In October, union efforts brought an agreement with Boeing that delivered upgrades and backpay for members in two Everett shops. The agreement resolved two aspects of a grievance involving members classified as 30005 Aircraft Structures Mechanic B assigned to operate new robotics/automation, which changed their work assignment.

The agreement was good news for our members working in Everett in the 40-02 building on the Spar Assembly Robotics Cell (SARC) and in the 40-27 building on the FAUB/Forward-Aft.

From the onset, our union has challenged the labor grade Boeing assigned to work involving robotics and new automation processes in numerous locations. Earlier this year, multiple grievances were combined on this topic to present in arbitration.

Days before the case was scheduled for arbitration, Boeing and our Union reached an agreement to permanently upgrade employees (including backpay) in two of the areas (SARC and FAUB/Forward-Aft) covered in the grievance to grade 7 positions. It was important to secure this agreement for these two shops.

Unfortunately, there were two remaining areas that the parties could not come to agreement on. The week of October 15, the union presented what we believe is a strong case challenging grade 5 work in the NAPS Cell in Frederickson and FAUB/777 Mid-Body. Even though Boeing acknowledged that robotics work in SARC and FAUB/Forward-Aft is grade 7, the outcome of this arbitration is in the hands of one person (the arbiter).

“I appreciate Boeing reaching an agreement for these two shops, but assured them we will continue challenging their labor grade assignment in other areas. Our union must fight against labor grade erosion when Boeing introduces work we believe should be appropriately paid at a higher labor grade,” said District 751 President Jon Holden.

“Our members did a great job...Continued on Page 7
Effects Bargaining: A Tactic for Positive Change

By JON HOLDEN
IAM 751 District President

Over the past few years, our Union has stepped up efforts to challenge company tactics and is using every available resource and avenue to protect the standards we have fought for and on some occasions lost. The Solidarity Conference and Local Lodge have a responsibility to protect the standards we know about and work to bring forward changes in their working conditions, pay practices or shop policies.

Utilizing this tactic is especially important when we have an extended agreement, like the current one with Boeing that expires in 2024. If we are not aware of changes that have occurred or work with other members to bring forward changes in their working conditions, pay practices or shop policies.

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

Young Machinists Energized for Action

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

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

But who are young machinists?

“Young Machinists are our Union’s ‘boots on the ground’ members involved in outreach, awareness, advocacy and activism for our union and the labor movement as a whole. Young Machinists are members who are currently ages 18-35 whose generation makes up the largest movement as a whole. Young Machinists Energized for Action is a driving force in bettering lives of the future generations of Young Machinists,” said Trevor. “All of our instructors were very passionate about the topics. I strongly urge all young machinists to become more involved in our Union. The future is in our hands and together we can make a difference.”

“We hope to organize Young Machinists’ trainings to ensure we seed the right ideas, communication styles and opinions from that of our more seasoned members, we all have the same goal. We are passionate, enthusiastic and motivated to stand with our union and be a driving force in bettering lives of the working class.”

Demanding to bargain is typically over changes to our working conditions and demanding to bargain changes to our working conditions known as “effects bargaining.” Whenever working conditions or policies change, a union has the legal right to demand to bargain over the effects those changes have on the members. This is an important tool when we have an extended agreement, like the current one with Boeing that expires in 2024. If we are not aware of changes that have occurred or work with other members to bring forward changes in their working conditions, pay practices or shop policies.

District Lodge 751, International Assn. of Machinists and Aerospace Workers

Jon Holden
President, Directing Business Representative

Paul Schubert
Vice President

Susan Palmer
Secretary-Treasurer

Rob Jones
Sergeant-at-Arms

Steve Warren (Eastern WA)

Dan Swank

Paul Veltkamp

Dave VanBerkum

Greg Campos

Garth Lauck

Richard McCabe

Spencer Burrell

André Trahan

Ira J. Cartermen

Wilson ‘Fergie’ Ferguson

Patrick Bertucci

Grace Holland

Robley A. Evans

John Lopez Jr.

Howard Carlson

Union Business Representatives

Union Offices:
• 9125 15th Pl S., Seattle; 206-763-1300
• 2104 14th Ave., Stephenville; 250-887-1310
• 3226 E. Mission Rd, Everett; 425-355-8821
• 4280 N. Mission Rd, Spokane; 509-524-9960 or 1-800-763-1305
• 7923 Airport Rd., Everett; 425-662-9555
• 7500 N. Lombard St., Portland; 503-355-2767

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

While we are certainly not guaranteed any particular outcome when we demand to bargain effects, this opens dialogue on issues where we can attempt to make improvements for our members. Keep in mind the company can’t back away from anything they agree to in effects bargaining AND if the union still chooses to pursue the issue we still have other options to modify the company’s policies through actions that include unfair labor practice charges or arbitration.

With members understanding this process, we are hopeful you will bring more issues forward that we can demand to bargain on. This approach empowers us to get in front of the company, forces them to address our issues and provides opportunities to make positive improvements for our members. It is a tactic we will continue to use in the future.
Veteran’s Disability Appeal Claim Pays Off

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

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

In 2014, Grieser was finally awarded a 90 percent disability that delivered him more than $44,263 in retroactive disability payments, after years of being denied a disability claim with the Veterans Administration (VA) arising from his years in the Marine Corps. In addition, he will receive $1,932 a month disability payment tax free for the rest of his life, free medical care, and free access to Washington State parks.

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

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

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

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

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

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

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

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

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

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

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

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

"When you go to a doctor and they ask when did this symptom start, often it goes back to someone’s military service. It can be something that never went away, but vets learned to live with."

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

"Your kids, spouse, friends or your boss. If you can’t find official records, build a history using statements from others of what they have witnessed."

Committee Exploring Ways to Help Veterans & Raise Awareness

The 751 Veterans Committee met at the Seattle Union Hall on Saturday, Oct. 20. The group consisted of both active and retired members representing all branches of the military. The group discussed various ways to help veterans in our membership ranks and in our community, as well as projects for the future.

Many ideas and resources were shared, including getting training to help Stewards identify PTSD and other issues impacting veterans.

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

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

Nothing Is A Gift: Paid Holiday History at Boeing

- **1950**: Paid holidays were first negotiated in 1950. Prior to that, a holiday was a day off without pay. There were eight paid holidays in 1950: New Year’s Day, Washington’s Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the Friday following Thanksgiving and Christmas.
- **1960**: The last working day before Christmas was permanently substituted for Washington’s Birthday.
- **1968**: Added one more paid holiday—the regular working day following Christmas was added.
- **1989**: All holidays and weekends consecutive to a holiday will be worked solely on a voluntary basis.
- **1958**: There were still eight paid holidays; however, a provision was included to the effect that in lieu of Washington’s Birthday, the last working day before Christmas might be substituted.
- **1963**: Number of holidays expanded to nine with the addition of Good Friday for all locations except Michoud Plant and Mississippi Test Facilities, which had Martin Luther King Day.
- **1971**: Good Friday moved to the extra day off at Christmas. This contract marked the first time the holidays stretched from Christmas Eve through New Year’s Day, which has continued ever since.
- **1995**: Eliminated requirement that employee must work either the day before or the day after the holiday to qualify for holiday pay. Employee is eligible for holiday pay if on active payroll or if absent for medical reasons not longer than 90 days prior to holiday.
District 751 members working at Boeing will be asked to select their health and dental insurance coverage for 2019 during the annual enrollment period, which runs Nov. 6 through Nov. 27. This is the only time you can make routine changes to your health care. If you select a new medical or dental plan, changes take effect Jan. 1, 2019. IAM members at Boeing in Puget Sound can choose from the following medical plans:

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

If you don’t take action during open enrollment, your current benefit choices will continue automatically and the new monthly contributions will apply. Our contract with Boeing spells out your health care benefits, including deductibles, office co-pays and prescription coverage (see chart below for summary). 2019 contribution rates for Puget Sound are noted in the table at the top of the next column:

Complete the Health Assessment Questionnaire to avoid additional paycheck contributions in 2019 (see approved after page).

**Dental Options:** District 751 members in Washington State can also choose between two dental plans: the Network Plan (Delta Dental PPO) or Prepaid Dentist Care Plan. Considering the 2019 benefit options—and remembering your benefit needs are unique and can change over time—annual enrollment is your opportunity to rethink your current plan. Be sure you’re in the plan that’s best for you and your family. An annual enrollment packet has been mailed to each member’s home. In addition, there are many online tools on the “Your Benefits Resources” through Boeing TotalAccess to help you review your plan choices, including plan comparisons and provider lists.

Again, no action is required unless you want to change coverage plans. However, even if you are not planning to make a change to your current plan, you can take this opportunity to:

- Review your Health Care Cost Summary (review of out-of-pocket costs)
- Estimate your medical costs for next year.
- Compare plan details;
- Research hospitals and providers;
- Review and update your dependent information.

Decide whether to complete the online Health Assessment Questionnaire to avoid additional paycheck contributions.

From inside Boeing, log on to https://my.boeing.com and click the TotalAccess tab, go to “My Health & Insurance Plans,” then “Your Benefits Resources.” Outside Boeing go to www.boeing.com/express and click TotalAccess, then My Health & Insurance.

Log on with your TotalAccess Password and your BEMS ID or Social Security number. If you’ve misplaced it, log on to Boeing TotalAccess. When you complete enrollment, click Confirm and print the confirmation and keep it until a copy comes in the mail or email.

You can also call TotalAccess by phone at 866-473-2016. You’ll be asked to enter your BEMS ID and follow the prompts.

Your union recommends that you study the plans carefully before selecting coverage, review how different plans affect your out-of-pocket costs and check lists of network providers to see which networks your doctor is in.

### Things to Remember

- Make changes outside Boeing at www.boeing.com/express, click TotalAccess or inside Boeing at https://my.boeing.com
- Review enrollment materials, examine co-pays and out-of-pocket expenses, check list of network providers.
- Any members & spouse/partner who does not complete the health assessment by Nov. 27 will face an additional $50 a month paycheck deduction (or possibly $40) for health care in 2019.
- After you enroll, print the confirmation and keep the copy until the hard copy comes in the mail; if you have an email address on file, you’ll also receive an email confirmation.

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

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

Keep in mind there are no wrong answers on the health assessment and to avoid the higher monthly cost, you DO NOT have to provide any numbers. “I don’t know” is an acceptable answer. For members, the health assessment questionnaires are available online by logging into TotalAccess. Spouses or domestic partners enrolled in a Boeing-sponsored medical plan must go online at www.webmdhealth.com/boeing. Union members who would rather not answer the questionnaire online have the option of calling TotalAccess at (866) 473-2016 to request a paper form to be mailed to them, or have a TotalAccess representative ask them the questions on the phone.

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

<table>
<thead>
<tr>
<th>Service/Care</th>
<th>Traditional (TMP)</th>
<th>Selections CCP</th>
<th>Kaiser Permanente WA (formerly Group Health HMO)</th>
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<tbody>
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<td>$390</td>
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<td>$40</td>
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<tr>
<td>Employee &amp; spouse</td>
<td>$69.40</td>
<td>$59.40</td>
<td></td>
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<tr>
<td>Employee &amp; children</td>
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<tr>
<td>Family</td>
<td>$145.20</td>
<td>$125.70</td>
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<td>$20 co-pay primary care, $25 specialist (including chiropractor)</td>
<td>$20 co-pay primary care, $25 specialist (including chiropractor)</td>
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<tr>
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<td>10% if not within network</td>
<td>10% if not within network</td>
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<td>$25 co-pay if no generic OR approved after review</td>
<td>$25 co-pay if no generic OR approved after review</td>
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</tr>
</tbody>
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*If you purchase a brand-name drug when a generic equivalent is available, whether at your request or your physician’s, you’ll pay the generic copayment plus the cost difference between the brand-name and generic drug. ALWAYS ASK FOR GENERIC!*  

NOTE: Formulary is changing for 2019. Some drugs may not be covered anymore. Check the website (express-scripts.com/boeing) to price your medication.
Healthy Smiles Start Young

Get the Most from Your Dental Benefits at Boeing

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

Tips to keep your child’s smile healthy:
- Make sure your child brushes their teeth in a circular motion for 2 minutes, twice a day
- Ask your child’s dentist about sealants, protective coatings placed on your child’s teeth
- Stay on top of their regular dental check-ups

Regular preventive dental visits include:
- Oral exams, cleanings, fluoride treatments, sealants and x-rays. They help catch and treat tooth decay before it becomes a serious problem.
- Keep your child on the path to a lifelong healthy smile.

Get the most from your dental benefits. Register for a MySmile account at DeltaDentalWA.com

UTC Members United and Strong

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


In all meetings, our Union fought hard to move the bargaining process forward by completing a majority of the non-economic contract articles.

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

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

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

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

Gary Naple agreed, stating “I had a great experience

Intense Training to Prepare for Upcoming Talks at Cadence

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Gary Naple agreed, stating “I had a great experience

More Support for South Carolina Boeing Flight Line Technicians

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

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

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

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

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

The IAM represents 35,000 Boeing employees across the country.

“Boeing workers in South Carolina are simply asking for the same rights as any worker,” said IAM International President Bob Martinez. “They voted to join a union and now it is time for Boeing to respect their choice. We are ready today to negotiate a contract that is fair to Boeing management and front-line workers, just as we have for generations of Machinists Union members at Boeing.”
Team 751 Making Strides Against Breast Cancer

On Saturday, October 20, Team 751 members gathered at Gas Works Park in Seattle to take part in the “Making Strides Against Breast Cancer” Walk sponsored by the American Cancer Society.

The group gathered for a team photo, before taking off on the walk along the Montlake Cut. Many donned Team 751 t-shirts, which are available at the Seattle Union Hall or November union meetings.

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

Volunteers Continue to Help Others in our Communities

Helping others in our community is a labor of love and a passion for many of our 751 volunteers who are out every weekend helping others in the community. In October, members built two wheelchair ramps, prepared and served meals at area missions in both Tacoma and Everett, took part in United Way’s Day of Caring Projects, cleaned up our Adopt-a-Road in Everett and much more.

Our 751 Human Rights Committee delivered boxes of hundreds of toiletry items donated over several months to help the homeless in Seattle.

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

Upcoming Chances to Help

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

This year, locations we will help at are:
• Bothell Safeway (24040 Bothell Everett Hwy)
• Everett Safeway (4128 Rucker Ave)
• Northgate Mall (401 NE Northgate Wy)
• Renton Highlands Safeway (4300 NE 4th St)
• Tacoma Mall (4502 S Steele St),
There are Three shifts: 7am to 8:30am; 8:30am to 10 am; or 10am to Noon

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

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

Checks made to either the Everett Gospel Mission or Rescue Mission will also be accepted.

Lee Verfaillie prepares food at the Everett Mission.
George Braun, Matt Hardy & Rob Curran at the Tacoma Mission.

To view more photos visit IAM District 751 Facebook page or go to flickr.com/iam751 and click on the 2018 Breast Cancer Walk.
Solidarity Conference Arms Members with Knowledge

Continued from Page 1

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

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

“There are a number of factors that went into this decision, but the number one reason is Boeing’s refusal to negotiate a fair and reasonable contract,” said Martinez.

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

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“The current wage progression structure discourages members from taking a positive things, but we want to capture them for everyone in the situation rather than only for a few the company chooses. Again, we are not guaranteed an outcome on these issues, but believe strongly Boeing should address these issues in a fair and consistent manner for all members going forward. By demanding to bargain, which is our right under federal labor law, we hope to have a positive impact for our members.

Free College for You & Your Family

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

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

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

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

Challenging Pay Disparity at Boeing

Continued from Page 1

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

Certificates Need to be at December Meetings

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

Upgrades Prevent Job Erosion on Robotics

Continued from Page 1

providing documentation to support our claim that this is higher graded work. Their actions helped resolve this issue in the two shops,” Holden added.

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

“We all agreed it should be higher graded work and was outside the scope of a 30605 job,” said Jeremy Hultkrantz, who works the SARC and received the upgrade and backpay. “We appreciated our union fighting on our behalf and securing this long-awaited agreement and also Boeing for recognizing the SARC as a highly integrated and skilled position.”

“Other factors include a number of things that went into this decision, but the number one reason is Boeing’s refusal to negotiate a fair and reasonable contract,” said Martinez. “There are a number of factors that went into this decision, but the number one reason is Boeing’s refusal to negotiate a fair and reasonable contract,” said Martinez.

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

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

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

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

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

Thanks to the following sponsors:
- GVP Gary Allen
- GVP Mark Blondin
- Larry Brown
- Ira Caterman
- Jason Chan
- Mark Clark
- Kathleen Cox
- Kevin Cummings
- Rick de la Fuente
- Allen Eveland
- Shari Boggs
- Allen Erdman
- Bill Herrman
- Mark Hornsby
- Levi Wilson
- Dan Swank
- Hugh Bridges
- Dave Hornsby
- Darryl Hornsby
- Reggie Sheegog
- Mike Ward
- Bill Robey
- Chris Schorr
- Secretary
- Local C Recording Secretary Chris Schorr (far left) and Local C President Jim McKenzie (far right) congratulate the first place team of Ken Lorentzen, Roger Peters, Chris Hash and Stan Finne (not pictured) who scored 60.

HCT Helps Make Shops Safer at Boeing

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

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

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

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

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

Attending monthly meetings, tours and being proactive on the factory floor are just some of the many ways the HCT is committed to you. We share information across the Puget Sound and Portland Sites white actively engaging each HCJ member to effectively communicate hazards to prevent danger to your health and physical safety!

Knowledgeable training and communication of all the hazards around the workplace are vital to ensure we are safe at work so we can go home to our families, friends, pets, and communities.

For more information, please reach out to Christine Fullerton (christine.m.fullerton@boeing.com) or Tina Cho (tina.c.cho@boeing.com).

Blanket & Coat Drive Now through Dec. 12

The District 751 Human Rights Committee is holding a Coat and Blanket Drive now through December 12.

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

This is another way for our members to help others who are less fortunate in our communities. All items will be delivered to the Providence Regina House in South Park for distribution to area residents in need.
751 Retirees, Spouses Offered Discounted Medicare/Dental Options for 2019

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

Another valuable service our union is proud to offer is a free one-on-one consultation service at our Union Halls through Employee Benefits Systems (EBS). This is an opportunity to compare and contrast plans to ensure you select the best coverage. Even if you are happy with your current plan, review your plan, including Part D against your current prescriptions, to ensure you are not paying unnecessary expenses. The open enrollment period is through Jan. 1, 2019 for everyone currently on Medicare.

Now is the time to call to set up your one-on-one no obligation review! Call EBS toll free at 1-833-469-0515.

November 751 Retirement Club Minutes

The meeting was called to order on October 5th.

Roll Call: All officers were present.

Minutes: The September meeting minutes were approved.

Executive Board Report: President Boschok said two people took theirs in their own cars to the Duvall meeting so the cost for gas and back and forth was $160.

Legislative Report: Carl Schwartz reminded everyone to check their voter’s guide and October Aero Mechanic and be sure to vote.

Continued on Page 11
FINANCIAL SENSE: How to Plan a Retirement Timeline

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

Set an income goal—and know that it could change. For younger workers, it can be based on the average income earned by their parents. As you approach retirement, much income will be needed in retirement and how much their income will increase over time will be critical. The best way to look at an income replacement ratio of around 80%. That said, when you’re younger, 80% of your income is not going to be enough, but 60% will certainly allow you to live on your retirement at that. That will change over time. It’s important to set goals early in your retirement planning process. Be sure to revise them frequently as you get closer to retirement—and work with your financial advisor to make your goals as realistic as possible.

Plan to increase your savings rate. If you’re 20 years old, a savings goal of 10% of your current salary per year is a good start. By age 30 you should be putting away at least 15% per year. If you have access to a qualified employer-sponsored retirement plan (QRP), such as a 401(k) or 403(b), start contributing to your plan. You may have your fruits from matching contributions, consider contributing at least as much as the match. This is free money you don’t want to pass up, and it can help you get to the right percentage. At the same time, consider a Roth IRA or, if available, the designated Roth account offered by your employer. Very attractive for their potential tax-free distributions.

Your savings rate should increase as you age; at the same time, you should consider reducing any discretionary spending. As you’re getting your most benefit now and when you’re in retirement. Sketch out how long you could be in retirement. When creating a retirement timeline, one of the most difficult factors is estimating how long you can expect to be healthy. The best strategy is to create a contingency plan in case something forces you into an unexpected early retirement, such as health problems, perhaps, or an unforeseen layoff.

One way of thinking that can help you get there: Plan to retire at age 55. This will allow you to be prepared for unanticipated events and any money you make by working past that age will be a bonus. Set the steps to reach your goals. If you’ve gotten a late start on retirement planning, do you really have enough years to do so? First, look at your retirement timeline around a plan to retire at age 55, there are effective actions you can take to make that happen. Keeping a budget is essential. As part of that budgeting, be sure to look at your discretionary spending. If you’ve been spending more than you should, consider cutting back on extraneous travel and home renovations—but it’s your retirement fund that should get the first deposit.

No matter what you start, planning an retirement timeline is all about finding the right balance. You need to be careful about the introduction of a new lifestyle, if you’re at the end of your career. You can even bump yourself into a higher tax bracket. At age 70%, minimum distributions (RMDs) kick in, so if you’re retired at age 62, for example, take some money out—this will lessen the impact of larger distributions later on.

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2019 IAM Scholarship Accepting Accepting Applications

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the United States and Canada. Awards are members to $2,000 per academic year. They are granted for a specific period of time ranging from 2 to 4 years leading to a bachelor’s degree or a two- year vocational/technical certification.

Awards to Children of Members are: College: $1,000 per academic year. All awards are renewable each year, until a bachelor’s degree is obtained or for a maximum of four years, whichever occurs first.

Vocational/Technical School: $2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

Eligibility & 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 • Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades; • Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of continuous good standing membership” at the time of death.

For information on all rules of eligibility or to obtain an application form, visit www.goiam.org. NOTE: Completed Application Packets must be postmarked no later than Feb. 22, 2019.

November 751 Retirement Club Minutes

Continued from Page 9

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

Arvin Avera, Local

Health and Benefits:

November 751 Retirement Club Minutes

Continued from Page 9

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Arvin Avera, Local

Health and Benefits:
Eastern Washington

Talks Begin for Local UPS Agreement


that union leaders prepared while attending a negotiation preparation class in July. It outlines the process, strategies and ways members can show their support. 751 reps on the bargaining committee include: Business Rep Steve Warren, Staff Assistant Chris Powers and Stewards David Jakken and Cory White.

District 751 represents UPS mechanics at the Spokane Hub, as well as satellite shops throughout Eastern Washington and Idaho while District 160 represents the UPS mechanics in Western Washington.

New Officers Elected in Local 86

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

President: Allen Eveland (ASC Machine Tools)
Vice President: Jerry Purser (Triumph)
Recording Secretary: Carl Andrews (Triumph)
Secretary-Treas: Pete Hedemark (Penske)
Conductor-Sentinel: Darrin True (Triumph)
Trustees: Tony Wade (Triumph)
Bill Nikkola (Big B’s Truck Repair)
Casey Streeter (Central Pre-Mix)
Audit: Ida Auckerman (Triumph)
Rick Coffman (ASC Machine Tools)

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

Eastern Washington Delivers Big for Guide Dogs

Eastern Washington stepped up and delivered big for Guide Dogs of America holding multiple fundraisers throughout the year, including raffles, barbecues and the trap shoot.

At the Sept. 25 District Council meeting, leaders from Locals 86, 1123 and 1951 presented a check for $19,746.40 culminating their 2018 efforts throughout Eastern Washington.

Thanks to all the volunteers who have helped with the various events to raise money for this very worthy cause.


Yakima Raffle Winners...

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

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

Below are other winners:

- Kyle Tilley: $25 Sea Galley gift card
- Keun Synhavong: $25 Buffalo Wild Wings Gift Card
- Wendy Malone: Two 1-hour passes to Get Air Trampoline Park
- Christian Rodriguez: Free meal Miner’s Drive-In.

Thanks to all who helped with the effort.

Local 86 Visible at Annual Labor Rally

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