Unjust Termination Reversed

23 Months Back Pay and Benefits to Remedy Unjust Termination

The value of union membership is evident to 751-member Terry “Clay” Davis. Thanks to your Union challenging his unjust termination from Boeing, an arbiter ruled in late September that Clay must be reinstated to his grade 5 painter job with nearly two years back pay and benefits under the make whole remedy. When this 28-year member suddenly found himself facing an unjust termination, he knew to ask to have a Union Steward (Jim McKenzie) present at the discipline meeting and promptly met with his Union Business Rep Brett Coty. Our Union conducted a thorough investigation that verified Clay was indeed unjustly terminated. When Boeing failed to agree with that conclusion, we proceeded to arbitration. The arbiter’s decision was significant for several reasons and much of the decision was based on the “seven tests of just cause” (see related article on page 7) and has implications for Boeing’s new fact-finding teams and how they must do business going forward. The arbiter found:

- Management did not conduct a full and fair investigation and specifically failed to interview the grievant so he could tell his side of the story. The arbitrator cautioned Boeing that under the principles of just cause an employee has the right to tell his side of the story.

- The decision was reversed.

Union Effort Stops Offload

IAM Work Transfer Reps continually question potential offloads. When Boeing proposed offloading the Renton 737 dorsal fin assembly, our IAM Renton Work Transfer Reps Bob Merritt and Jason Chan began asking questions. Understanding that floor space is at a premium in Renton as the 737 rate increases, our reps began asking and searching for other Boeing locations in Puget Sound that could take on this work. Our Renton Work Transfer Reps coordinated with the Auburn IAM Work Transfer Reps to find adequate floor space to accommodate the work package. Auburn Work Transfer Reps Chris Schorr and Dave Swan combed the Auburn site for a potential location. After numerous inquiries and working with engineering and management in both locations, space was found in Auburn to accommodate the dorsal fin assembly. The Auburn area was cleared and prepped to accept the work. The initial tool has been installed, our first crew of mechanics transferred from Renton to the 17-45 building in Auburn. IAM Auburn Work Transfer Rep Chris Schorr (far right) met with members at the new build location (L to R) Timmy Nguyen, Victor Hammond, and Sean Root.

Unjust Termination Reversed

For a potential location.

Union Ensures Retiree’s $46,000 Medical Bill is Paid

It pays to be Union is evident in the daily work of our Union’s Health and Benefits Representatives. District 751’s Health and Benefits Reps continually work to help members with their medical, dental, pension, disability, and leave issues, as well as a multitude of other topics. These reps are also happy to help members fill out their retirement paperwork face-to-face so they get their questions answered and understand the various options. However, the assistance they provide doesn’t end when a member retires.

Recently, Health and Benefits Rep Lester Mullen was able to ensure one of our retirees was not charged $46,000 for his cancer treatment. Without the union’s assistance, our retiree would most likely have had to pay this enormous bill himself. The retiree, who has been a member for 35+ years, retired from Boeing in 2010.

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Just Cause Provision Ensures Justice on the Job

By JON HOLDEN
District President

Union members often focus mainly on their wages and benefits in their contract provision. While economics are important, there are other provisions that are just as valuable that are often overlooked.

One of the most important aspects of union membership doesn’t come in a paycheck and is known as the “just cause” provision. This ensures an employer must have “just cause” for discipline or contract termination as they cannot terminate you “just cause” they want.

This month our union had an arbitration case that demonstrates the value of this “just cause” provision. This case was important not just for the member involved, but because the decision has ramifications far beyond to all members.

The case was a unique principle in disciplinary cases for union members that is the employer must have “just cause” for imposing the disciplinary action. In 1966 Professor Carroll Daugherty developed a seven-part “just cause” analysis; the concepts of those tests are still used today when arbitrator decide discipline cases. These “just cause” tests protect you by mandating that you are aware of the rules, the rules are reasonable, an investigation is conducted where you can tell your side, discipline is progressive and corrective, and the burden of proof is on the employer.

As District President, I feel very strongly about making sure our union provides proper representation to address the rights of our members. This representation includes challenging of HR discipline, rule changes, potential ramifications far beyond to all members. We have long taught these principles to our stewards, it is important for members to know and understand their rights. As Boeing is attempting to move members to an investigation team located elsewhere, members still must always ask if there appears to be an investigation that could lead to discipline. This may be a casual conversation with HR, a phone call or an email from a manager asking for a statement – be aware and protect yourself against unfair representation.

This month also brings additional opportunities at the Auburn, Everett and Seattle halls for members to take part in our town hall meetings. These meetings will start off with a discussion on Boeing’s next airplane the 797 and strategies we are working on to build it here. This is a very important focus for our future and something all members should be invested in.

The town halls also provide an open forum for candid face-to-face, two-way communication for us to bring up concerns, make suggestions, ask questions and highlight issues that need to be addressed.

In addition, we have scheduled another opportunity for members to interface with union leaders while gaining valuable insight on important workplace topics. That will be our Member Solidarity Conference scheduled for Saturday, November 1 at the Seattle Union Hall. The goal is to help build our strength for the future with an informed, engaged membership. There will be several educational workshops presenting important information that pertains to your job, career movements and workplace rights.

All of these activities are working toward building a stronger future for all our members. That is something that has been visible in recent events for our districts, our members and our union. Our members working under the Service Contract Act at JBLM, NAS Whidbey, Fairchild and understanding our rights. As Boeing is attempting to move members to an investigation team located elsewhere, members still must always ask if there appears to be an investigation that could lead to discipline. This may be a casual conversation with HR, a phone call or an email from a manager asking for a statement – be aware and protect yourself against unfair representation.

Save the Date for Membership Conference & Poker Tourney

Saturday, November 11 is a date for members to save for union activities. First, we will be holding a Membership Solidarity Conference at the Seattle Union Hall from 10 a.m. to approximately 1 p.m. The goal is to help build our strength for the future by educating and engaging our members.

There will be several educational workshops and important information presented. Watch for more information in a future mailing and on the 751 website at www.iam751.org.

Later that day Local C (with support from Locals A, E and F) will hold a poker tournament to raise money for the 2020 IAM Grand Lodge Convention. The poker tournament will be held at the MTHAI on Fairchild AFB. In Auburn. Registration begins at 5 p.m. with the tournament running 6 to 10 p.m. Cost is $100 per player. Final table payout is $3,500 split between the top 10 players. There will also be a $5 poker slot tournament. Entry forms are online at www.iam751.org or at any union hall.

Save the Date for Membership Conference & Poker Tourney

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

The health assessment questionnaire for District 751 members working at Boeing is now available through Boeing’s TotalAccess. Each year union members and their spouses/partners covered by Boeing medical plans must complete the health assessment questionnaires to avoid higher monthly out-of-pocket costs for health care in the current benefit year (up to $40 per month if both employee and spouse/partner fail to complete the assessment). This year’s health assessment can be taken between Nov. 1 and Nov. 28. 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 on the Health Assessment.

Remember: We don’t have to provide any numbers on the Health Assessment.

If you have any questions about the screening or the available options for completing the assessment, you can call an IAM Business Representative for assistance at 1-888-763-1301.

REMINDER: IAM members and their spouses/partners are not required to take any health screenings, and you are not required to report any numbers to Boeing on the Health Assessment.

Just Cause Provision Ensures Justice on the Job

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REMINDER: IAM members and their spouses/partners are not required to take any health screenings, and you are not required to report any numbers to Boeing on the Health Assessment.
Facilities Members Save Boeing Both Time and Money on Crane Maintenance

Recently our Auburn crane maintenance demonstrated the tremendous value they bring to Boeing using their skills and expertise to complete a project ahead of schedule to ensure the 17-06 building cranes remained safe and efficient. Management allotted three weekends for the repair that was potentially contractor warranty work, and our mechanics completed the work in just one weekend – saving time, money and ensuring the safety of our members working below the cranes.

The issue involved overhead cranes in the 17-06 building. The more than 8.5 miles of overhead crane rails in this building are over 50-years old with more than 2000 attachment points, which means they must be maintained in tip-top shape for safety and efficiency.

When our members were performing preventive maintenance and changing guide rollers, they discovered an alignment issue that would cause crane parts to wear out faster and put additional pressure on the side guide rollers. In fact, one of the rollers had fallen from the overhead cranes – stepping up the urgency to correct the problem.

While calling in the contractor for warranty work might seem a logical solution since it was less than a year since the contract had done the work, it is never that simple. Often there are disputes on whether it is a covered item so Boeing supplier management becomes tasked with “proving” the contractor should perform the work. In addition, when a contractor is used, Boeing employees are still needed to validate the work, install and remove crane stops and perform proper lockout procedures. The result is Boeing ends up paying its salaried and hourly employees to do some of the contractor’s work without being able to charge this cost back to the contractor. When our members perform the repair, we do the work and validation, install and remove crane stops and perform the required lockout procedure.

“No one cares about the plant or facilities like our members do. It is a pride issue. We take ownership, as if it were our own – not to mention ensuring that our fellow union brothers and sisters are safe in coming to work to perform their jobs,” said 751-member John Lane.

“Boeing needs to understand they are in danger of losing a valuable skill set. If their employees aren’t performing the work, you don’t build the skills required for the future,” said Business Rep Wilson ‘Fergie’ Ferguson. “If you consider all factors of the work, our members are the most cost and time effective.”

Our talented mechanics have expertise beyond simply performing crane maintenance and repairs. John Lane created spreadsheets to track crane rail alignment. Boeing engineering is impressed with the data generated, which after taking measurements can show what parts of the building are out of specification and give good predictive data. Engineers prefer this presentation to the one used by outside contractors.

These mechanics also recently helped the Auburn automotive shop when three of their above ground lifts for trucks, forklifts and seminars needed to be certified. John, along with Union Steward Luke Schwebek, performed the inspection and recertification ensuring our auto mechanics could continue to use the lifts safely – saving money again by not calling in an outside vendor and preventing a shutdown in that shop.

Just another demonstration of the value our members bring every day.

Union Officers Elected by Acclamation

Nominations for Local Lodge Officers in Locals 751-A, 751-C and 751-D resulted in no opposition at September meetings. Those nominated were elected by acclamation for a three-year term beginning January 2018; therefore, no elections are necessary in October. Below are the officers elected at their respective nomination meetings:

Local A Officers
- President: Jason Chan
- Vice President: Paul Schubert
- Recording Secretary: John Kusby
- Secretary-Treasurer: Darry Woodson
- Conductor-Sentinel: Derek Gottschalk
- Trustees (3): Kent Christian, Cameron Griffith, Paul J Richards
- Local Audit (3): Brian DeRohn, Kevin Vaquez, Shane Schneider

Local C Officers
- President: Andrew Schier
- Vice President: Jim McKenzie
- Recording Secretary: Chris Schorr
- Secretary-Treasurer: David Wyatt
- Conductor-Sentinel: Rob Jones
- Trustees (3): Michelle L. Jackson, John Orecta, Du-Jonathan Tran
- Local Audit (3): Jennifer Cesmat, Patrick White, Gary L. Naple

Local 1951 Officers
- President: Jim Henle
- Vice President: Steve Ely
- Recording Secretary: Tommy Eldbardh
- Secretary-Treasurer: Merle Fowler
- Conductor-Sentinel: Mark Shear
- Trustees (3): Don Giese, Joe Jensen and Byron Johnson
New Contracts at JBLM & Bridge Agreement for Whidbey

Machinists Union members working at Joint Base Lewis-McChord and NAS Whidbey for several employers have a brighter future thanks to union representation with the IAM.

Business Rep Pat Bertucci and Chief of Staff Richard Jackson have been working on new contracts and a bridge agreement for these dedicated workers.

L3Doss (formerly Doss Aviation)
On September 18, members at L3 Doss (formerly Doss Aviation) reached agreement on improvements in the majority of provisions in the contract; however, health care remained a sticking point since Zenetex initially offered a plan that had no hospital and very few doctors in their area, plus the cost was higher for lesser coverage. Members there understood solidarity was needed to ensure their health care was protected. The Union members united and sent the message at work that they were going to support each other in efforts to secure a health care plan that worked for all members. In addition, the group took a strong strike sanction vote, preparing to strike if necessary. This union solidarity paid off. Negotiators secured a better health care plan and ensured opt out reimbursement money was retroactive to August 1.

The bridge agreement will remain in effect until March 1, 2020. Union Representation ensured the members’ rights, wages and benefits were protected throughout the process.

Zenetex Bridge Agreement Secured for former KAI members

Earlier this year, Machinists Union members who maintain helicopters used by U.S. Army Special Forces based at Joint Base Lewis-McChord overwhelmingly approved a three-year contract with Kay and Associates. When their employer changed on August 1st, the Machinists Union was there to ensure their pay and benefits were protected going forward.

Machinists Union Business Representative Pat Bertucci and Chief of Staff Richard Jackson immediately contacted Zenetex (the new employer) to enter into talks with the goal of securing a “bridge agreement” that was equal to or better than the contract ratified in March of this year.

After several rounds of talks, union negotiators reached agreement on improvements in the majority of their vote for strike if necessary. This union solidarity paid off. Negotiators secured a better health care plan and ensured opt out reimbursement money was retroactive to August 1.

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L to R: IAM Negotiation Committee members Jim Schneller, Mark Lewis, Chief of Staff Richard Jackson and Business Rep Pat Bertucci discuss proposals for LST negotiations.

train U.S. Air Force C-17 pilots and loadmasters, as well as administrative assistants on the C-17 training system.

The new one-year agreement included a 2.5 percent General Wage Increase and increased health and welfare from $8.75 an hour to $8.92 an hour. The agreement also increased vacation carryover hours from 60 to 64 hours a year.

At NAS Whidbey, members who formerly worked for DRG are now covered with a new one-year bridge agreement with their new employer.

Members working at JBLM for Zenetex (formerly Kay & Associates Inc) get an update on proposed health care plans from Business Rep Pat Bertucci.

Thanks to work of our IAM Renton and Auburn Work Transfer Reps, our members will continue to build the 737 dorsal fin. IAM Renton Work Transfer Reps Rob Merritt (far left) and Jason Clarn (2nd from right) talk to members Kyle Kester and Jon Krause who currently build the dorsal fin in Renton. The work is moving to Auburn and will incorporate process improvements in the build process.

This wasn’t the first time the dorsal fin was slated for offload. When Business Reps Rich McCabe and later Pat Bertucci were Renton Work Transfer Reps, they faced the same issue and found temporary moves to keep the work in-house. With the new location and a more efficient build process, hopefully, this ends the discussion once and for all so the work remains in our members’ hands for years into the future.

“It was great to know our Union was fighting to keep our work in-house and protect our jobs,” said 751-member Timmy Nguyen who has been building the 737 dorsal fins for 11 years and is a resident expert. “By moving the shop and keeping it inside Boeing, I’m hoping I can work 9 more years to reach my targeted retirement date doing my current job.

“I hope more members will question Boeing when they learn even a small part of their job is potentially being offloaded. If they have an idea of where it might fit better in the installation process or how to do that work more efficiently, call us and we will come out, investigate and use that information to formulate a viable proposal to ensure our members continue to perform that work,” said IAM Work Transfer Rep Chris Schor.

“Every job is important – especially since Boeing began issuing WARN notices earlier this year.”

Union Effort Stops Offload

Continued from Page 1

generate new ideas to build the dorsal fin with additional efficiencies. In November, they will reduce fasteners on the dorsal fin for both the NG and MAX models.

The end result is this work will remain in our members’ hands with simply a location change and a process that takes less time to build.

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Above: (right side of table) IAM Negotiating committee Nate Rutz, Pat Bertucci and Chief Richard Jackson meeting with Zenetex negotiators.

Left: Members sent a strong, united message with their vote for strike sanction.
Renton flightline before accepting a position as a Field Crew chief mechanics for the U.S. Air Force on the 737 C-40 Service Rep in Ramstein, Germany on the 737 C-40 program. In this capacity, he worked with and trained crew chief mechanics for the U.S. Air Force on the maintenance of the 737 jet.

However, after 18 months in Germany, his wife contracted Lyme disease so he returned to the states and his flightline QA inspector position. James then left the company.

“Lindsay has been fantastic and really helped me. I couldn’t have done it without her and it would have been a much longer haul,” said James.

James spent the next three years working on the Renton flightline before accepting a position as a Field Crew chief based in Germany. He then moved to Seattle to take a position as a Flightline QA inspector.

“Lindsay gave me encouragement to go for it. Without her, I wouldn’t have been qualified for the flightline job or received my Bachelor’s degree,” said James. “She even recently helped me apply to receive stock awards after earning my degree.”

While helping him apply for his stock awards, Lindsay also referred James to a resume writer, which he utilized to update his resume and is now applying for a customer maintenance training instructor position. IAM members at Boeing are allowed to use resume writers for up to two resumes each year.

“Every member should visit the Career Advisors to go places, give you many options and the schooling and benefits you need,” said James. “They all worked literally around the clock to make this happen. I was able to find the perfect home, just in time.”

“Roberta and Todd did an outstanding job negotiating and creating the best deal for my circumstances. In the end, I feel I got a better deal than if I had went through a traditional agency/office,” Bob added. “An added bonus is the 6 month layoff benefit, which I didn’t learn about until it was all said and done. That instilled even more peace of mind. I have absolutely no regrets, well maybe one, I should have given them a call much sooner!”

Bob used his rebate of $1,792.20 from Union Home Services and $500 VISA card from the Union Advantage Program of Cherry Creek Mortgage to help with real estate transactions and provide access to these outstanding cash back benefits and more:

- Cash back rebate equal to 20 percent of your Union Home Services Realtors commission that is often worth thousands of dollars
- $500 gift card on purchase loans or refinances
- A payment assurance benefit which helps members who become involuntarily unemployed to make their mortgage payment for up to six months.
- A donation in your name of $250 - $1,000 to a qualifying charity of your choice

Bob Allison on his new home he purchased using their services. Cherry Creek Mortgage Rep Jack Thompson (l) and Union Home Service Rep Roberta Cornelson (r) congratulate 751-member Bob Allison on his new home he purchased using their services.

He received a $1,792.20 rebate from Union Home Services and a $500 VISA gift card from Cherry Creek Mortgage. All union members and their families are eligible for these unique services.

To learn more, visit UnionHomeServices.com or call 877-779-0197 and a representative will contact you within 48 hours. For refinance or mortgage benefit information, you can contact the Union Advantage Program of Cherry Creek Mortgage at 877-442-0822.

Your Union, it’s not just for work anymore; it’s also for home!
Machinist volunteers help throughout the region

Machinist volunteers were busy throughout the region helping others over the past month building wheelchair ramps, preparing and serving meals at area missions, repairing toys at the Toy Rescue Mission, helping Northwest Harvest and taking part in the King and Snohomish County United Way Day of Caring events. If you would like to volunteer for events, please check our online calendar at www.iam751.org or email kaymj@iam751.org or call 206-764-0335 to get on our volunteer calendar mailing list.

Machinists to Make Halloween Sweeter in White Center

District 751 is once again teaming up with the Salvation Army to make Halloween sweeter for the children of White Center. Union members are collecting candy for the Salvation Army’s annual Halloween party in White Center, which provides a safe alternative to trick-or-treating for children in that community. Donations of unopened, individually wrapped candy can be dropped off at any IAM union hall in Puget Sound through Friday, Oct. 27.

Last year, union members collected hundreds of pounds of candy, which provided plenty of treats for the Halloween party with enough left over to cover their Christmas party too.

Unjust Termination Reversed

“After this ordeal, I’m thinking of becoming a Union employee for my first work performance issue. I have given him an opportunity to change his behavior (Arbitrator determined a 30-day suspension was appropriate). It is very important to have a union. Without the union I wouldn’t have my job back or a way to question the decision. Our family’s prayers were answered, and we were grateful and overjoyed beyond words,” said Clay. “Even though our union was going up against a huge corporation, we couldn’t have received better representation than our Union’s legal team. While this was the worst situation my family could be in, having the backing and support of our Union Attorney Spencer Thal, Grievance Coordinator Dan Swank and Business Rep Brett Coty, somehow made our day in court enjoyable.”

“arbitrator’s decision on Boeing’s new HR fact finding team investigations. As Boeing is attempting to move away from having Local HR Reps and shifting to an investigation team located somewhere else.

“By hiring an in-house attorney, we can more readily challenge Boeing’s unjust discipline and attempts to change their investigation procedure. In the month of October alone, our attorney will be trying three separate arbitration cases,” said District 751 President Jon Holden. “Members knowing their rights and asking for union representation is important; therefore, we are also working to educate members on their rights so Boeing’s actions do not go unchallenged.”

“arbitrator’s decision on Boeing’s new HR fact finding team investigations. As Boeing is attempting to move away from having Local HR Reps and shifting to an investigation team located somewhere else.

Union ensures retiree’s $46,000 medical bill is paid

Continued from Page 1

Understanding the importance of following the process to ensure coverage, he first got preapproval for the cancer treatment. He was shocked months later when the treatment coverage was denied even though he had preapproval, and he was notified his out-of-pocket expenses for the treatment would be $46,000. The retiree initially reached out to the insurance company but had no luck in reversing their decision.

It was then that he called our Union hall. Our Union’s Health and Benefits Office reached out to check on the reason for the denial and to make sure the time frame for an appeal had not passed. In just two days, our Union was able to get the bills reprocessed and approved – leaving a zero patient share relieving our retiree of the $46,000 bill.

“I want our members to know that we may not win every claim, but when we win one like this, it makes me proud to be part of our Union that stands up for our members both active and retired,” said Les. “Helping our members is why I became active in our Union.

If any member has a medical or dental bill that is denied coverage or a question on one of their claims, contact our Health and Benefits Office at 206-764-0350 and our reps will do their best to ensure proper coverage is provided and members do not pay any unnecessary out-of-pocket expenses.

One in eight women will be diagnosed with breast cancer during their lifetime. Chances are that breast cancer will affect you or someone you know! That is why the 751 Women’s Committee is participating in the Making Strides Against Breast Cancer event on Saturday, Oct. 21st at Century Link Field in Seattle (8000 Occidental Ave). All members, their family and friends, are invited to join in the fun and walk with us.

Registration begins at 8 a.m.; the walk will start at 9 a.m. Team 751 will meet for a group photo at 8:30 a.m. at the stairway on Occidental Avenue between the stadium and Century Field Event Center.

Team 751 will have a sponsor page if you would like to make a donation, a link will be on our website www.iam751.org. Team 751 is also selling limited edition long-sleeve t-shirts at the Seattle Hall and union meetings for $20 with proceeds going to the American Cancer Society.

A group photo of volunteers building wheelchair ramps and preparing meals at the Toy Rescue Mission in Tacoma.

Rob Curran and George Braun collect donations for NW Harvest at a Tacoma Rainiers game.

L to R: Derek Gottschalk, Levi Wilson, Jeremy Ritchie (Adrian Camez and Garth Luark not pictured), pose with retiree John Penney and his mom.

L to R: Brenda Curran, George Braun and Rob Curran help at the Toy Rescue in Tacoma.

Join Team 751 on Oct. 21 to Fight Breast Cancer

Volunteers build a ramp for a retiree in Lake Stevens.

L to R: Rob Curran, Venntie Murphy and George Braun prepare meals at the Rescue Mission in Tacoma.
No Matter How You’re Contacted Always Ask for a Steward

October 2017

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751 AERO MECHANIC

L to R: District 751 President Jon Holden, Stewards Robin Skidmore, John Orcutt and Sophan Nhan, and Business Rep John Lopez Jr. discuss Boeing’s new HR Fact Finding Team and emphasize members must always ask for Union representation whether they are contacted in person, by phone or by email.

Unions Ensure Discipline Meets Seven Tests of Just Cause

One of the main reasons workers join unions is protection against unfair and unjust discipline. This is known as the “just cause” requirement where an employer must show “just cause” when issuing discipline. This is one of the most important rights of union membership and one that our Stewards use every day to protect our members. If Boeing desires to receive training in this “just cause” test so they can more effectively challenge management on unjust discipline, but it is something that members should know as well. But, what is “just cause”? Simply put: it means the employer must have a reason or “cause” for imposing discipline and the reason must be fair and “just.”

It is commonly accepted that there are several reasons as to whether the boss used “just cause” in handing out discipline. Below are the “Seven Tests of Just Cause.”

1. Was the employee adequately warned of the consequences of his conduct?

The employer is responsible for warning employees of acts of misconduct that can lead to discipline. A warning may be given verbally or in writing. In either case, it should be clear, unambiguous and include any possible penalties.

An exception may be made for certain offenses when management is coming to work drunk, drinking on the job, or stealing employer property, that is so serious that the employee is expected to know it will be punishable.

Example: If an employee is told to stop using vulgar language and told that if he continues he will be disciplined, that may be adequate warning. However, this alone is not enough to an employee and says “I’m too tired of your swearing, cut it out,” and then the next day fires the employee for swearing again, that may not be adequate warning.

But the rule of thumb is that employees need to have known in advance that their actions could result in discipline. This is especially true in suspension and termination cases.

2. Was the employer’s rule or order reasonably related to efficient and safe operations?

Rules or direct orders must not be arbitrary, capricious or discriminatory.

Example: A boss makes a rule that all employees must use the teal tee shirts and they must be tucked in so they don’t get caught in machinery. An employee is fired for wearing a blue tee shirt that was tucked in. Our Stewards receive a call from a worker is tucked in so they won’t get caught in machinery may be reasonable and related to safety, but demanding the tee shirt be red isn’t related to safety or efficiency.

3. Did management investigate before administering the discipline?

The investigation normally should be made before the decision to discipline is made. Where immediate action is required, however, the best course is to suspend the employee pending investigation with the understanding that he will be restored to his job and paid for time lost if he is found not guilty. The employer is responsible to get all the facts before making the decision to discipline an employee.

When conducting an investigation, an employer must actively search out witnesses and look for evidence. Failure to investigate before handing out discipline violates just cause.

Example: The boss fires a worker for stealing and then demands evidence from the union that the worker isn’t guilty. At the grievance meeting the boss admits he never investigated the incident, just took another employee’s word. This probably wouldn’t hold up. If the union has facts to prove the employee’s innocence they should be presented to the boss, even though he failed to properly investigate the case.

4. Was the investigation fair and objective?

A fair investigation must be timely and thorough. Members’ right to union representation and due process must be respected in the investigation. The employer must evaluate the facts fairly and objectively without a rush to judgment. If the employer disciplines and investigates later, they are likely to have violated just cause.

Example: If an incident happened does the employer interview everyone present or only one employee who people were present? If the employer refuses to interview non-management workers, it is not a thorough investigation or a fair investigation.

5. Did the investigation produce substantial evidence or proof of guilt?

In all cases, arbitrators will require substantial proof of guilt. The exact measure of that will depend on the facts of each case, but it will never be less than a preponderance of evidence and it may be as high as “beyond reasonable doubt.” The good news for employees is that whatever standard is applied, it is a high burden the employer must meet. Speculation doesn’t cut it.

Example: Here it is obvious that workers have less rights inside the workplace than in civil court, but still the employer would have in civil court, but still the employer has the high burden of proof.

6. Were the rules, orders, and penalties applied equally and without discrimination?

In other words, does the punishment fit the crime? Discipline should be progressive and it should be corrective. The goal should be to get an employee to understand and follow the rules—not to run them out the door.

If employee A’s past record is significantly better than that of employee B, the employer may impose discipline on employee B that is lighter punishment than employee B for the same offense.

Example: The classic example is two employees get in an argument and shove each other. One has 5 years service with a clean record. The other has 3 years service with a lot of warning discipline. Based upon the workers’ seniority and records, the employer may give the older worker less punishment than the younger worker.

7. Penalties

The same offense in a given time period. In other words, if a similar offense have been treated differently, this may constitute “disparate treatment” which violates this test.

Equal treatment is the most common form of discrimination. An employer decides to suspend Mary for taking too long at lunch, but lets the employees who eat lunch with a supervisor take extra time every day. This would not hold up. However, if the employer tells everyone that starting on Monday employees will be disciplined for taking too long at lunch and on Tuesday Mary comes back late and everyone else has been on time, she may be disciplined.

This was the penalty reasonably related to the seriousness of the offense and the past record?

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...
Driving the Green for Guide Dogs

On Saturday, Sept. 9, Machinists took over the track at PGP Motorsports Park for a two-hour endurance race in Local 751-F’s Annual Karting Challenge. The first rain in months couldn’t dampen the spirit of the drivers, who were raising money for Guide Dogs of America. Preliminary indications were the event raised more than $7,500.

Starting positions were determined by the money raised for Guide Dogs. In the end Team Lem took first in the race while Bad Axes took first in fundraising.

Thanks to the volunteers, sponsors and folks at PGP Motorsports. Everyone had fun while raising money for a worthwhile cause.

Thanks to the following sponsors:
Union Home Services
Cherry Creek Mortgage
Jon Holden
Susan Palmer
Dana Bartman
Larry Brown
Greg Campos
Howard Carlson
Ira Carterman
The Cesmat Family

The Local C Golf Tournament on Saturday, Sept. 23 proved to be a day of fun for all participants while raising more than $16,000 for the Machinists Non-Partisan Political League (MNPL) – the political arm of our Union. This year’s tournament was named the Larry Brown Tournament after our Political Director who contributed $600 for naming rights for the tournament.

Seventeen teams of golfers spread out across Auburn Golf Course for a shotgun start that featured a best ball format. The top three teams were honored. Closest to the pin on various holes were won by Tom Baker, Charlie Foster, Linda Madigan, Jason Wobbrock, and Mason Miller. The longest drive was won by Daniel Campos.

All participants enjoyed a delicious lunch from Longhorn Barbecue while getting a chance at the many raffle prizes. Thanks to all the volunteers and donors who helped ensure the event was a success.

The “We Tried” team had plenty of fun: L to R: Melissa Jolivet, Rogelio Garcia, Roy Garcia (standing in back), Joshua Santos with daughter Azalea, Mirenia Sonora, and Desirae Garcia.

The Local C Recording Secretary Chris Schorr (far right) congratulates the first place team that delivered an impressive score of 58. L to R: Jason Wobbrock, Stosh Tomala, Ken Lorentzen and Jeff Johnson.

Second place with a score of 61 went to L to R: Rich Bach, Robb Lindell, Bill Herrmann, and Stan Sawhill.

Third place with a score of 63 was won by L to R: Tom Baker, Brandon Sellinger, Allen Sellinger and Kevin Garrison from Machinists Local 289.
President Jackie Boschok called the meeting to order and led the flag salute and singing of God Bless America and then a moment of silence was held in remembrance of those who have fallen in the past 9/11.

Roll Call of Officers: President Boschok called the roll call. All were present or excused.

Minutes: The July meeting minutes were approved.

Executive Board: President Boschok spoke on our International’s other relief program and made a motion to donate $100 to that program to help our members impacted by Hurricanes Harvey and Irma. She’s looking into ways for individuals to donate as well. M/S/P

Financial Report: Tom Lux gave the report and it was approved.

Communication Report: none

Legislative Report: T.J. Selbert gave the report on behalf of Carl Schwartz. We support Congress and the President’s efforts to provide aid and support to those injured and displaced by Hurricanes Harvey and Irma.

General election ballots will be mailed mid-October and must be returned by November 7. We are making a special effort to support Democrat Manka Dhinga for our District 3 candidate for the 45th district in the state Senate. Her win will give us a pro-labor, pro-worker majority in our state senate.

We are urging members of our state’s communities.

This measure will permit Medicare to negotiate for lower drug prices. There are about 60 co-sponsors so far, not all of our state’s Congressional Reps have signed.

Upcoming Events

October 17 - Postcard Party for Manka Dhinga (Seattle Hall)
October 21 - WSARA Senior Champion Awards Banquet (Seattle Hall)
October 26 - LeMay Car Museum Trip

Retirement News

September 751 Retirement Club Meeting Minutes

on Tuesday, October 17 from 5 to 8 p.m.
We will be joined by Young Machinist members. Food and beverages will be served. Please consider joining us for this worthwhile event.


Good & Welfare: none

President’s Report: President Boschok thanked everyone who helped at the 60th Anniversary luncheon in August. She noted Ed Manhart, Retirees and EAP Director at the International office, spoke at the luncheon about the history of retirement clubs and efforts to recognize members who are veterans. Any veterans can call 1-800-763-1301 and provide the Union with information to register as a veteran with the union. We would like to honor those veterans at our November meeting and present them with a pin as well.

On Thursday, October 26 we will be heading to the LeMay Car Museum in Tacoma. The District vans will transport us from the Seattle Union Hall leaving around 9 a.m. There is a cafe there for lunch, and we will return in the afternoon. Cost for admission to the museum is $12.

Unfinished Business: None

New Business: The 2017 WSARA Senior Champion Awards Banquet will be held Saturday, October 21 from 6 to 8 p.m. at the Seattle Union Hall. President Boschok made a motion to purchase tickets for a table of 8 at the cost of $400. Attorney General Bob Ferguson will be honored at the banquet and given the 2017 Senior Champion award. The keynote address will be given by Alax Lawton, the Executive Director of Social Security Works. The motion was seconded and passed. June said to let her know if you are interested in attending the banquet.

Guest: Benjamine Ester was welcomed. She is a District 751 retiree (Local F) and was visiting Seattle traveling from her home in Kansas.

September Birthdays: Louise Burns, John Mal, Larry Wade, Vennie Murphy, Ruth Rinder and Robert Smyth celebrated birthdays in September. There were no anniversaries. The club sang Happy Birthday to them.

The Fred Meyer gift card was won by Jerry Seidel.

Larry Wade asked for an explanation of the term Right to Work. Jackie gave an explanation and a lively discussion followed about the negative impacts of right to work on workers and communities.

Meeting was adjourned at 11:47 a.m.

Retired Club Officers

President – Art Gano 206-495-1009
Vice President – Helen Lowe 206-943-0504
Secretary – Tom Lux 206-555-1371
Treasurer – Vennie Murphy 206-725-9973
Sent-at-Arms – Michelle Aliifer, T.J. Selbert

Ladies’ Union Office: (206-763-1301) or 206-763-1300

September Birthdays include L to R: Larry Wade, John Mal, Louise Burns, Vennie Murphy, Ruth Rinder and Robert Smyth.

Retirees

Congratulations to the following who retired from the union:

Catherine Allen
Terry Allen
Ruben Almarino
Alberto Amaya
Owen Anderson
Sodi Amos
Sampson Auvahl
Stephen Battershell
Robert Baxter
Richard Bidwell
Broderick Bohls
Michael Bolam
Michael Bond
Emogene Bown
John Brandt
Norman Breedsford
James Buerger
Charles Burden
Anita Burnham
Thomas Burt
William Byers III
David Carr
Xiao-Ling Chan
James Clark Jr.
Kevin Clay
Sampson Auvahl
James Congdon
Michael Coreta
Lawrence Garcia
John Furber
Sonja Fryberger
Christine Gibson
Dennis Garcia
Christian Gibson
Jim Hutchins
David Givens
Teresa Grooms
Aron Gross
David Haberlach
Scott Hagan
Keith Hagen
Christina Gibson
Robert Houghtary
Garry Groat
Robert Kennett
Teresa Grooms
Aron Gross
David Haberlach
Scott Hagan
Keith Hagen
Christina Gibson
Robert Houghtary
Garry Groat
Robert Kennett

September birthdays include L to R: Larry Wade, John Mal, Louise Burns, Vennie Murphy, Robert Smyth, Ruth Rinder.

Treasurer  Tom Lux 206-551-1371
Vice President  Helen Lowe 206-523-9526
President  Jackie Boschok 206-890-1009

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

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October 2017
751 AERO MECHANIC
Golf Tournament Delivers $ for Guide Dogs

October Labor History Happenings

- October 3, 1913 – World Federation of Trade Unions
- October 6, 1918 – First National Conference of Trade Union Women
- October 7, 1992 – IBEW 483 strikes City of Tacoma
- October 18, 1919 – Canadian Women became legal "persons"
- October 24, 1940 – United States 40 hour work week takes effect

Information taken from the PNHLA Labor History Calendar

NOTE: 2018 Pacific Northwest Labor History calendars will be on sale for $5 at Local Lodge meetings starting in November.

FREE

AD RULES
Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include contact name and phone number. Members’ “cottage industries” will be OK on ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

Deadline For Next Issue
Oct. 23rd

FORD AND LINCOLN 8 & 9
AND 9’ third members and houn-
sip pick up cars, and some com-
plete units. $75.00 each 206-295-7040

WANT TO LIVE CHEMICAL FREE and get healthier? 90-95% of cancers are caused by environment. Try the essential oils on earth! Details at YLessential4u@gmail.com

IRC RETIREEs meet for break-
fast on the 2nd Wednesday of each
month at 10 a.m. at The Stump restaur-
ant in Arlington. Come and join us.

NEED AN AWNING COVER for your
veranda in Arlington. Come and join us.

NEED AN AWNING COVER for your
veranda? For more info: contact clayhouse@hotmail.com

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

CHILDicare AVAILABLE IN MARYS-
VILLE Building Blocks Daycare and Pre-
school. Educating the next generation. I have
15 plus years’ experience and love watch-
ing children learn and grow. 425-244-0203

PROPERTY
ONE ACRE $52,500 reserved for whatev-
er you want to build on it. 360-458-1365

KONA, HAWAII OCEAN VIEW 2 bdrm,
2 bath condo plus loft. See www.konali-
icove.com. Ready for that month long vaca-
tion in paradise? Sleeps 5. Minimum stay
30 days. 10% discount to Boeing employ-
es. $2,000/3,500/month. Amenities in-
clude designated parking. DSL for Wi-Fi,
pool, Jacuzzi and much more. 206-459-3444

SPORTING GOODS
WEIDER PRO 9940 home gym with exercise guide. You disassemble and
remove. $275.00 253-839-1494

Vehicles
2009 H-D DYNA FAT BOB, stage – 1 tuned,
ool cooler, Vance and Hines pipes, K-N Filter,
security, leather bags, luggage rack, lower bars,
windshield. $8,000 OBO call 360-929-3729

DODGE DUALLOO 3535 Laramie SLT
diesel, leather seats, power everything.
Need to call for full info. 7,500 origi-
nal miles, mint cond. 425-272-2514

2007 H-D WIDE GLIDE 96 C.I. with
Vance & Hines pipes, Mustang seats with
backrest. There are extra bags, parts, new
rear tire + service. $8,750 frm. Ar-
lington area. Cast talks. 253-876-1365

1991 CAMARO RS – 3.1L V6 – 166,000 miles.
Blue and grey paint job. Runs great, dual
exhaust, bucket seats. Test for more info or
pictures. $2,500 cash only. 425-501-2748

2008 CHEVY EQUINOX only 69K miles.
Equipped with Hankook stud-
ed radial tires and stereo and L.S. Ready for
winter? $7,800.00 253-334-9066

1969 to 1973 OPEL GT’s 6 cars and lots of
extra parts. All cars need work and are on
tires. $2,500.00 OBO 206-295-7040

Circle One: ANIMALS TOYS BOOKS HOUSES REAL RECREATIONAL VEHICLES COTTAGE INDUSTRIES

AD (25 word limit. Please print.)

The following information must be filled in for your ad to appear:

Name
Clock Number

Address
Shop Number

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Oct. 23rd!
**FINANCIAL SENSE: Involve Your Child in the Finances of College**

The cost to attend a university continues to increase: between the 2011-2012 school year and the 2016-2017 academic year, tuition and fees rose by 13 percent at private, nonprofit, four-year institutions, reaching an average of $33,479, according to The College Board.*

If you’ve diligently saved over the years to help pay for your child’s education, now is the perfect time to bring him or her into the equation. “When it comes to financing school, students need to be involved in the process,” explains Tracy Green, a Life Event Services consultant with Wells Fargo Advisors.

By walking through the financial steps of paying for college together, you’ll help your son or daughter understand the overall expenses and learn valuable fiscal skills for the future, especially the importance of goal-based saving.

Green recommends following these five steps to get your child involved before mailing in that acceptance notification and deposit.

1. **Start with a conversation.** Before your child even begins applying for college, have a discussion about the upcoming goals. A good time to have this conversation tends to be during the student’s junior year of high school.

   When you sit down together, ask your child about his or her upcoming goals. Talk about expenses for school, as well as who will be covering costs or how they might be split. If you or other family members have contributed to a 529 plan, show it to your child and go through the steps of how it can be used.

2. **Set a budget.** As a family, consider setting certain guidelines and limitations for the college experience. Perhaps you agree to cover the cost of tuition and room and board, but ask your child to pay for his or her entertainment expenses while on campus.

   “Having those discussions may prevent future disappointments,” adds Green. If your son gets accepted to a school that doesn’t fit into your budgeted amount you planned to consider, spend some time down together to talk about the situation. It may be time to look at other options, or your child may want to increase his or her efforts to identify and apply for scholarships to help cover some of the costs.

3. **Look at financial aid packages together.** With your child, fill out and submit forms for financial help, such as the Free Application for Federal Student Aid (FAFSA). Learn more at https://fafsa.ed.gov. To identify additional types of financial aid that may be available, visit https://studentaid.ed.gov/sa/.

   Some universities have a net price calculator on their websites. With this tool, you’ll be able to see what the overall cost for the school is and then subtract any financial aid packages available to identify what your expected expenses will be. Once you start receiving acceptance notifications, go through the aid packages with your child to compare and contrast them so that you and your child have a clear vision of what the bottom line is not only different types and options are treated.

4. **Think about work.** If you want your child to be responsible for paying for part or all of their schooling, a part-time job may be a good fit.

   The family will want to decide if it makes sense for your child to work while he or she is in school, or only during summer and winter breaks. “Some kids may have a heavy class load or extracurricular activities,” notes Green. If certain scholarships require your child to attain or keep a certain GPA, you’ll want to weigh the time spent away from academics against the amount of money your student will be earning from a part-time job.

   In addition to helping cover college expenses, employment can offer other key benefits for your child, including the chance to manage an income, build a strong work ethic, and grow in self-worth. If working during the school year will put too much of a strain on your child, set savings goals together for his or her summer job.

5. **Understand scholarship possibilities.** If your child wants to attend a school that doesn’t fit into your budgeted amount you planned to consider, spend some time down together to talk about the situation. It may be time to look at other options, or your child may want to increase his or her efforts to identify and apply for scholarships to help cover some of the costs.

The site TuitionFundingSources.com, sponsored by Wells Fargo, provides a database of scholarships available. After looking through the options together, help your child set up a schedule to apply for ones that are the best fit, paying close attention to deadlines and other requirements. Some scholarships involve writing an essay, but the rewards offered could make the effort worthwhile.

*https://trends.collegeboard.org/collage-pricing-figures-tables/tuition-fees-room-and-board-over-time

**Tim Crain Honored as a Hero**

Recently, 751 member Tim Crain was honored as a hero for his actions over the past year. While he downplays the significance of his actions, his wife tells quite a different story.

When Louise was discharged to her own home, Tim prepared the house with everything she would need since she was wheelchair bound. His goal was to give her the best possible chance for recovery.

With Tim by her side the whole time, Louise continued on the road to recovery, learning every day tasks again. She only recently began taking short distances and has been able to shower herself. Tim has been instrumental in the progress—playing a key role of loving spouse, but caregiver, physical therapist, cheerleader, housecleaner, cook, and so much more. Every step of the way he has been there to ensure she gets a little more independent each day.

“I have got to the point where I am today because of the wonderful care that my husband gave me and still does to this day,” Louise said. He has been my loving, caring husband and my hero,” she added. Louise’s neighbors, his doctors and the stroke association are amazed that he has been able to keep up this pace and level of care while working full time. He calls on his breaks and lunch every day to check-in and reminds me to take my medicine. His efforts are certainly worthy of recognition.”

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First Contract Approved for Members at Akima

IAM members working at Akima Technical Services at Fairchild AFB now have the security of a first union contract. The group overwhelmingly approved a first contract on Sunday, Sept. 17. The group voted for IAM Union representation on April 27 and began formal negotiations in July.

Throughout the process, members were engaged and united in their efforts. Pay was a top issue with several members not having an increase in 10 years. The first contract made an initial wage adjustment for the various job classifications ranging from $1.20 to $3.96 an hour before applying a 2.25 percent General Wage Increase on November 1st. Members will receive a 3 percent General Wage Increase in 2018, followed by a 3.5% General Wage Increase in 2019.

In addition, the company will put 75¢ for each hour worked up to a maximum of 40 hours per week into each employee’s 401(k) account. Health and welfare, sick leave, vacation, overtime and other essential elements were also captured in the first contract.

“I’m proud of these members, who stuck together and showed solidarity throughout the process. When there was a potential sticking point during negotiations, members united and spoke up showing the importance of addressing the issue. It paid off in this first contract, which is something we can build on in the future,” said Business Rep Steve Warren, who served as the lead negotiator.

These workers provide aircraft and equipment maintenance to helicopters the U.S. Air Force uses in flight crew training at the USAF Survival School. These workers prepare aircraft before crew arrival, assist during flight preparations and then recover, inspect and service each aircraft before the next launch.

Eastern Washington Delivers Green for Guide Dogs

Representatives from all three Eastern Washington locals (1123, 1951 and 86) were proud to present a check to Guide Dogs of America for $12,595.99. This was the result of various raffles and fundraisers throughout the year. L to R: District Vice President Jason Chan, Mark Shear, Merle Fowler, Jim Henle, Chris Powers, Wallace ‘PeeWee’ Pleasant, Allen Eveland, Levi Mitchell, Gary Swartz, René Ochoa, Jon Holden.

Photo left: Stewards Josh Travis (l) and Katie Bronson (r) congratulate Nino Renteria for winning the Green Mountain pellet barbecue grill. This most recent fundraiser was a raffle in Yakima, with two days of ticket sales at Hammer’s Precision Outdoor that raised $702 of the total amount.

First Agreement Nearly Done for Spokane Valley Fire Mechanics

Since the mechanics working for Spokane Valley Fire Department voted for IAM Union representation in July 2016, it has been a long process on the road to a first contract. Scheduling conflicts with the attorney representing the fire department often meant several months between negotiation meetings.

Recently, Business Rep Steve Warren met with the mechanics to review the last, best and final offer. A vote on the offer will be scheduled in early October.

“I appreciate the patience these members have shown during this long, negotiation process,” said Steve Warren. “We all look forward to having a ratified first agreement that we can build on going into the future.”