Disparity at Boeing

In October, our Union demanded to bargain over several wage disparities and are hoping to address inequities and inconsistencies that has been occurring in Boeing wage policies. While we are not guaranteed any outcome, it is the right thing to do in order to best represent our members. We feel strongly these issues should be addressed in a fair and consistent manner for all members going forward.

District 751 President Jon Holden reported on our actions at the Oct. 13 membership solidarity conference, as well as at October local lodge meetings. Wage issues we are attempting to address include:

- Boeing hiring individuals in some classifications above the minimum rates. While we support members being paid higher than the minimum rate, the problem is when current experienced members who may have been here for years end up training newer members who are making more money than them. It creates huge morale issues, and we believe it is an unfair policy toward more senior members.

- We also want to discuss progression rules that limit our members today. We believe it would benefit the company if they can utilize the skills and experience of our members for the higher graded jobs without the negative impact on progression (currently Boeing

solidarity Conference Arms Members with Knowledge

More than 300 members of IAM District 751 attended a Member Solidarity Conference on October 13. The conference was designed to educate members on the power they have when standing together in unity. Members left energized and armed with information on a variety of topics, all aimed at making our union stronger going forward.

More than two-thirds of those attending were members (rather than stewards or officers) and nearly 100 had less than a year seniority – one of the main goals of this event was to energize and arm our newest members with information on the power they have when standing together in unity.

IAM Int'l President Bob Martinez and IAM Western Territory General Vice President Gary Allen addressed the conference and answered questions from attendees. Members appreciated the opportunity to ask candid questions of union leaders, make statements and offer ideas and suggestions.

“I am humbled to be in the midst of so many proud and strong trade unionists,” Martinez told District 751 members. “You continue to fight for what is right on the shop floor and in the union hall every day, every week and every year.”

Martinez again praised District 751 leadership and members for their role in enshrining the Membership Bill of Rights in the IAM Constitution at the 2016 Grand Lodge.

Inside Index

President’s Message................................. 2
Nothing is A Gift.................................... 3
Boeing Health Care Open Enrollment........ 4
Service to the Community....................... 6
Retirement.......................................... 9
Want Ads......................................... 10
Eastern Washington............................ 12
Effects Bargaining: A Tactic for Positive Change

I want to be clear this was not an issue where the company is forcing us to bargain over concessions, rather it is an issue where we are trying to make modifications and potential improvements on our members’ behalf.

Here is an overview of a few wage disparity issues on this recent demand to bargain.

First, the company has been hiring new members in some classifications to a higher labor grade while the senior members are doing the training. This issue causes huge morale problems within the shop. We felt we had no choice but to address this arbitrary practice affecting our entire membership.

This process will allow us to make proposals and have dialogue on several other wage issues.

We plan to discuss improvements in seniority progression rules limiting our membership today. For example, when someone promotes to a higher labor grade while still in progression, their seniority progression steps are reset. We believe it would benefit the company and our members if this were changed.

Back at Boeing would have more experienced members to choose from instead of hiring off the streets for higher labor grade positions if our members didn’t have their progression penalized and lengthened for accepting an upgrade after they obtained additional skills.

We also plan to address specific monetary allowances the company provides some members who are temporarily transferred from one site to another, including mileage reimbursement for some members, good to go passes for others and in some cases buses to transport them to the site where they are temporarily assigned while other members get no reimbursement or compensation for a temporary assignment. These reimbursements are positive things, but we want to capture them for the long term and also for everyone in this situation.

Demanding to bargain is different than opening the contract for modifications or revisions, which is why the Membership Bill of Rights does not come into play. Demanding to bargain is typically over changes to policies, procedures and past practices where our members’ working conditions have been negatively changed or impacted. The goal is to mitigate or improve the impact these changes have on our members and it typically does not focus on contract language.

Opening the contract to change language and negotiate with a company requires a vote of the members per the Membership Bill of Rights unless the negotiations occur at normal contract expiration.

While we are certainly not guaranteed any particular outcome when we demand to bargain effects, this opens dialogue on issues where we can attempt to make improvements for our members. Keep in mind the company can’t back away from anything they agree to in effects bargaining and if the union still chooses to pursue the issue we still have other options to modify the company’s policies through actions that include unfair labor practice charges or unfair representation. With members understanding this process, we are hopeful you will bring more issues forward that we can demand to bargain on. This approach empowers us to get in front of the company, forces them to address our issues and provides opportunities to make positive improvements for our members. It is a tactic we will continue to use in the future.

Young Machinists Energized for Action

District 751 made an investment in the future when three energetic members (Melody Dillon, Local A; Ariel McKenzie, Local C; and Trevor Riddle, Local F) attended a week-long Young Machinists Strategy training program at the Winpisinger Center.

Each returned energized and excited to recruit additional members to become activists and leaders in our union.

But who are young machinists?

Young Machinists are our Union’s ‘boots on the ground’ members involved in outreach, awareness, advocacy and activism for our union and for the labor movement as a whole. Young Machinists are members who are currently ages 18-35 whose generation makes up the largest movement as a whole. Young Machinists were the ones who showed up in the future generations of Young Machinists,” said Ariel. “We want to be a part of the solution to problems faced by the younger workforce; and we will stand in solidarity for all generations of members.”

The 751 Young Machinists committee is still in the planning stages. They are reaching out to build interest among younger members and gathering contact information. If you are interested in getting involved, attend your local lodge meeting and let your officers know you are interested.

Their enthusiasm is contagious and will certainly infect other members and keep us involved.

Young Machinists class run a mock local lodge meeting.
Veteran’s Disability Appeal Claim Pays Off

Grieser awarded $44,263 and $1,932 a month for life after previous claims were denied

Disability pay off is more than a saying for 751-retiree Charlie Grieser; it is also a message he wants to send to other veterans who might find themselves in the situation he was in.

In 2010, Grieser was repeatedly denied a claim with the VA. After being denied a disability claim with the Veterans Administration (VA) arising from his years in the Marine Corps, in addition, he will receive $1,932 a month disability payment tax free for the rest of his life, free medical care, and free access to Washington State parks.

However, the disability claim might never have been awarded without assistance and encouragement from Union Steward Charles McGrew, who also serves as a Veteran Service Officer (VSO). As a VSO, McGrew is trained in the claims process. He advised Grieser to refile the claim, walked him through the process, helped gather medical records, service records and other evidence to substantiate his disability claims.

Grieser was discouraged after having his claim denied multiple times (in 1974, 2010, and 2014). In 2016, as McGrew was preparing to retire from Boeing, he spoke with McGrew about his frustration at being repeatedly denied a claim with the VA.

“While it was a tedious and time-consuming process, it was definitely worth pursuing. Even though several of my claims were still denied, others were approved, giving me some compensation for the disabilities I have lived with for decades,” said Grieser.

Grieser attended the October Local F meeting to thank McGrew and share his story with other veterans who might have experienced the same claim denial.

Never give up if you believe your health conditions, including mental health, are due to your time in the military, but don’t go it alone. Contact a VSO and get assistance in filing a new claim or appeal. I don’t want others to go through the years of frustration I endured after being repeatedly denied, said Grieser.

Boeing actively recruits employees from the military because of their work ethic, discipline and skill set. But veterans often bring baggage that isn’t easy to identify. If my arm was broken, Boeing would send me to medical, but if my mind is injured, they currently don’t have the resources to deal with it. The onsite medical clinic and HR are clueless on this so veterans don’t know who to talk to if they have issues and often suffer in silence.

Our union is looking to put together training for our Union Stewards, which could also be available to managers as well, much like joint safety training is provided. This would cover learning how to recognize PTSD and other issues that often affect our veterans.

The more trained individuals there are to help veterans, the better off we will all be.

McGrew is encouraged by the conversations around helping veterans. He approached District 751 President Jon Holden about getting a Veterans Committee established within 751 and continues to give input. He hopes that others will get VSO training to help veterans in our membership ranks and in the community.

In 2010, McGrew helped establish a local National Association for Black Veterans, Chapter 50. He serves as commander for the group working out of donated office space on the base, but highlights the group is for all veterans. Their group has 22 members and only 3 are black.

“Our organization goes out on the streets to find veterans who might not ask for help, but could be living on the streets,” said McGrew. “This is all about finding ways to help veterans in our membership and in our community. I strongly encourage all veterans to get involved with our Union committees, any group that helps our veterans.”

McGrew was pleased that Grieser’s appeal was approved. He noted that information for a disability claim can come from a variety of sources, including your kids, spouse, friends or your boss. If you can’t find official records, build a history using statements from others of what they have witnessed.

“When you go to a doctor and they ask when did this symptom start, often it goes back to someone’s military service. It can be something that never went away, but vets learned to live with.” McGrew added. “As a VSO, I have helped many veterans support and file their claim, gather supporting information, track their claim and file appeals. VSO’s can help you avoid delays that missing paperwork can cause.”

VSO’s offer their services free of charge and have been specially trained. The National Veterans Foundation has a website with helpful information about how to locate a VSO in your area. The link is: https://www.veteranscommittee.org or you can be reached by phone at: 888-777-4443.

Committee Exploring Ways to Help Veterans & Raise Awareness

The 751 Veterans Committee met at the Seattle Union Hall on Saturday, Oct. 20. The group consisted of both active and retired members representing all branches of the military. The group discussed various ways to help veterans in our membership ranks and in our community, as well as projects for the future. Many ideas and resources were shared, including getting training to help Stewards identify PTSD and other issues impacting veterans.

The committee is meeting in the Auburn Veterans Day Parade on Saturday, Nov. 10. All 751 veterans are welcome to take part. This is the largest Veterans Day parade west of the Mississippi. We will meet at 9 a.m. at the Auburn Union Hall (201 A St SW) to assemble for the parade. If you would like to take part, please email kaymjiam@751.org or call 206-764-0335.

Business Rep Ira Carterman and Joint Programs Administrator Stosh Tomlala, the staff focusing supporting the committee, look forward to involving more veterans so our committee can make a difference.

Jamal Washington talks about education and apprenticeship programs available for veterans.

Nothing Is A Gift: Paid Holiday History at Boeing

1950 Paid holidays were first negotiated in 1950. Prior to that, a holiday was a day off without pay. There were eight paid holidays in 1950: New Year’s Day, Washington’s Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the Friday following Thanksgiving and Christmas.

1960 The last working day before Christmas was permanently substituted for Washington’s Birthday.

1968 Added one more paid holiday—the regular working day following Christmas was added.

1989 All holidays and weekends consecutive to a holiday will be worked solely on a voluntary basis.

1995 Eliminated requirement that employee must work the day before or after the holiday to qualify for holiday pay. Employee is eligible for holiday pay if an active pay stub or if absent for medical reasons no longer than 90 days prior to holiday.

Members attending the Veterans Committee meeting at the Seattle Union Hall on Saturday, Oct. 20. All veterans are welcome to be a part of the committee and help determine the direction and activities of the group.
Choosing your Health Plans at Boeing

Boeing Open Enrollment for Health Plans through Nov. 27

District 751 members working at Boeing will be asked to select their health and dental insurance coverage for 2019 during the annual enrollment period, which runs Nov. 6 through Nov. 27. This is the only time you can make routine changes to your health care. If you select a new medical or dental plan, changes take effect Jan. 1, 2019.

IAM members at Boeing in Puget Sound can choose from the following medical plans:

- Selections Coordinated Care Plan (CCP)
- Kaiser Permanente HMO (formerly Group Health)
- Traditional Medical Plan (TMP)

If you don’t take action during open enrollment, your current benefit choices will continue automatically and the new monthly contributions will apply.

Our contract with Boeing spells out your health care benefits, including deductibles, office co-pays and prescription coverage (see chart below for summary).

2019 contribution rates for Puget Sound are noted in the table at the top of the next column:

Complete the Health Assessment Questionnaire to avoid additional paycheck contributions in 2019 (see article at bottom of page).

Dental Options: District 751 members in Washington State can also choose between two dental plans: the Network Plan (Delta Dental PPO) or Prepaid Dental Care Plan.

Choosing your health plans at Boeing

Monthly Employee Pretax Contributions Beginning Jan. 2019*

<table>
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<th>Coverage Level</th>
<th>TMP</th>
<th>Selections CCP</th>
<th>Kaiser Permanente WA</th>
<th>Kaiser Permanente Ge Co</th>
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<tr>
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<td>$48.70</td>
<td>$48.70</td>
<td>$48.40</td>
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<tr>
<td>Employee + spouse</td>
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<td>$109.40</td>
<td>$109.40</td>
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<tr>
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<td>$254.70</td>
<td>$254.70</td>
<td>$145.70</td>
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</tbody>
</table>

*Amounts reflect completion of health assessment questionnaire.

Service/Care

Traditional (TMP)

Puget Sound Employee

Monthly contributions required

Employee only

Employee & spouse

Employee & children

Family

Effective 1/1/19-12/31/19

$ 48.40

$ 169.40

$ 254.70

$ 254.70

Office Visits (network)

$20 co-pay primary care, $25 specialist (including chiropractor)

$20 co-pay primary care, $25 specialist (including chiropractor)

$20 co-pay primary care, $25 specialist (including chiropractor)

None if within network.

None

None

None

Annual Deductible

$300 individual, $900 family in network

None if within network.

None

None

None

Co-insurance percentage

Network services

10% after deductible

None if within network.

None

None

None

Non-network services

10% after deductible

None if within network.

None

None

None

Retail Generic (up to 30 days)

Brand name non-formulary

$5 co-pay

$40 co-pay if no generic OR approved after review. If not, $25 co-pay if no generic OR approved after review. If not, $10 co-pay if no generic OR approved after review. If not, $10 co-pay

$145.20

$145.20

$169.40

$254.70

Mail Service Generic (up to 90 days)

Brand name non-formulary

$5 co-pay

$40 co-pay if no generic OR approved after review. If not, $25 co-pay if no generic OR approved after review. If not, $10 co-pay if no generic OR approved after review. If not, $10 co-pay

$400 per individual if non-network used

$400

$400

$169.40

$254.70

For more information

1-888-802-8776

1-888-802-8776

1-888-801-4636

1-888-802-8776

1-888-802-8776

1-888-801-4636

www.bcbsil.com/boeing

www.bcbsil.com/boeing

www.kp.org/wa

Things to Remember

- Make changes outside Boeing at www.boeing.com/express, click TotalAccess or inside Boeing at https://my.boeing.com, click on TotalAccess, or call 1-866-473-2016. Hearing impaired use the 711 Relay Service.
- Review enrollment materials, examine co-pays and out-of-pocket expenses, check list of network providers.
- Any members & spouse/partner who does not complete the health assessment by Nov. 27 will face an additional $20 a month, and the employee would receive a deduction of $10 a month. Those will be on the 711 Relay. For more information, call District 751 at 1-866-473-2016. Hearing impaired use the 711 Relay Service.
- Review enrollment materials, examine co-pays and out-of-pocket expenses, check list of network providers.
- Any members & spouse/partner who does not complete the health assessment by Nov. 27 will face an additional $20 a month, and the employee would receive a deduction of $10 a month. Those will be on the 711 Relay. For more information, call District 751 at 1-866-473-2016. Hearing impaired use the 711 Relay Service.
- After you enroll, print the confirmation and keep the copy until the hard copy comes in the mail; if you have an email address on file, you’ll also receive an email confirmation.

Health Assessment Questionnaire Required to Avoid Added Surcharge; Screenings Optional with No Impact on Premiums

IAM members will be asked to complete the Boeing online health assessment before Nov. 27 to avoid higher monthly premiums for the coming year (up to $40 per month if both employee and spouse/partner fail to complete the assessment). Retirees do not need to take the health assessment.

Keep in mind there are no wrong answers on the health assessment and to avoid the higher monthly cost, you DO NOT have to provide any numbers. “I don’t know” is an acceptable answer.

For members, the health assessment questionnaires are available online by logging into TotalAccess. Spouses or domestic partners enrolled in a Boeing-sponsored medical plan must go online at www.wbmbhealth.com/boeing. Union members who would rather not answer the questionnaire online have the option of calling TotalAccess at (866) 473-2016 to request a paper form to be mailed to them, or have a TotalAccess representative ask them the questions on the phone.

Keep in mind: Information from health screenings could be very beneficial for you and your doctor to discuss your personal care; however, health screenings have no impact on what IAM members will pay for medical contributions.
Healthy Smiles Start Young

Get the Most from Your Dental Benefits at Boeing

Tooth decay, or cavities, affect more children in the US than any other chronic condition. Fortunately, it's almost 100% preventable.

Tips to keep your child's smile healthy:

• Make sure your child brushes their teeth in a circular motion for 2 minutes, twice a day.
• Ask your child’s dentist about sealants, protective coatings placed on your child’s teeth.

• Stay on top of their regular dental check-ups

Regular preventive dental visits include:
oral exams, cleanings, fluoride treatments, sealants and x-rays. They help catch and treat tooth decay before it becomes a serious problem.

Keep your child on the path to a lifelong healthy smile.

Delta Dental of Washington
Schedule their next visit today.
Get the most from your dental benefits. Register for a MySmile account at DeltaDentalWA.com

UTC Members United and Strong

IAT Members working at UTC Landing Gear in Everett remain united and strong in their efforts to land a first contract.

Members designed a solidarity t-shirt playing off UTC’s corporate mission logo, but geared it to give the committee a realistic taste of the frequently-intense atmosphere at the bargaining table.

In August, 23 U.S. Senators, including Bob Martinez. “They voted to join a union and now it is time for Boeing workers to respect their choice. We are ready today to negotiate a contract that is fair to Boeing management and front-line workers, just as we have for generations of Machinists Union members at Boeing.”

Progress is being made and the next bargaining sessions will be November 6th, 7th and 8th.

The shop floor solidarity is making a difference as members each day send a strong message to management, which in turn will have a direct impact on what UTC offers at the bargaining table.

Intense Training to Prepare for Upcoming Talks at Cadence

Preparations continue to bargain a second contract for members at Cadence Giddens in Everett.

In October, Union Stewards and shop floor negotiating committee members Gary Naple, Steven Burch and John Combs joined Business Rep Greg Campos and Chief of Staff Richard Jackson in the Negotiation Preparation class at the IAM’s training facility in Maryland. The intensive week-long program covers all phases of contract negotiations, including surveying members to understand their priorities, formulating those priorities into contract proposals, collective bargaining tactics and scrutinizing the employer’s strength and weaknesses.

The class also covers communications, strategic planning, legal issues and several other areas.

The training culminates in a mock negotiation using real issues the committee will bring to the table, with instructors playing the part of hard-nosed company negotiators. The bargaining simulation is designed to give the committee a realistic taste of the frequently-intense atmosphere at the bargaining table.

“The classes we attended were a true eye opener to the preparation and skill it takes to have a successful contract negotiation,” said Steven Burch.

Gary Naple agreed, stating “I had a great experience during the week, the group developed the second, more indepth prioritizing survey that was distributed at a membership meeting on Oct. 25. The group also drafted a Negotiation Survival Handbook to help members better understand the negotiation process and their role.

The key to successful negotiations is ensuring members are engaged and involved and sending a daily message of unity in support of our union negotiations.

More Support for South Carolina Boeing Flight Line Technicians

Flight Line crews throughout Puget Sound continue to show their support for Boeing Charleston Flight Line Technicians by wearing unity wristbands.

In addition, the Charleston workers continue to have others urging Boeing to respect their unionization vote.

In October, a bipartisan group of 177 members of the House of Representatives, led by Washington’s Rep. Rick Larsen (as well as Denny Heck, Derek Kilmer, Suzan DelBene, Pramila Jayapal and Adam Smith) sent a bipartisan letter urging the Boeing Co. to respect the decision of Flight Line Technicians in South Carolina who voted to join the Machinists Union.

In August, 23 U.S. Senators, including Washington’s Patty Murray and Maria Cantwell, urged Boeing to drop its appeal and immediately begin collective bargaining with its workers.

Boeing has refused to negotiate with 178 workers at its North Charleston, S.C. manufacturing facility who chose by a 2-1 margin to join the IAM on May 31, 2018. The National Labor Relations Board in May struck down Boeing’s legal argument and ruled the unit appropriate.

The IAM represents 35,000 Boeing employees across the country. “Boeing workers in South Carolina are simply asking for the same rights as any worker,” said IAM International President Bob Martinez. “They voted to join a union and now it is time for Boeing to respect their choice. We are ready today to negotiate a contract that is fair to Boeing management and front-line workers, just as we have for generations of Machinists Union members at Boeing.”

One of the many Flight Line crews in Everett wearing the unity wristbands to show their solidarity with Boeing Charleston Flight Line Technicians who are seeking a first union contract with Boeing. Workers there voted overwhelmingly for union representation in May, but Boeing continues to refuse to recognize the legal rights of these workers.
Team 751 Making Strides Against Breast Cancer

On Saturday, October 20, Team 751 members gathered at Gas Works Park in Seattle to take part in the “Making Strides Against Breast Cancer” Walk sponsored by the American Cancer Society. The group gathered for a team photo, before taking off on the walk along the Montlake Cut. Many donned Team 751 t-shirts, which are available at the Seattle Union Hall or November union meetings.

Thanks to all who turned out to take part in this worthwhile event that has personal meaning for so many of our members and their families.

Volunteers Continue to Help Others in our Communities

Helping others in our community is a labor of love and a passion for many of our 751 volunteers who are out every weekend helping others in the community. In October, members built two wheelchair ramps, prepared and served meals at area missions in both Tacoma and Everett, took part in United Way’s Day of Caring Projects, cleaned up our Adopt-a-Road in Everett and much more. Our 751 Human Rights Committee delivered boxes of hundreds of toiletry items donated over several months to help the homeless in Seattle.

If you would like to get involved in our community service projects, please email kaym@iam751.org or check our website calendar of events (iam751.org).

Upcoming Chances to Help

King 5 Home Team Harvest Food Drive takes place Saturday, Dec. 1 with our volunteers collecting donations and loading them into trucks as well as accepting cash donations at drop off spots. This year, locations we will help at are:

- Bothell Safeway (24040 Bothell Everett Hwy)
- Everett Safeway (4128 Rucker Ave)
- Northgate Mall (401 NE Northgate Wy)
- Renton Highlands Safeway (4300 NE 4th St)
- Tacoma Mall (4502 S Steele St)
- Bothell Safeway (24040 Bothell Everett Hwy)
- Everett Safeway (4128 Rucker Ave)
- Northgate Mall (401 NE Northgate Wy)
- Renton Highlands Safeway (4300 NE 4th St)
- Tacoma Mall (4502 S Steele St)

There are Three shifts: 7am to 8:30am; 8:30am to 10 am; or 10am to Noon

Contact Kay Michlik at kaym@iam751.org if you would like to volunteer for one shift or receive more information.

A one day Turkey Drive for the missions in Tacoma and Everett will take place Thursday, Nov. 15. Frozen turkeys will be accepted between 8 a.m. and 3 p.m. at the Auburn, Everett, Renton and Seattle Union Halls. Note: Except for Seattle, all halls close for lunch between noon and 1 p.m.

Checks made to either the Everett Gospel Mission or Rescue Mission will also be accepted.
Solidarity Conference Arms Members with Knowledge

Continued from Page 1

Convention. He also thanked them for their solidarity with newly-organized IAM members at Boeing South Carolina.

“Boeing may think they can keep IAM representation from South Carolina workers, but let me promise you something right here and now, they will never, ever succeed,” said Martinez.

“2024 will be here before we know it! 2024 will be here before we know it! These members stood together, stepped up and helped us ensure it is classified as grade 7 work,” said Business Rep André Trahan.

“To learn more or enroll visit: freecollege.goiam.org

Free College for You & Your Family

At the Membership Conference, Chief of Staff Richard Jackson gave an update on the Machinists Union FREE online college Benefit that makes it possible for you, your family members, and retirees to earn an associate degree or other two year degree completely free and online from Eastern Gateway Community College. There are no out-of-pocket costs for tuition fees or e-books—making it absolutely free.

This free benefit is open to members in good standing, retirees and their families (defined as spouse, children, step children, children-in-law, dependents and grandchildren, and even parents). In the current set of classes, District 751 had 170 family members participating in the program. New hires have even signed up their spouses or children immediately after joining the union.

Take a look at this exciting program and take advantage today to help grow your career. To learn more or enroll visit: freecollege.goiam.org or call 888-590-9009 to talk with union represented assistants.

Members heard presentations on a variety of important topics.

Challenging Pay Disparity at Boeing

Continued from Page 1

As we have repeatedly shared, Boeing is not paying members what they are temporally assigned. These are positive things, but we want to capture them for everyone in the situation rather than only for a few the company chooses.

Again, we are not guaranteed an outcome on these issues, but believe strongly Boeing should address these issues in a fair and consistent manner for all members going forward. By demanding to bargain, which is our right under federal labor law, we hope to have a positive impact for our members.

Chiefs of Staff Rich Jackson presented information on free online college for IAM members and their families.

A member takes notes during a presentation.

Members appreciated informative presentations and the ability to ask questions of union leaders on any topic.

Santa to be at December Meetings

Santa Claus will pose for pictures with the children and families of 751 members at local lodge meetings in December at the Seattle Union Hall. Free prints will be available and the photos will be posted on Flickr for members to download. Kids are also treated to a gift while members receive a ticket for a chance to win a free turkey. Bring your family to these festive meetings.

Upgrades Prevent Job Erosion on Robotics

Continued from Page 1

who works the SARC and received the upgrade and backpay. “We appreciated our union fighting on our behalf and securing this long-awaited agreement and also Boeing for recognizing the SARC as a highly integrated and skilled position.”

“These members stood together, stepped up and helped us ensure it is classified as grade 7 work,” said Business Rep Garth Luark.

“This is a battle we will take on in order to protect our members. It is our job to ensure Boeing properly compensates our members for running these highly complex machines and is not allowed to downgrade and erode our higher graded jobs,” said Holden.

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Challenging Pay Disparity at Boeing

Continued from Page 1

The current wage progression structure resets progression after an upgrade). Their actions helped resolve this issue in the two shops,” Holden added.

Business Rep Grace Holland noted, “I want to thank member Robert McKay, an ASAT operator who along with Jeremy Hultkrantz and Sam Martinez originally brought the labor grade issue to my attention when the SARC was installed. Their actions resulted in our union filing a grievance. They provided substantial documentation that helped convince Boeing this is indeed grade 7 work.”

“We all agreed it should be higher graded work. Their actions helped resolve this issue in the two shops,” Holden added.

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Santa Claus will pose for pictures with the children and families of 751 members at local lodge meetings in December at the Seattle Union Hall. Free prints will be available and the photos will be posted on Flickr for members to download. Kids are also treated to a gift while members receive a ticket for a chance to win a free turkey. Bring your family to these festive meetings.
**Hitting the Green for MNPL**

Golfers, sponsors and volunteers “chipped in” to ensure the Local C Golf Tournament delivered thousands for the Machinists Non-Partisan Political League (MNPL). MNPL is the political arm of the union since no union funds can be used for candidates or political action.

Competition was tight with scores of 60, 62 and 63 for the top three teams. Long drive competition was won by Stan Long. Winners of the four closest to the pin competitions were Matt O’Brien, Robb Lindell, Bill Robey and Ken Lorentzen.

Thanks to the volunteers who helped ensure the tournament ran smoothly and a good time was had by all.

**Thanks to the following sponsors:**
- IP Bob Martinez
- GVP Gary Allen
- GVP Mark Blondin
- Larry Brown
- Ira Caterman
- Jason Chan
- Mark Clark
- Kathleen Cox
- Kevin Cummings
- Rick de la Fuente
- Allen Eveland
- Shari Boggs
- Allen Eveland

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**HCT Helps Make Shops Safer at Boeing**

IAM District 751 and The Boeing Company are committed to working together to maintain a healthy, safe and environmentally responsible workplace through a contractual partnership: IAM-Boeing Joint Programs (Article 16 and Article 20).

Through contractual provisions, both the Union and Company have partnered to create a culture which promotes a positive approach to processes, attitudes and activities with the goal of achieving a workplace free of incidents, accidents and injuries, and protects the environment.

Section 16.2(f) of the Collective Bargaining Agreement (CBA) details the Hazard Communication Team (HCT) mission, which is to review, promote and communicate information flow to members about the occupational health and safety effects resulting from changes in machines, processes or materials.

The team consists of an equal number of representatives from the Union and Company across the Puget Sound and Portland Sites. The IAM Union representatives are individuals who are knowledgeable about hazard communication issues, while the Boeing Company representatives are personnel from Environment, Health and Safety (EHS) and/or other appropriate organizations.

In July, the HCT toured the Renton site to check out new machines and the industrial exoskeletons that Boeing Research & Technology (BR&T) is performing trials on. The exoskeletons can help reduce injuries and fatigue for factory workers. The HCT was able to review, ask questions and try on this device, which is being tested in Renton, tests an exoskeleton designed to reduce fatigue.

Below: The exoskeleton.

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**Blanket & Coat Drive**

Now through Dec. 12

The District 751 Human Rights Committee is holding a Coat and Blanket Drive now through December 12. The goal is to help others in our community keep warm this winter. Donate new or “gently used,” clean coats and blankets, along with new socks, gloves, scarves, hats and mittens. All sizes welcome from infant to adult. Consider giving the gift of warmth. Items can be dropped off at any 751 Union Hall or at Local Lodge meetings.

This is another way for our members to help others who are less fortunate in our communities. All items will be delivered to the Providence Regina House in South Park for distribution to area residents in need.
November 2018  751 AERO MECHANIC  Page 9

751 Retirees, Spouses Offered Discounted Medicare/Dental Options for 2019

District 751 announced new group Medicare supplemental plans at meetings throughout Puget Sound on Sept. 28. As a group plan, our retirees and spouses are guaranteed acceptance with no health questions or pre-existing condition clause. People can choose the plan that currently works for them and if their situation changes, they can switch to another plan during the year with guaranteed issue.

Another valuable service our union is proud to offer is a free one-on-one consultation service at our Union Halls through Employee Benefits Systems (EBS). This is an opportunity to compare and contrast plans to ensure you select the best coverage. Even if you are happy with your current plan, review your plan, including Part D against your current prescriptions, to ensure you are not paying unnecessarily high co-payments.

Edward Stumpf, one of the retirees who has previously been denied coverage, was able to get the plans they wanted because of the guarantee issue plan. Edward and Violet Stumpf are thankful the union arranged this option. Ed has been fighting cancer and because it is a pre-existing condition, no other plan would take him—unless the plan was stuck in his current plan that was costing him a lot in out-of-pocket expenses. Because this is a group plan for 751 union retirees, he was allowed to select the coverage he wanted, no questions asked.

“This is truly amazing!” Others may think they can’t get insurance, but this is guaranteed no matter what your current medical condition is. The reps are knowledgeable and really care,” said Ed. “We are so thankful our Union secured guaranteed coverage.”

Violet was able to switch to a lower cost plan, knowing with one month’s notice she can switch to more extensive coverage if the needs it, which will save them money.

“This is great. I hope more retirees will take advantage of this opportunity to get into the group plan and know they have plans any time with no medical questions or what an amazing benefit,” said Ed.

November 751 Retirement Club Minutes

The meeting was called to order on October 5th. Roll Call: All officers were present. Minutes: The September meeting minutes were approved.

Executive Board Report: President Boschok said two people took others in their own cars to the Diablo Lake excursion after the district Legislative Conference that took place Oct. 4th. He spoke about the WSARA Senior Champion Awards Luncheon and Legislative Conference that took place Oct. 4 with 751 retirees attending.

He reported Republicans in the House of Representatives have passed an addition to the tax bill by last year. It continues tax breaks for the wealthy and caps local and state tax deductions, which will hurt low and middle income Americans. Most importantly, this bill adds to the massive deficit, in effect maxing out our national credit card. The Republican attempt was made up by cutting Medicare, Medicaid and Social Security. Seniors and indeed all Americans will be adversely hurt if the plan continues.

On the positive side, Democrats in Congress have introduced legislation which will improve Social Security, phase out the “cap” on taxed income and use a senior oriented cost-of-living formula in Social Security Adjustments. The coming election will determine which of these approaches will pass.

President Boschok noted the Labor Neighbor program welcomes volunteers to phone other happy holidays while enjoying a catered hot lunch. Purchase tickets by Dec. 3 at Retirement Club Meetings or send your check, made payable to: District 751 Retirement Club, 9125 15th Pl. S. $10 for members/iassc members $15 for guests.

469-0515.

751 Retirees attended the Washington State Alliance for Retired Americans (WSARA) 2018 Senior Awards Luncheon on Oct. 4th. Washington State Representative Mike Sells and retired Washington Education Association leader Jean Savidge received awards for their work for seniors and all Americans.

State Insurance Commissioner Mike Kreidler reported on his efforts to lower health care costs in our state and the Alliance. WSARA President Jackie Boschok then led the conference into consideration of coming state legislative issues with Joe Kendo of the WA State Labor Council talking on several issues for the 2019 legislature. Steve Kofahl, retired Social Security representative, gave an update on Social Security issues.

November 751 Retirees: A Change of Plans?

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Do a job? Get your FCC commercial radio license and leave a message and I will return your call.

60 GALLON AIR COMPRESSOR INDUSTRIAL $500.00 plus miscellaneous items. Call Jerry 253-389-8384 or leave a message and I will return your call.


AD RULES: Each ad must be 25 words or less. Use only one 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 your phone number. Members’ “cottage industries” will be OK on ads, but no commercial. Ads on paper, include information required on ad blank.

Deadline For Next Issue: Dec. 4th

Auto Parts & Accessories

2018 HONDA ODYSSEY ELITE 20 inch wheels for sale $1000 or best offer. Call Jerry 253-389-8384 or leave a message and I will return your call.

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healthy mind, body, family, society & finances. Part of your time, your children’s time, your Golden Years. Call Jerry 253-389-8384 or leave a message and I will return your call.

MAPLE POINT AFH in Bonney Lake has an opening for a homemaker. Call 206-227-5505 or leave a message and I will return your call.

TREASURE HUNT FLEA MARKET, first Saturday of every month. Located at the Eagles Club, 201 Lake City Way, Seattle. Contact Dori Heck for information. 206-909-0916

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

USED AMTROL MODEL 255 PRESSURE TANK for well. Includes supply and outlet piping with pressure gauge. Perfect condition. $350.00 cash. 253-666-8442

PIECE QUEEN ETHAN ALLEN PINE BEDROOM SET $500.00 Numerous Sears Craftsman tools $180.00 25-845-2997 in Paypahol. HO SET complete with town, people, cars and landscape. Must see to appreciate. ALL for $600. 206-359-5364

KEROSENE HEATER = FULL $150.00 25-307-5555 or leave a message.

SOLVIT DOG RAMP, like new, extends to seven feet. $50.00 253-939-5609

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COMMUNITY BIBLE STUDY - DES MOINES Library, Lesson: Does God care for everyone? 5:30 or 3:30 – 4:00. Everyone is welcome. Contact Phyllis at crwphyll@aol.com

COMMUNITY BIBLE STUDY - FEDERAL WAY Regional Library, Lesson: If God heals people how can I get healed? Nov 7 2:30 – 3:30 or 5:30. Everyone is welcome. Contact Phyllis at crwphyll@aol.com

VINTAGE HARD TOOLS. Dad was a large boat propeller wooden pattern maker. These are the planes, chisels, chippers, punches and other tools of his trade. He is no longer capable of telling me that they are, only that he would like another person with a love for working with wood to have them. Contact: Pati 253-879-2328

AIR & FIDDLING FAMILY FARM on Camas Prairie. Beautiful location, mid Island Drive to beaches and state parks. Check it out! Fiddle family Farm abs ahh. Bike, Boat, Crab, Fish.

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

NEW 2001 SUBARU FORESTER, new tires, body in good condition. Runs great. First car or extra car $1000. Call 206-886-1103

2017 RANGE ROVER EVOQUE, SE, AWD, condition: Great, low miles, still under warranty, heated seats. For more info call 206-861-6557

Retirement planning can be challenging, but creating a timeline can help ensure your savings stay on track. Here are some expert tips for helping to ensure your retirement plans are on schedule at every stage.

Set an income goal—and know that it could change. For younger workers, it can be helpful to think of their income as what will be needed in retirement and how much their income will increase over time. They should be looking at an income replacement ratio of around 80%. That said, when you’re younger, 80% of your income is not going to last you in retirement. That number will change over time.

It’s important to set goals early in your retirement planning process. Be prepared to revise them frequently as you get closer to retirement—and work with your financial advisor to make your goals as realistic as possible.

Plan to increase your savings rate. If you’re 20 years old, a savings goal of 10% of your current salary per year is a good start. By age 30 you should be putting away at least 15% per year.

If you have access to a qualified employer-sponsored retirement plan (QRP), such as a 401(k) or 403(b), start contributing. Matching contributions, consider contributing at least as much as the match. This is free money you don’t want to pass up, and it can only get you to the right percentage.

At the same time, consider a Roth IRA or, if available, the designated Roth account option. Setting aside money in your IRA or Roth account can help you avoid paying taxes on your potential tax-free distributions.

Your savings rate should increase as you age; at the same time, you should be planning to use different sources of income once you’re getting the most benefit now and when you’re in retirement. Sketch out how long you could be in retirement. When creating a retirement timeline, one of the most difficult factors is estimating how long you can expect to be retired. For the average person, at least one to two years leading to a bachelor’s degree or a two-year vocational/technical certification.

Awards to Members of Children: are:

College: 500 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 for competition:

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 to apply to and including the closing date of Feb. 22, 2019.

• Must be planning to graduate during the winter or by the end of the spring 2019 school year (i.e., normally a high school senior); or

• Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades; or

• 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.

In other than rules of eligibility to or obtain an application form, visit www.goiam.org/iamscholarship.

November 751 Retirement Club Minutes

Continued from Page 9

bank Tuesdays at the Seattle Union Hall from 4 to 6 p.m. and 6 to 8 p.m. Another way to vote is by mailing your postcards. 751 Legislative Director Larry Brown explained the process and encouraged involvement to help our labor-endorsed candidates.

Health and Benefits: Vice President Helen Lowe read the deceased list: Local A: Eddie Dixon, Julia Hale, Albert Ham, Tomiko Kilbridge, Joan Lackey, Robert McKinley, David Mosney, Jr. Shane Parker, Beatrice Pegues, Jody Raymond, Charles Richardson, MT Sloniker, Robert Tolman, Local C: Arvin Avera, William Blair, Barbara Carpenter, Andres Chavez, James Frankellos, Reverend Dr. Galen Jacobsen, John Johnson, Bernard Leingang, Dolores Marshall, Fred McKenzie, Jr. William Morton, Donald Payne, Herb Schuh, Rodney Stitham, Rosemary Tousley

Local E: James Chin, Barbara Conley, Mary Harwick, Lois Stone. Local F: Robert Baker, Robert Baker, David Benjamin, Maddalena Bobeck, Raymond Crawford, Donald Farmer, Joseph Gelaskos, Michael Karpenko, Paul Saffis to determine membership. Jerry Merckelvand, Ronald Parks, Carol Rawlinis, Walter Riedyke. A moment of silence was observed. Sympathy cards were sent to the families of many Social Security offices which makes the program look like it is not working, which is part of the overall plan to attack Social Security. He cautioned to watch for the introduction of a balanced budget amendment which would also negatively affect seniors.

Tom Lux announced the Harry Bridges Center for Labor Studies will hold its Labor Studies Award Banquet on Sunday, November 11 from 5 to 8 p.m. for a $50 donation.

751's ways gets a table of 8 and the District Labor History committee also will have a table of 8. If you would like to attend let Tom know. There is no charge.

Jim Hutchins spoke about a wheelchair ramp the MVP volunteers built yesterday for the parent of one of the children. The club sang happy birthday to them. The club sang happy birthday to them.

President's Report: President Boschok noted the Holiday Luncheon will be Dec. 10.

She asked for ideas for a Veterans Day celebration. President Boschok announced the FAA Reauthorization Bill passed overwhelmingly in large part due to the coordinated advocacy effort between IAM members and its legislative team. Airline labor highlights of the bill include provisions for service agents from physical abuse by requiring airlines to implement an assault prevention and response plan within 90 days as well as provide additional training. This will also set a minimum ten-hour rest period for flight attendants, equalizing pilots’ minimum rest and providing funds for aircraft maintenance education.

Helen Lowes requested the BLS have staff to schedule a personal review of Medicare insurance needs at the Seattle Hall on Mondays for club member’s convenience and they agreed to do that. When looking at the group Medicare plan EBS is offering to our retirees, the state of that budgeting, be sure to look at your discretionary spending. If you’ve been supporting children through college, once they become independent, it might be tempting to reallocate that money to exotic travel or home renovations—but it’s your retirement fund that should get the first deposit.

No matter when you start, planning that retirement timeline is the key. Many retirees regrets only if you budget for saving—and stick with that budget. Your financial advisor can help guide this conversation.

A final tip for those in their 60s: You may want to withdraw money earlier than you think. If the bulk of your money is in qualified retirement plans or IRAs, most of the money you’ll receive in retirement is tax-deferred. You may be moving yourself into a higher tax bracket. At age 70½, you’ll need to start taking required minimum distributions (RMDs) kick in, so if you’re retired at age 62, for example, take some money out then—this will lessen the impact of larger distributions later on.

Proudly Serving the IAM-AW for over 75 years. This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group in Portland, OR at 1-800-923-6399 or www.scottwealthmngmt.com.

Investments in securities and insurance products are: NOT FDIC- INSURED. NOT BANK-GUARANTEED. MAY LOSE VALUE Wells Fargo Advisors is a trade name used by Wells Fargo Clearing Services, LLC, Member SIPC, a registered broker-dealer and non-bank affiliate of Wells Fargo & Company. ©2018 Wells Fargo Clearing Services, LLC. All rights reserved. 2018- 01931E2019 Labor History Calendar just $5

You can get your labor history all year long by purchasing a 2019 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 Calendar just $5. November available for purchase at the Local Lodge meetings and the Everett, Seattle, Renton and Auburn Union Halls.
Union leaders from District 751 and District 160 representing Machinists members working at United Parcel Service (UPS) throughout Washington State met in Seattle Oct. 22 and 23 to discuss issues impacting members in our state. “We are hoping to get some issues in our local agreement addressed and settled before talks on the master agreement begin next year,” said Business Rep Steve Warren. Local issues were identified based on survey feedback, grievances, and other input. There are three main issues we are hoping to address: shift bidding, vacation accrual, and shift differential. There was extensive discussion on these issues and some progress was made. Another set of talks on these local issues will be held in mid-December. Solidarity t-shirts were distributed in October so members can demonstrate their determination in reaching a fair agreement and raise visibility on the upcoming talks. In October, members received a negotiation handbook that union leaders prepared while attending a negotiation preparation class in July. It outlines the process, strategies and ways members can show their support. 751 reps on the bargaining committee include: Business Rep Steve Warren, Staff Assistant Chris Powers and Stewards David Bakken and Cory White. District 751 represents UPS mechanics at the Spokane Hub, as well as satellite shops throughout Eastern Washington and Idaho while District 160 represents the UPS mechanics in Western Washington.

Eastern Washington stepped up and delivered big for Guide Dogs of America holding multiple fundraisers throughout the year, including raffles, barbecues and the trap shoot. At the Sept. 25 District Council meeting, leaders from Locals 86, 1123 and 1951 presented a check for $19,746.40 culminating their 2018 efforts throughout Eastern Washington. Thanks to all the members who have helped with the various events to raise money for this very worthy cause.

Eastern Washington Delivers Big for Guide Dogs

New Officers Elected in Local 86

Congratulations to the following Local 86 officers who were elected on Thursday, Oct. 11. Below are the officers who will begin their three-year term on January 10, 2019. Their employer is noted in parentheses.

President: Allen Eveland (ASC Machine Tools)
Vice President: Jerry Purser (Triumph)
Recording Secretary: Carl Andrews (Triumph)
Secretary-Treas: Pete Hedemark (Penske)
Conductor-Sentinel: Darrin True (Triumph)
Trustees: Tony Wade (Triumph)
Rick Coffman (ASC Machine Tools)

Thanks to all the members who took the time to vote and participate in the election process.

Local 86 Machinists members left the Spokane Labor Rally energized to vote for candidates who will stand up for working families.

Local 86 Visible at Annual Labor Rally

Local 86 members turned out for the 26th Spokane Labor Rally on Oct. 17 at the Spokane Fairgrounds hosted by the Spokane Regional Labor Council. The Labor Rally is an annual tradition for the Spokane-area labor movement where union members and their families meet and mingle, enjoy some good food, and hear from labor-endorsed candidates in the Spokane community. The face-to-face interaction with candidates energizes members to vote for candidates who stand up for working families.

Yakima Raffle Winners... $25 Buffalo Wild Wings Gift Card

Allen Eveland: $25 Buffalo Wild Wings Gift Card

Wendy Malone: Two 1-hour passes to Get Air Trampoline Park

Robin: 1-hour to Get Air Trampoline Park

Christian Rodriguez: Free meal

Mine’s Drive-In.

Thanks to all who helped with the effort.

Yakima Guide Dogs raffle were drawn during a lunchtime barbecue at Pexco Sept. 18. The raffle raised $1,201 for Guide Dogs of America.

Member Nino Renteria, who works at Pexco, won the Camp Chef SmokePro pellet barbecue as well as a 1-hour pass to Get Air Trampoline Park and a free meal at Miner’s Drive in.

Below are other winners:

Kyle Tilley: $25 SeaGalley gift card
Keun Synhavong: $25 Buffalo Wild Wings Gift Card

Above: Members at Pexco enjoyed a solidarity barbecue at lunch while the Guide Dogs raffle ticket winners were drawn.

Left: Nino Renteria was thrilled to win the barbecue as part of the raffle to raise money for Guide Dogs of America.