 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 a maximum of two years, whichever occurs first.

Eligibility:

Any applicant must be either:

• an IAM member, or
• the son, daughter, stepchild or legally adopted child of an IAM member.

Child of a Member Applicant:

• Must have one living parent with two years of continuous good-standing membership up to and including the closing date of Feb. 12, 2021.
• Must be planning to graduate during the winter or by the end of the spring 2021 school year (i.e., normally a high school senior);
• Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;
• Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of “continuous good-standing membership” at the time of death.

For information on all rules of eligibility or to obtain an application form, visit www.goiam.org/IAMscholarship. NOTE: Completed Application Packets must be postmarked no later than Feb. 12, 2021.

2021 Labor History Calendar Just $5

Your 751 Labor History Committee wants you to know more about our working class history. One easy and colorful way to do this is with the Labor History Calendar which you can pick up at any of the 751 union halls. You can get your labor history all year long by purchasing a 2021 Labor History Calendar for just $5.

Nearly every day of this full-color calendar features photos of events from labor’s history. The District 751 Labor History Committee has these calendars available for purchase at the Everett, Seattle, Renton and Auburn Union Halls.
New Contract Approved at Durham School Services

Machinists Union members who work at Durham School Services voted to approve a new three-year contract on January 7th. These talented technicians maintain the buses and vehicles used to transport students in the Spokane Public Schools.

Last year prior to COVID, the group approved a one-year contract extension that delivered significant pay raises (8-15% depending on classification) for all and upgraded four mechanics to the highest paid Tech 1 position. After COVID hit, the Spokane schools closed. Throughout the year, our Union worked with Durham to keep all members working during the global pandemic. Work shifted from maintenance to preparing new buses for service, installing after-market systems, and other work found on site. The Company understood the importance of keeping these talented mechanics on their payroll for when schools reopened and the full workload returned.

In December, our members held a shop meeting at lunch to review survey results, identify top issues and discuss the strike sanction and negotiation process. Members then demonstrated their solidarity and determination to achieve a fair contract by overwhelmingly approving strike sanction authorization.

On January 7, members voted to approve a new three-year agreement.

The contract delivered raises in each of the three years. Because of Durham’s financial situation, yearly raises are delayed until August of each year, which marks the start of a new school year. While all members preferred getting the raises sooner, they recognized Durham has kept all mechanics on the payroll despite their decrease in work and revenue during the pandemic.

The new contract also maintained the current health and welfare package for the life of the agreement and increased lead pay premium from 50¢ to $1 per hour. The contract introduced the new paid FMLA with the Company paying 100% of the premium.

The new contract also introduced a company-paid, short-term disability plan, which represented a compromise, as the Company proposed eliminating the previously unlimited sick leave members could bank and now limit it to 30 days. The contract ensures no current member will lose any sick leave already accrued (some long-term members have 500 to 1,000 hours). Members currently above the 30-day limit will not accrue new sick leave until they are below the new contractual limit. The short-term disability insurance will help our members during any potential medical leave or surgery.

“Our members were able to recognize the contract was fair given the current financial situation during the pandemic,” said Joe Marek, who is a Union Steward and served on the negotiating committee, along with Business Rep Steve Warren.

Union Ensures Member Is Back at Work After Unjust Termination

“IT pays to be union” is more than just a slogan to Machinists Union member Tom Mayer. Thanks to action by our Union, Tom’s unjust termination was overturned, and he is back on the job working as a helicopter mechanic at Fairchild Air Force Base.

“I appreciate having our Union as an advocate on my behalf. Our Union is 100 percent the reason I have my job today,” said Tom. “By having our Union, I would have had no way to challenge my employer’s decision.”

“This isn’t just my fight; I fought so the company can’t do this to another person,” Tom added. “How many workers don’t stand up and fight but simply accept what their employer does?”

When Tom left the military with more than 20 years as a helicopter mechanic, he wanted to work for contractors at the base to continue using his skills to help the military.

With nearly 10 years working on the base, Tom was stunned to learn he was being terminated following a leave of absence to have shoulder replacement surgery. He believed he had done everything according to Company policy, had filed for FMLA, and was working through the ReadGroup, which administers the Company’s short-term disability plan. Within a week of his surgery, COVID hit. His physical therapy was delayed as offices were closed, which meant he had to extend his leave of absence. This is just another casualty of COVID – not being able to get the care he needed immediately after surgery.

Despite the unforeseen obstacles, Tom worked hard to regain his strength and mobility. His doctor ordered temporary medical restrictions to ensure his shoulder was properly healed. Tom communicated every step of the process to the Company and kept them updated on his progress and restrictions. When he called to get back on the schedule as he prepared to return to work, he was told the Company had denied his workplace accommodation and light duty request, and as a result, he no longer worked there. They went on to say when he was 100 percent healed, he could reapply for his job if there was an opening, and they would consider hiring him back.

Tom was in disbelief. There was no forewarning or indication his job was in jeopardy. Over the years, Tom had seen many others put on light duty and accommodated so he had no idea that temporary restrictions and a medical leave of absence might cost him his job.

He immediately called our Union for help. Business Rep Steve Warren, along with Union Stewards Jim Damico and Terry Wren, gathered documentation and other pertinent information. The Company denied the grievance so our Union continued to elevate the issue. With the grievance scheduled to go to arbitration and our Union attorney Spencer Thal highlighting the problems with their case, the Company caved and agreed to put Tom back to work and reinstate his seniority.

“I am so grateful for the Union, my Stewards, and Steve and Spencer’s efforts on my behalf. It is 100% a blessing to have our Union,” said Tom. “My record stands: I had never even been counseled on any issue. What happened to me highlights the importance of having rights on the job. Everyone can learn from this and understand how valuable it is to have rights on the job. You may never need those rights, but they are priceless should you find yourself in such a situation.”

Tom’s case reinforces the value of union membership and the fact that union members are no longer at-will employees. A company must not only show just cause for termination, but follow progressive discipline outlined in a union contract or have the discipline challenged through a grievance and arbitration process. Without a union, workers have no avenue to overturn management decisions.

This is just one example of how our Union is fighting daily on behalf of members in every workplace. A member could go decades without ever having an incident, but when it matters most, it is good to have our union as your advocate!