Union Fights Job Erosion Throughout Puget Sound

Nearly every day our Stewards and Business Reps are fighting to enforce every provision of our contract, including protecting and maintaining our jobs, but our work packages, as well. Protecting against job erosion is a very important duty of our union, but often members give little thought when duties are removed from their job. It is something members need to be more aware of.

More and more often we see Boeing trying to strip away work packages through job erosion, whether it is assigning duties to non-represented employees, those in another union or a manager deciding to perform our work.

In the past few months, thanks to proactive efforts of our Union, we have succeeded in ensuring various job packages continue to be performed by IAM 751 members. The key is members bringing it to the attention of Stewards and documenting any attempted job erosion.

Hourly Job Preserved in Auburn

In December, Business Rep Wilson ‘Fergie’ Ferguson, Grievance Coordinator with the Renton Union Steward Prevents Unjust CAMs, and our Business Rep Dona Burtman, Grievance Coordinator with the Everett Union Steward Prevents Unjust CAMs, worked to protect our members from improper Corrective Action Memos (CAMs). Without Pay (LWOP) hours reset when PSAR became active, two members in Everett did not move to a SPEEA-represented job when our member retired.

Dan Swank and Steward Kelly Coty were able to preserve an hourly job in Auburn. The dispute arose after one of our long-time members who had performed testing required by the FAA on 737 parts retired. To fill the open position, management decided that SPEEA members would do this work going forward even though an IAM member had clearly done this work for many years in Auburn. Management argued they could move the work to another represented group because of 1.3(f) in our contract.

Our member that retired noted this wasn’t the first time we had to fight to keep this work. Years ago management had tried unsuccessfully to shift the work to SPEEA.

Union Steward Kelly Coty gathered documentation showing the work was traditionally performed by an IAM member, along with the past decision when it was disputed. She worked with Fergie and Grievance Coordinator Dan Swank to put together a case. In digging through our archives, Dan found documentation from the 1977 negotiations regarding discussion when 1.3(f) was introduced. We believe the intent was to maintain our present footprint and work packages, which stopped Boeing from moving this work from our bargaining unit to another.

Thanks to these efforts, the work is again being performed by an IAM member in Auburn!

Management Stopped from Performing Hourly Work in Renton

On the Renton Flightline, efforts by Union Steward Dan Prater ensured managers stopped doing hourly work. The issue arose when it was brought to Dan’s attention by Flightline Team Leaders and other members that managers were troubleshooting the airplane from their desks. They were taking it upon themselves to open wire diagrams or Fault Isolation Manuals to troubleshoot issues on aircraft then directing our members on how to work the fix. He immediately took action to stop this practice.

“We were not getting a chance to troubleshoot and do our job. Basically, management was telling us to start operating as an employer.”

Standing United at UTC

Solidarity is alive and well with our IAM members working at UTC/Collins Aerospace in Everett. On January 17, as UTC negotiators continued to delay bargaining for a first contract, members united and took action.

Without hesitation, members marched on the streets protesting their employer’s multiple Unfair Labor Practice activities that have negatively impacted negotiations for a first contract.

These members quickly learned they were not alone. 751 members working at Cadence Giddens, who will be in their own negotiations next month, joined their picket line during breaks and lunch to show their solidarity. Then 751 members from Boeing, who saw posts on Facebook, also joined the efforts after work.

District 751 filed additional Unfair Labor Practice charges that day related to unilateral changes in benefits, delaying bargaining and surface bargaining/failure to bargain in good faith. Other Unfair Labor Practice charges from last year are still being investigated. Our union’s actions demonstrate that we will always challenge illegal tactics and actions of an employer.

The collective action and solidarity of the membership quickly got the attention of UTC, as the Company agreed to come back to the bargaining

A Hero in Our Ranks

Business Rep Rich McCabe (l) & Steward Michael Mack stand strong. Michael prevented two unjust CAMs when management was going to incorrectly count previous LWOP hours that reset on May 21, 2018.

Proactive Efforts Protect Members’ Rights

Active Stewards from Everett to Auburn work daily to protect our members. Since Boeing installed their Puget Sound Attendance Requirements (PSAR) in May of 2018, our Stewards have stepped up enforcing changes to ensure members’ rights are protected. Issues that could have negatively impacted our members are being reversed thanks to our well-educated and vocal stewards.

Steward Prevents Unjust CAMs

With the implementation of the new PSAR, all members not under attendance corrective action had their Leave Without Pay (LWOP) hours reset when PSAR became active May 21, 2018. Understanding the significance of this, Renton Union Steward Michael Mack has been proactive in protecting members from improper Corrective Action Memos (CAMs) from managers unaware of the LWOP reset.

Thanks to Michael’s proactive efforts, two members in separate areas of the 737 Wings Systems Installation were protected from receiving unjust Corrective Action Memos. When Michael learned management was preparing two

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Great deals for all

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By JON HOLDEN
IAM 751 District President

“Knowledge is Power” is more than just a saying. For our union members, increased union/contractual knowledge means increased strength to challenge management on decisions, enforce the contract, negotiate new contracts, and much more.

Every day we have Stewards working hard to enforce the contract. Our Stewards need to be aware of their experience of what worked best in a particular situation to grieve a contract violation, protect members’ rights, push back on a management decision and simply to better represent our members.

However, the sharing of information must be shared with officers and stewards and officers to extend to our members. As our Stewards have success in the shop pushing back when management violates our stewards have success in the shop

Our union has strong stewards and stewards and management is less likely to challenge management on decisions, enforce the contract, negotiate new contracts, and much more.

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Dental Implant Reimbursement of $10,000 Brings Smiles for 751 Member

751-member Roy Wilkinson was all smiles after he received more than $10,000 from Boeing’s Traditional Medical plan as reimbursement to cover the surgical portion of his wife’s dental implants.

Dental implants are becoming more common in dentistry today for fixing problems; however, many members are unaware that the Traditional Medical Plan at Boeing will cover the surgical placement of the implant (Selections and Kaiser Permanente have no coverage). In addition, many members who know about this contractual benefit know how to ensure coverage. Sharing this article is meant to prevent members from paying unnecessarily for this procedure when they have medical coverage.

Roy knew the surgery should be covered in our medical plan (see page 191, Letter of Understanding #44) in our IAM-Boeing contract. He met with our Union’s Health and Benefits Office for assistance when his dental office insisted he pay for the surgical portion because they had incorrectly billed his dental insurance which provides no coverage for the surgery.

“I worry other members have been improperly denied coverage or were unaware the Traditional Medical can cover the surgical procedure. This is a negotiated benefit members are entitled to receive,” said Roy. “Dental implants are expensive so why not get as much paid for the procedure as possible. I gave my dental office the billing procedures, I simply had to wait for the reimbursement. The more than $10,000 I received as reimbursement for the surgery will help pay for my wife’s crowns since our dental coverage has a $2,000 yearly limit. She had four implants at once which make it an expensive procedure.”

Our Health and Benefits Office regularly helps members with this issue since dental offices are not accustomed to billing medical insurance. A tip sheet on steps to take if you need a dental implant is posted on our website (www.iamb751.org/docs/implanttipsheet.pdf). The process is outlined on page 191 of our contract.

Implants are a two-step process with a surgical procedure (covered only by the Traditional Medical plan) and dental procedure (covered by Network Dentard to yearly limit of $2,000). The surgical procedure is for the placement of the implant post. Provide your dentist or oral surgeon with your medical ID card and have the claim for this procedure submitted directly to Blue Cross Blue Shield of Illinois.

The dental procedure is for placement of implant crown or denture (see page 263 of the contract). The Network Dental PPO is the only dental plan that covers the implant crown or denture. Claims for this procedure should be submitted directly to Delta Dental. Keep in mind the yearly maximum benefit is $2,000.

“Many members are told something is not covered, assume that is correct and pay for the procedure,” said IAM Health and Benefits Rep Rod Sigvartson. “This article can educate members on the benefit to ensure they get the proper coverage and seek reimbursement for the surgical portion of their implants if they are on the Traditional Medical Plan.”

Aeromachinists Inc. to Meet March 12

Aeromachinists Inc., which owns and operates the Union’s buildings and property, will hold its annual meeting on March 12 in the District Council chambers at the Seattle Union Hall (9215 15th Pl. S.) immediately following the 5:30 p.m. District Council meeting. Each member of a Local Lodge affiliated with District 751 can vote on the business at the Aeronautical Machinists Inc. meeting.

Standing United at UTC

Continued from Page 1

The membership’s goal remains to achieve a fair agreement negotiated between the Union and the Company recognizing the skilled work they perform every day.

AMPP Payout Scheduled Feb. 28; Election to Divert Any or All to VIP Must be Made by Feb. 13

As the Aero Mechanic went to print on Jan. 28, the AMPP payment percentage had not been finalized. District 751 was still pushing to ensure that all things we feel have negatively impacted the AMPP payout are out of members’ control are excluded.

The AMPP payout will be on Feb. 28. Members have until 1 p.m. Pacific time on Wednesday, Feb. 13 to elect if they want to divert any or all of the AMPP payment to their VIP. You should review your current AMPP elections and make any desired changes before the deadline.

To vote or change your current VIP incentive pay election go to My Retirement Benefits on TotalAccess, select Manage My Retirement Income, and then choose the Savings tab at the top of that site. Select Change Incentive Rates in the “Act” section on the left. The next screen shows the field(s) where you can enter the percentage you wish to distribute from your incentive pay on a pretax and/or Roth after tax basis. If you have a current election, you will see the percentage you have on file. To make a change, enter a new rate and select Next. Review the information on the next screen and then select Confirm. You will see a screen that indicates your transaction has been accepted. This applies only to your incentive pay election – see “Change Contribution Rates” if you want to view or change your current VIP contribution.

AMPP Payout Scheduled Feb. 28; Election to Divert Any or All to VIP Must be Made by Feb. 13

The Everett Silvertips and the Snohomish County Labor Council have organized Union Solidarity Night at the Silvertips at Angel of the Winds Arena in Everett on Friday, February 22nd at 7:35 p.m. The Silvertips will take on the Seattle Thunderbirds.

Discount tickets start at $3 for union members and their guests. Arrive early! Pregame “Hockey Happy Hour” food and beverage specials from 6-7:35 p.m.

Limited union discount tickets are available so order today: www.everettsilvertips.com/sec. Union member discounts as follows:

- Green lower level seats: Union Member cost $10 each (normally $31 each online)
- Red center upper level seats: Union Member cost $6 each (normally $26 each)
- Orange upper level seats: Union Member cost $3 each (normally $23 each)

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Nothing Is a Gift: Evolution of Life Insurance

This month we look at the evolution of life insurance in the IAM-Boeing contract. As we have stated before, nothing in our contract with Boeing is a gift to the company. Everything is the result of members identifying an issue and standing together to achieve gains.

AMPP Payout Scheduled Feb. 28; Election to Divert Any or All to VIP Must be Made by Feb. 13
IAM-Boeing Joint Programs

VRC Helps Member with Restrictions

IAM/Boeing Joint Programs Vocational and Rehabilitation Counselors (VRCs) are a great resource for members who may be facing medical restrictions or temporary light duty. Living and working with a chronic medical condition or recovering from an injury can be stressful, confusing and potentially physically challenging. VRCs are a unique resource with a wealth of experience to help members break down barriers that affect their ability to work, including knowing which restrictions can diminish chances of getting placed in a job.

Recently, Joint Programs VRC Sam Beidas was able to help 751-member Bruce Maresh ensure he could continue working in the factory.

In a light duty meeting with his manager, Sam learned Bruce had a permanent hearing restriction that could potentially prevent him from sustaining his current job or possibly prevent him from transferring to other work in the factory. Neither Bruce, nor his manager, was aware of the impacts and severity of this particular restriction. Wanting to get the best possible outcome for our member, Sam put together a meeting with Environmental Health & Safety (EHS), Union Steward Rodney Lam, his Disability Management Rep (DMR), and his manager to determine next steps.

Then Sam took action to help. Sam had EHS collect noise level readings for the area Bruce worked in. He asked Bruce to meet with his own doctor for better clarification on what this hearing restriction meant and to determine if he could still meet within those guidelines with hearing protection.

By coordinating with EHS and Bruce’s manager, they were able to fully accommodate Bruce with his updated hearing restriction. “This was a great catch from our Vocational Rehab Counselor,” said IAM/Boeing Joint Programs Executive Director Mark Clark. “If the VRC hadn’t brought this up, the manager would not have known how to accommodate Bruce which could have prevented him from working in his current job.”

“I want to thank Sam for help in understanding and navigating the disability system at Boeing. I would have been at a loss doing it on my own,” said Bruce. “If I hadn’t gotten clarification on my hearing restriction, I would not have been able to work at Boeing anymore, which would have been devastating to me and my family. It is hard to do the right thing when the system is so complexed to navigate and understand. Thank you for your help and persistence. Your efforts truly saved my job.”

VRCs can provide a detailed job analysis, reasonable accommodation assistance, ergonomic evaluations and job site modifications for members with an injury, illness or other medical condition. They are a great resource our members should use. To schedule an appointment with a VRC, call 1-800-235-3453.

2019 Brings New System for Members to Submit SHEARs

Effective January 2019, the Safety, Health & Environmental Action Request (SHEAR) form has recently migrated to a new system called Enablon.

Going forward, IAM members will be submitting their SHEARs through this new system. To make it more convenient and easier for members to locate, we have put a button on the front page of the internal IAM-Boeing Joint Programs page (iamboeing.web.boeing.com see graphics right side of page to see how it displays on screen).

We understand there is some frustration with a new program, and Joint Programs will continue to work with EHS to work out the bugs. We also recommend everyone review the User Guide so they know how to use the new system prior to submitting a SHEAR. Please follow the steps below to get to the User Guide. The “Preferred Process” per Article 16 of the Collective Bargaining Agreement is still easy as ever:

1) On a Boeing computer, go to the internal IAM/Boeing Joint Programs website @ iamboeing.web.boeing.com/.

2) Click on the green button in the table at the bottom of the home page that is labeled “SHEAR TOOL KIT”.

3) Click on the hyperlink text “Click Here to learn more.” This is the User Guide on how to submit new SHEAR’s on Enablon.

March 1 Deadline for 2018 Safety Shoe Reimbursement

Each year the IAM-Boeing Joint Programs allows a grace period for employees to take care of their previous year’s safety shoe purchases. March 1 is the deadline for turning in applications for safety shoe reimbursements for purchases made in 2018. Safety shoe application forms are available online at http://iam-boeing.com/ safety-shoes.shtml. Applications for 2018 purchase reimbursement received after March 1 will not be accepted. Applications must be accompanied by the ORIGINAL itemized sales receipt. Mail your applications to “Joint Programs” at M/C 4L-101 (inplant) or through U.S. Postal Service to 9725 East Marginal Way South, Bldg. 9-110, Tukwila, WA 98108.

This is also a good time to review the reimbursement guidelines online, and browse frequently asked questions for any possible changes. IAM-Boeing Joint Programs would like to encourage you to check back now and then to make sure you don’t miss any information that may be important to you. The better you understand the reimbursement process, the smoother the experience will be.

Questions can be directed to your local IAM/Boeing Joint Programs office by calling 1-800-235-3453.

Check out all the benefits and services that IAM-Boeing Joint Programs has to offer by visiting http://iamboeing.web.boeing.com on the Boeing Intranet or www.iam-boeing.com from your home computer.
Union Fights Job Erosion Throughout Puget Sound

Continued from Page 1  The process of making changes was not always straightforward, as Dan pointed out. The company often neglected to follow proper procedures and instead resorted to shortcutting practices in order to get new work to other payrolls unchallenged, eventually it will lead to the loss of an hourly job. All members should keep an eye out for violations of managers or other employees taking on work packages that we have traditionally performed and report any such incidents to their Steward immediately.

Union Stewards Proactive Efforts Protect Members’ Rights

Continued from Page 1  attendance CAMs, he didn’t wait for them to be issued to take action. Michael reminded management of the LWOP reset on May 21, 2018. As a result of his efforts, the HR intake forms were rescinded and no CAMs were issued. “Michael does a great job representing our members and ensuring that management follows the contract and their own policies. He will take the time to educate management on issues they should be aware of and is never afraid to speak up on an issue,” said Business Rep Rich McCabe. “I appreciate that HR did the right thing rather than issuing the CAMs and making us fight it after the fact.”

Saving Sick Leave

In Everett, ESBC Stewards Tom Murphy and Kevin Goodman ensured a member was not overcharged for sick leave when their crew was on mandatory 10-hour days. The issue came to light after a member called in sick while the crew was on designated 10-hour days. The manager insisted our member had to use 10 hours of sick leave to cover the absence. The Stewards quickly noted that was not the case. In fact, this issue was clarified in union/company discussions on the new Attendance Requirements.

After challenging the sick leave issue and showing them information on the new PSAR, management backed down. As a result, the member only had to use 8 hours of sick leave the next day with a doctor’s note, which should not impact his attendance.

“Management still trying to figure out all the changes to the attendance requirements that the Company made,” said Business Rep Grace Holland. “Once Boeing eliminated many HR reps onsite, managers have less resources so there is more misinformation. Thankfully, our Union Stewards are willing to educate management in each scenario as it occurs.”

16.10(d) Clarification Stops Member from Unjust CAM

Carl informed the manager it should be coded as 16.10(d) and provided the documentation for the manager from the new PSAR. After seeing the clarification agreement on interpretation of 16.10(d), the manager agreed the time should have been coded as 16.10(d) and not impact our member’s attendance.

Carl’s efforts ensured our contract was enforced and the member was not unjustly disciplined when he followed contract language, said Business Rep John Lopez. “Sometimes our Stewards must step up to educate management on processes or contract language to avoid having the same issues happen to other members. Carl did a great job laying out the facts and ensuring management understood the recent clarification on 16.10(d) that works in favor of our members.”

Again, absences arising under 16.10(d) do not count in any manner towards infraction under PSAR, for the day(s) documented per the Memorandum of Understanding.

Union Steward John Dupua (l) and Business Rep Grace Holland worked together to prevent management from performing work IAM members have traditionally done.

Business Rep John Lopez (l) thanks Steward Carl Bauer for his efforts to ensure an absence under 16.10(d) didn’t count against the member’s attendance.

Steward Carl Bauer, a member was ensured an absence after leaving work to seek medical attention did not count against his attendance (per section 16.10(d) of our contract). Discussions over Boeing’s new Puget Sound Attendance Requirements (PSAR) resulted in a Memorandum of Agreement regarding Section 16.10(d) to clarify previous disagreements over the interpretation and application of this language, which reads: “16.10(d) If the employee requires medical care for the injury or illness and if such care unavoidably occurs during working hours, shall not be considered as attendance infraction.”

In this case, the member came to work and was experiencing pain. After talking to his manager, he went to Boeing Medical, which then advised him to seek medical assistance outside of Boeing. The member did as instructed, left work and went to his doctor, which should not impact his attendance. However, when he reported to work the next day with a doctor’s note, the manager incorrectly coded it as a Medically Documented Absence (MDA).

Carl informed the manager the situation was as 16.10(d) and did not count against his attendance. Steward Carl Bauer (center) thanks Union Stewards Tom Murphy (l) and Kevin Goodman (r) for stopping management from charging a member 10-hours sick leave to cover an absence on mandatory overtime – saving the member 2 hours’ sick leave for future use.

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Keep in mind: In mid-2018, our Union was able to clarify some contract language favorably for our members who had previously been the source of multiple grievances regarding attendance issues. These clarifications and agreements were the result of effects bargains over Boeing’s attendance policy changes (a non-contractual issue). In addition, our union also pre-emptively clarified issues we believed could become an issue in the future. Stewards attended 90-minute union informational meetings to learn of the changes and received packets of the information. Knowing the changes, Stewards can more effectively challenge management’s unfair attempts to discipline for attendance.

Business Rep Grace Holland (center) thanks Union Stewards Tom Murphy (l) and Kevin Goodman (r) for stopping management from charging a member 10-hours sick leave to cover an absence on mandatory overtime – saving the member 2 hours’ sick leave for future use.
IAM 751 officers and staff will wear red clothing on Feb. 1 as part of a nationwide effort to raise awareness of heart disease, particularly in women. We are asking others to wear red on February 1st as well.

“Heart disease is the No. 1 killer of women,” said Terri Myette, the chairwoman of the District’s Women’s Committee. “We need to do more to make sure we’re taking care of ourselves.”

Heart disease affects both men and women, but women who have gone through menopause are more prone to develop it, in part, because their body’s production of estrogen stops. As a result, about one woman in four will die from heart disease, studies show. And two-thirds of women who have heart attacks never fully recover.

To combat this, the National Heart, Lung and Blood Institute – which organizes the Wear Red Day campaign nationally – recommends that women speak to their doctors about heart health if they have any of these risk factors:

- High blood pressure
- Diabetes
- High cholesterol
- Smoking
- Being overweight
- Older than 55
- Being physically inactive
- Family history of early heart disease

If you have one or more of these risk factors, talk to your doctor about improving your heart health. Be open with your doctor, and answer questions truthfully, and make sure your doctor explains treatment options in terms you understand. Details are available online at www.hearttruth.gov.

Protecting your heart can be as simple as taking brisk walks and eating healthy foods like vegetables to maintain a healthy weight, said Myette. “Wear Red Day is a way for all of us to get started.”

The Everett Hall was packed with new members for a 90-minute Introduction to Your Union seminar in January.
Machinists Volunteer Program Awards Banquet

Saturday, April 6 - 5 to 7 p.m.
Seattle Union Hall - 9155 15th Pl. S.

Join us to honor 751’s volunteers. Members and their families welcome. Bring a side dish or dessert to share. Casual dress.

Machinists Made a Difference in Our Communities

District 751 Machinists Volunteer Program (MVP) continues to make a difference in our communities each week. Over the Christmas holidays, MVPs packaged pasta at the Northwest Harvest Warehouse, prepared and served meals at both Everett and Tacoma Missions, and last month built a wheelchair ramp for a resident in Stanwood.

To find out information on upcoming MVP events, check the calendar on the 751 website at iam751.org or email kamyj@iam751.org if you are interested in MVP activities.

Right: 751 volunteers spent six hours building a wheelchair ramp for the girlfriend of a long-time member. Because our volunteers gave up their Saturday to build the ramp, the woman was able to come home from the hospital the following week – showing how important this volunteer work can be.

Photo below: Our volunteers put together the framework for the ramp.

Left: 751 volunteers install the hand railing to a long ramp built for a Stanwood resident. Volunteers built the ramp Saturday so the resident could come home on Monday.

Diaper Drive Through March 31

District 751’s MVP Committee and Women’s Committee are partnering with the group Do The Right Thing to collect diapers and baby wipes for families in crisis from around Puget Sound. Through March 31, diapers and wipes can be brought to any IAM 751 union hall.

The diapers and wipes will be donated to families living in women’s shelters as well as organizations that support low-income families in King, Pierce and Snohomish counties through: Mary’s Place in Seattle, Multi-Service Center of Federal Way, DAWN Domestic Violence Shelter, CareNet Pregnancy Centers of Puget Sound, Nourish Food Bank Edgewood, Two Hearts Pregnancy Aid Snohomish County, Hand in Hand Everett, Foster Champs of Maple Valley, Communities in Schools, Parent Child Assistance Program Tacoma, South King County Food Bank (aka FW Senior Center in Auburn), and Sumner Food Bank.

All of us who are parents know that diapers are essential. But diapers aren’t paid for by any of our social safety net programs. That means families who are living in domestic violence shelters, or in extreme poverty, have to make do as best they can.

Your donations of disposable diapers and wipes can make a huge difference in the lives of some of our littlest neighbors in need. Help us as we make a difference, one little tushy at a time!

L to R: Art Young, Carter Wolbaun, and Barbara Doucet prepared and served meals at the Everett Mission.

At the Tacoma Mission, (L to R) Gary Perry, Rob Curran, George Braun and Katie Finnegan helped prepare and serve biscuits and sausage gravy, fruit loops cereal, hard boiled eggs, and sack lunches for later. The crew served 176 people on a recent Sunday. In addition, an area church group volunteered that day and made up gift bags that included a hat, hand warmers, socks and a scarf which were distributed to the patrons, as well.
Seattle General Strike of 1919 – A Lesson in Solidarity

By District 751 Labor History Committee

When World War I broke out the USA was unprepared for war. To increase ship production Congress established the Emergency Fleet Corporation (EFC) to oversear ship construction. Under EFC supervision shipbuilding in Puget Sound expanded rapidly to 37 shipyards and more than 35,000 workers. This made the shipyards the largest employer in Seattle.

The strike came about as the result of the elimination of direct bargaining with the companies. For more than a year the shipyard workers worked without a raise on the understanding that wages would increase at war’s end. Once the Artimists was signed on November 11, 1918 the Metal Trade Unions started to negotiate with the largest shipyard, Skinner and Ediny Shipyards, who agreed to a small increase to the elite crafts.

The strike board stepped in and sent a telegram to the shipyard owners ordering them to ‘STAND FIRM OR LOSE YOUR STEEL ALLOTMENT’. The telegram was delivered by ‘mistake’ to the Metal Trades office rather than the employer.

The strike began with the final straw for the Unions and on Jan. 21, 1919, 35,000 workers went on strike in the shipyards.

Jan. 22, 1919 the Central Labor Council began talking about support for the strikers and the idea of a general sympathy strike was formed. The ensuing debate showed clearly that both sides saw the conflict through a broad lens.

“We knew that if the metal trades were forced to their knees our turn would come next,” said a plasterer explaining his local’s pro-strike vote.

One by one unions voted to support the strike. In all 300 delegates from 101 locals voted to support the strike. They then elected a Strike Committee, Thursday, Feb. 6 at 10 a.m. was to be the start of the strike. The committee established sub committees to handle all the details.

The strike was joined by others; The Japanese Association of Labor, Tacoma Laundry, and the Central Labor Council also struck. Forty thousand non-Japanese Association of Labor, Tacoma clubbed the strike. The committee established sub committees dispatched teams to call mail milkmen and hospital laundry.

To maintain public order, labor’s war veterans patrolled the streets unarmed to ‘persuade’ fellow citizens to keep peace and to avoid clashes with the National Guard troops that the Secretary of War ordered to the city on Feb. 6th.

These measures won much sympathy, but anti-union forces dealt the CLC a powerful blow. Mayor Ole Hanson, under strong pressure from business leaders, declared the strike a Bolshevik action and on Feb. 7 issued an ultimatum: end the strike or he would declare martial law.

Meanwhile, AFL international officers, afraid that Seattle’s conflict would scuttle organizing efforts in the east, declared the strike an unauthorized action, withheld support funds, and threatened to revoke striking locals’ charters. Thus attacked on both fronts, the strike gave way. A trickle of strikers went back to work on Saturday, Feb. 8th, and by Monday virtually all had returned. The CLC officially ended the action the next day.

Its fallout was mixed. From a shop floor perspective, the strike was a defeat, since the shipbuilders lost their wage bid. However, true to labor’s fears, Seattle industrialists soon launched a successful offensive against the closed shop. Within local labor ranks, criticism over the strike led to the ouster of militant leaders and the end of “Duncanism,” the earlier state of toleration between craft and industrial unionists. Government repression also intensified. Federal agents arrested local Wobblies and Union Record editors on charges of criminal syndicalism and sedition, in what would later appear to be a curtain-raiser for the Palmer Raids. Moreover, true to labor’s fears, Seattle struck a hero for facing down Bolshievism.

On the other hand, The Seattle General Strike lives in popular memory as a testament to the power of solidarity and direct action by working people. Diverse groups united across occupations and political affiliations to assert themselves in a powerful eruption of action that

Local C Poker and Slot Tournament to Benefit Guide Dogs - Sat. Feb. 23

Hold ‘Em Poker Tournament
Local C’s Guide Dogs of America Holds ‘Em Tournament promises to be a fun deal on Saturday, Feb. 23, at the Muckleshoot Casino in Auburn. Registration will start at Noon, and the tournament begins at 1 p.m.

Registration is $100 per player. There will be a $3,500 payout to the top 10 players at the final table. Players registering by Feb. 15 will receive an additional $500 tournament chip. All proceeds from the tournament will go to Guide Dogs of America.

Slot Machine Tournament
Local C offers two $500 tournaments for the die-hard, who prefer to play the slots, Local C will host a slot tournament at Muckleshoot simultaneously with the poker tournament on Saturday, Feb. 23. Slot tournament card sales begin at Noon; tournament begins at 1 p.m. $5 per game and workshop, streamed 65,000 workingmen. School children with fear in their hearts hurried homeward. The live stream of a great city stopped.”

The strike committee kept things peaceful and running. People stayed home who were not directly involved in the strike. People were fed at dining halls, the cooperatives gave credit to people needing food, hospitals had food and clean laundry, some power was on and there was gas for all the military people who had been deployed to Seattle to do sit around.

Yet arguably labor’s greatest achievement was not in idling private industry but in organizing alternative public provisions. To feed the 30,000 single men who depended on restaurant meals every day, striking cooks prepared, and striking Teamsters carried food to labor halls that set up makeshift “eating stations.”

Supply other vital needs, the General Strike discussed committees dispatched teamsters to haul milk, meat, and hospital laundry.

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Seattle General Strike Strike Bus Tour Sat. Feb. 9, 2019
Seattle General Strike Bus Tour - Sat. Feb. 9, 2019 - “Nothing Moved but the Tide”

PNLHA - Join the Pacific NW Labor History Association on a bus tour of the important 1919 General Strike Sites – marking the 100th anniversary of the strike. Starting and ending at the Seattle Labor Temple. 9:30 am - 12:30 pm UW Labor Archives is hosting a free event at 1 pm at the Seattle Labor Temple. There will be discussion, entertainment and a soup kitchen.

General Strike Bus Tour free for PNLHA members. $25 for non-members (includes membership and calendar). Space is limited, reserve a seat 206-367-0288 or pnln2@gmail.com.

Closed down the city for six days. The strike was administered peacefully and competently by the workers themselves and had lasting consequences for the labor movement in Seattle, the United States, and beyond. Less a tactical failure than a last stand, the Seattle strike left a memory of worker solidarity and social vision that far outlasted 1919.

For a list of commemorative events go to: www.solidaritycentennial.com/
January 751 Retirement Club Meeting Minutes

The meeting was called to order on January 14, 2019 by President Jackie Boschok. She led the club in the flag salute and God Bless America and TJ Seibert led the prayer.

President Jackie Boschok suspended the regular order of business to swear in Mike Keller to a new three-year term as a trustee.

Roll Call: All officers were present.

Minutes: The November meeting minutes were approved.

Executive Board Report: President Boschok read the following motion:

1) Spend $300 to purchase appreciation gift cards of $50 each for six additional support staff. M/S/P

Finance Report: Tom Lux gave the report. It was M/S/P.

Health and Benefits: Vice President Helen Lowe read the deceased list:

Local A: Lawrence Hill, James Kandior, Robert Kemmer, Matthew Lubic, Gerald Maxwell, Laurence Steffensen, Carey Young. Local C: Zonie Brown, David Peter Wilson, Russell Werther, Robert Stalnaker, Paul Snape, Noly Pascua, Kenneth Orme, David McPherson, Lacy Lee, Philip Koziol, Peter Jorgenson, Alan Jones, Dale Jonas, Vickie Johnson, Alan Jones, Peter Jorgenson, Loren Mot, James M. Smith, Robert Thomas, Iva Wilsan, Hagood Zeigler. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Legislative Report: Carl Schwartz spoke about the national government shut down. We are concerned as many government agencies that serve basic needs are unable to meet their responsibilities, including many agencies that serve senior citizens.

Our Retiree Club is putting together plans for our activities this year. We welcome suggestions and especially seek to improve participation of our membership.

We will be setting up appointments with members of Washington State’s congressional delegation to re-affirm our contact with our club and re-affirm their support for our issues and concerns. In particular we are concerned about: 1) support for Social Security in general and its future funding by removing the “cap” on taxed earnings 2) restore adequate staffing of Social Security administration offices 3) adoption of a cost-of-living index that considers senior expenses 4) passage of legislation that permits Medicare to negotiate for lower drug prices.

Senior Lobby Day will be February 26 in Olympia. We will send a full delegation. Carl then made a motion to send up to ten delegates to Senior Lobby Day at a cost of $200. Registration fee per person is $20 M/S/P.

President Boschok stated she will reserve the district van which seats 25.

It will leave the Seattle Union Hall at 7 a.m. Contact President Boschok if you are interested in going.

Legislative Report: Tom Lux gave the Legislative Report:

Tom Lux said 2019 is the 100 year anniversary of the Senior Lobby Day. Many events are planned to commemorate the centennial. More information can be obtained via www.solidaritycentennial.org.

Jim Hutchins also spoke about the ARA meeting in Las Vegas stating a workshop he attended recommended taking pictures when you meet with legislators. This can make an impact.

T.J. Seibert also attended the ARA meeting and said there were a lot of good speakers. He spoke about the need to get involved in supporting and electing Democratic candidates in the 2020 elections. Vennie added that we need to educate young people since a lot of them are not interested in voting.

President’s Report: President Boschok spoke about the Seafarer’s luncheon January 24 that will be held at the Seattle Union Hall. She said the Executive Board has discussed social activities for this year and are anticipating one big event this summer. We will talk about that at the May Business Meeting.

Some activities to consider are: Blake Island Salmon Dinner tour, Museum of History and Industry, the new Nordic Museum in Ballard, Museum of Flight, a wildlife refuge outing, Lake Union boat ride or the Skagit tour again. Helen Lowe also suggested Wolf Haven and Carl Schwartz suggested attending a play and getting a group discount. Some of the museums also offer free admission one day a month. Jackie Boschok said she would research costs and general information about the suggestions for further discussion at the March meeting.

New Business: none

Unfinished Business: none

January Birthdays: Joe Pinczes celebrated his birthday and T.J. and Mary Seibert celebrated their anniversary. The club sung happy birthday to Joe. The Fred Meyer gift card was won by John Robinson.

Meeting adjourned at noon.
**2019 IAM Scholarship Accepting Applications**

The IAM Scholarship Competition is open each year to the members of the IAM and their children throughout the United States and Canada.

Awards to members are $2,000 per academic year, which can be granted for a specific period from one to four years leading to a bachelor’s degree or a two-year vocational/technical certification.

Applicants must be children of a Member:
- College: $1,000 per academic year

Awards are open each year, until a bachelor’s degree is obtained or for a maximum of four 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 up to including the closing date of Feb. 22, 2019.
- Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades; and
- Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of continuous good-standing membership at the time of death.

For information on all rules of eligibility or to obtain an application form, visit www.iam.org/iamscholarship.

NOTE: Completed Application Packets must be postmarked no later than Feb. 22, 2019.
FINANCIAL $ENSE: Financial Lessons You Can Learn from Retirees

Does this scenario sound familiar?
- When the market is up, an investor feels good and buys stocks.
- When the market is down, that same investor gets scared and sells.

Although reacting like this may feel right at the time, the problem is this scenario is unlikely to result in a profit. In fact, the goal should be just the opposite: buy low and sell high.

Many investors make this mistake! The reason may have a lot to do with us making investment choices the same way we do many important decisions: using both our heads and our hearts (i.e., logic and emotion). When there’s market volatility — including both market highs and market lows — our emotions tend to take over and we may make illogical choices going against our best interests.

To avoid having your emotions control your investment decisions, you may decide to get into the market when it’s down and out of the market when it’s up. This is known as “market timing.”

While this approach may sound rational, the problem is this strategy is extremely difficult, even for experienced investors, to employ consistently. There’s an old saying: “No one rings a bell” when the market reaches the top of a peak or the bottom of a trough. Translated: Investors attempting to time the market usually find it tough to determine exactly when to make their move.

Give dollar cost averaging a look. Rather than using either of these approaches, consider a strategy called “dollar cost averaging.”

Dollar cost averaging is the practice of putting a set amount into a particular investment on a regular basis (weekly, monthly, quarterly, etc.) no matter what’s going on in the market. For example, you could invest $500 each month. In a fluctuating market, this practice lets you purchase additional shares when prices are low and fewer shares when prices increase.

While you’re nulling dollar cost averaging’s potential merits, consider this: You may well be using the strategy already. If you participate in an employer-sponsored retirement plan, such as a 401(k) or 403(b), and contribute the same amount each payday, you’re using dollar cost averaging.

Get help for when the going gets tough. One of dollar cost averaging’s greatest challenges is you have to stick with the strategy even when the market declines, and that can be difficult (see our previous discussion about letting emotions control your decision-making). However, during times like these, dollar cost averaging can be most useful by letting you purchase shares at lower prices.

Because dollar cost averaging can be simultaneously more difficult and advantageous when the going gets toughest, consider turning to a professional financial advisor for help. He or she should offer a voice of reason during these periods as you grapple with whether to adhere to the strategy.

Like any investment strategy, dollar cost averaging doesn’t guarantee a profit or protect against loss in a declining market. Because dollar cost averaging requires continuous investment regardless of fluctuating prices, you should consider your financial and emotional ability to continue the program through both rising and declining markets.

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OFFICERS ACCEPT THE OATH OF OFFICE IN JANUARY

Business Rep Ira Carterman (far left) administers the oath of office to Local E Officers (L to R): Guerdon Ellis, Bruce McFarland, Roy Wilkinson, Linda Ramos, Randy Hamline, Chris Olafson, and Hainz Perry.

Past Local F President Terri Myette administers the oath of office to Local F Officers (L to R): Shane VanPelt, Dave Bryant, Jeremy Cozy, Carolyn Romeo, Dorothy Lambert, Charles Cesium, Travis Kondrich, Tom Keller and Dominic Patton.

Below: Local F President Shane VanPelt administers the oath of office to Local F Audit Katie Eagleson.

Local A Vice President Matt Hardy (l) administers the oath of office to Local A Audit Brent Scott and Jon Voss.

District President Jon Holden (l) administers the oath of office to Local A Council Alternates Cam Griffin and Bridgette Handy.
Summit Brings Eastern Washington Leaders Together

In late January, leaders from our three Eastern Washington locals met with Business Rep Steve Warren and District 751 President Jon Holden. The summit gave leaders a chance to discuss issues, upcoming contract negotiations, fundraising and community service projects. The leaders also strategized ways to bring the benefits of union membership to other employers in Eastern Washington. It was positive to share information and see the locals working together on a number of projects.

Bargaining Committees for UPS Gear Up for Master Agreement Talks

IAM members working at UPS remained united in their efforts to secure a new Master Agreement later this year. In January, members from across the country completed the 2019 Master Agreement Bargaining Survey. In January, representatives from our local negotiation committee met with leaders from other sites to analyze survey results, identify top issues needing to be addressed in the Master Agreement, and review proposals. Seattle, Spokane, Oregon, Utah and California representatives openly shared many issues along with pension rehabilitation requirements, health care, wages and benefits. Overall, the proposal presentation meeting was positive, and lots of information was shared among the locations. It was good preparation for when formal bargaining begins March 11-15.

Retirement Recognition at UPS

IAM mechanics working at the UPS Spokane hub organized a celebration for retiring member Scott Daugherty. Scott (holding his cake) worked for 33 years as a Package Car Mechanic at the CDA Idaho UPS satellite facility. Congratulations, and we wish you well in your retirement.

A New Shop for Longtime IAM Member

Spokane Valley Fire Mechanics welcomed a new addition to their crew with Kelly Caudill. While Kelly may be new to Spokane Valley Fire, he has over 25 years of IAM membership. Kelly previously worked as a mechanic at Penske Truck Leasing another IAM Shop and is excited to continue working under the security of an IAM contract.

Local 86 Officers in Spokane Accept the Oath of Office

Officers for Local Lodge 86 in Spokane began a new three-year term at the lodge meeting on January 10. The group was energized and excited with plans to try and involve additional members in the local lodge.

Local Lodge leaders from 86, 1123 and 1951 met at the Spokane Union Hall with Business Rep Steve Warren and District President Jon Holden to share information and work more closely going forward.