Unity Stops Managers from Performing Our Work

Working together and presenting a united front, second shift Stewards in Everett put an end to managers attempting to perform and erode our Quality Assurance Inspection jobs.

Their solidarity was key to stopping this contract violation that occurred on multiple airplane lines in the Everett factory. Because our Stewards network and share information, they realized managers were attempting this job erosion on the 747, 767, 777 and 787 lines - indicating it was a widespread issue that might be coming from higher up than a first line supervisor.

“I’m proud of how our Stewards worked together on this. It is very hard for just one Steward to take on a manager on this type of issue and pin them down. It was like whack-a-mole. A Steward would solve it in one shop, and then the same issue would pop up somewhere else,” said Business Rep Paul Veltkamp. I’m proud of how the Stewards stood up together and worked it plant wide. Word spreads and as other Stewards and members become aware of this type of activity, they know to stop it.”

The managers had been putting calls on the call sheet requesting an NCR, putting up Request Inspection Other (RIOT) calls, stamping the final buyoff after exceptions had been cleared, or creating calls for other inspections, and all of this is our members’ work.

“The only calls that should be on the call sheet from managers are from those operations which require a management buyoff. Everything else is our members’ work,” said Veltkamp.

Union Steward Paul Nickle added, “If their Team Lead isn’t available, the manager can ask another hourly member to put up a call, or we can do it ourselves. There’s no reason managers should be stamping operations or work,” said Veltkamp.

Sharing information among Stewards was key to battling this. We knew it wasn’t up when every manager gave almost word-for-word the same answer of ‘show me in the contract where it says I can do this’. The answer was too uniform and standard,” said Steward Mark Hartman. “Initially, there was a lot of blow back when we pushed back. We encouraged all Stewards to reach out to their boss and let them know they were breaking the contract.”

The Stewards elevated it to their Business Reps who brought the issue up at the BR/Site Leadership meeting. Understanding it is a jurisdiction violation, the company agreed to address the issue with Production Management. Our Stewards sent emails requesting managers not to do our jobs and we won’t do theirs. The emails encouraged managers to reach out to their boss or Labor Relations so they fully understand Article 2 of our contract.

“At about 90 percent of the managers putting calls on the call sheet stopped instantly after Labor Relations was involved,” said Veltkamp. “We have addressed the others one at a time as they occur. We hope Stewards and members in other plants will recognize this is a contract violation and begin battling it in their shop, too. Bottom line, there are very few work functions at Boeing that are the work of both our members AND managers, so when a member sees a manager doing work normally done by us, they should contact their Steward. Whether it is putting calls on the sheet, moving parts and standards, or even sweeping, it’s our work.”

“Our Everett second shift Stewards have a great mentoring group where they share information, network and work together on issues. They discuss the best way to handle a situation and hear how other Stewards dealt with a similar issue or violation and had success. Rather than re-inventing the wheel and starting from scratch, they can build on success other Stewards had in resolving an issue,” said Business Rep Andre Trahan. “This unity has stopped many issues from spreading to other shops and sends management a strong message that the Machinists Union is watching so follow the contract.”

Incredible Impact

Guide Dogs of America local recipients have received new found freedom and independence

Union Ensures Proper Pay for Work Assigned

Every day our Union Stewards are working to enforce the contract and ensure members are properly assigned and paid. As our front line advocates, the work Stewards do each day often goes unrecognized or unreported.

When member Trung Lam was repeatedly assigned to perform higher grade work, but not paid the upgrade pay, Union Steward Rick Grimes worked to resolve the issue.

Initially another member brought it to Rick’s attention. Rick talked with Trung who had requested the proper pay, but got no response from management.

Together, Rick and Trung pulled up ETS for the days in question and compared them to his paycheck. The Material Management View electronically tracks every job so...
Aerospace Machinists Institute from Vision to Reality

By JON HOLDEN
I AM 751 District President

Knowledge is power and is certainly true when it comes to our union and also when talking, and about aerospace jobs in our region. District 751 has long been a supporter of training programs for our members and for the workforce of the future through our involvement with community and technical colleges and area workforce development councils supporting those seeking employment. Now, our Union will have a bigger role in providing and developing training with the creation of the Aerospace Machinists Institute (AMI).

I have reported on our new institute several times in previous AeroMechanic newspapers but wanted to give you an update on developments that moved our vision closer to reality.

The AMI was recently approved through the IRS as a 501(c)(3) charitable organization and was also approved by HUD (Department of Housing and Urban Development) for its purpose. This Institute will be a center where we offer training, skills enhancement, pre-apprenticeship, apprenticeship, and more – not just to our members, but members of the broader labor community, as well as others in the area looking to gain skills for aerospace and manufacturing employment. We envision training where our members acquire aerospace manufacturing skills that will open up opportunities and allow them to advance their career. The public can learn skills necessary to raise their standard of living and secure good jobs. This will strengthen our regional economy by ensuring we have a highly skilled workforce that is able to meet the rapidly changing technology of the future. It could also help attract additional aerospace suppliers and manufacturers to the region.

AMI will be fully equipped with the ability to provide true apprenticeship education and experiences in collaboration with local community college instructors, as well as developing instructors from the industry and our membership.

AMI also plans to develop a scholarship program for low-income students providing an opportunity to participate in this training.

I wanted to take a little about our history since it is the vision of earlier union leaders that have allowed the creation of AMI. In the late 1960’s/early 1970’s, union leaders funded and built five low-income housing apartment complexes in Puget Sound. Over the decades thousands of people in our community benefited from these properties being available for those most in need.

Last year, our District Council decided to sell our five low-income housing complexes, (which were under HUD oversight) unlock these resources allowing us to create a 501(c)(3) charitable organization that will offer training to our members and the community.

Recognizing the importance of maintaining low-income housing in the region, we entered an agreement to sell our properties to the King County Housing Authority/Seattle Housing Authority.

I continue to work with architects to expand the Everett Hall site for the initial phase of AMI which would include classroom space, computer labs, shop space and administrative offices in order to provide these services to our members and the community. We have met with architects and are embarking on a very exciting journey to ensure our members have the training necessary and our community has a pipeline to high-tech aerospace jobs of the future.

The mighty, mighty 737 wingline has never started drawing his pension, Boeing, was living in area shelters, and had run into some bad luck after leaving the streets, took him to a nearby Motel 6. Because of the compassion of fellow union members, this brother discovered that one of their own during his time of need. The crew sprang into action.

As a member of the Executive Board and Liberia’s at Arms, I have reported on our new institute.Accessible to our members and Africa and other unions in our community. All of these services will go to Stewards Darry Woodson, Garry McCauley and Mike Delaney. Credit.

We continue to work with architects and manufacturers to the region. We have met with architects and are embarking on a very exciting journey to ensure our members have the training necessary and our community has a pipeline to high-tech aerospace jobs of the future.

The wingline crew was proud to join in their William Booth Center – a member transitional housing. The Salvation Army, Rich asked for their help in finding the member transitional housing. The Salvation Army delivered with a bed in their William Booth Center – a program that will ensure he remains sober, performs chores, attends life skills meetings and meets with a case manager to work toward residential stability.

Our Union helped this 34-year member file the required paperwork to begin drawing his monthly Boeing pension checks. However, to receive his pension he needed photo ID and a routing number to a bank account – he had neither. Rich and Les drove the member to the local Department of Licensing office to get a new copy of his driver’s license, as well as to his bank to secure account and routing numbers to complete his pension paperwork so these items would not delay the distribution pension

Les worked with the Boeing pension office to submit necessary paperwork and set up automatic deposit. The member will begin collecting his pension in July and is getting assistance locating affordable housing to keep him off the streets.

The wingline crew was proud to join in solidarity to take care of one of their own during his time of need and demonstrated that once in the union family, always in the union family.

Rich McLuhan, as well as others for organizing and cooking food for the lunch-event. Business Rep Rich McCabe, who worked years on the Renton wingline along with Health and Safety Rep Les Mullen, played a critical role in the recovery process for this member. After learning about the situation, Rich drove to area missions, found the member there on the streets, took him to a nearby Motel 6 and for a temporary stay to help him exploring options. During that time, the member wound up in Harborview twice with failing health issues, but Rich and Les persisted in offering assistance.

As a member of the Executive Board for the White Center Salvation Army, Rich asked for their help in finding the member transitional housing. The Salvation Army delivered with a bed in their William Booth Center – a program that will ensure he remains sober, performs chores, attends life skills meetings and meets with a case manager to work toward residential stability.

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The wingline crew was proud to join in solidarity to take care of one of their own during his time of need and demonstrated that once in the union family, always in the union family.
Fergie Retires; Jason Chan Appointed as BR

July brought a changing of the guard in Auburn, as we welcomed newly appointed Business Representative Jason Chan. Jason will take over the assignment that had been covered by Wilson “Fergie” Ferguson before his retirement from our Union on July 1.

Both are passionate about our union and ensuring members’ rights are protected.

A driving force in Jason’s life is his desire to help others whether it is assisting members with contractual issues on the shop floor, attempting to bring the benefits of union membership to other workers, building wheelchair ramps for area residents or taking part in a multitude of other community service projects.

If the project will help others, Jason enthusiastically volunteers his time. This commitment to others is one of the Bill Johnson True Trade Unionist award in 2017 for his stellar volunteer and unionizing work.

Jason has served the past year in our Grievance/Unclassified Department to help bring the advantages of union membership to other workers across the state. He has also enjoyed helping with Union education classes and our new member seminars. He is a true believer and speaks from the heart on how our Union has made a positive difference in his and his family’s life.

Jason is excited for the new position to advocate for members as a Business Rep and to develop a close working relationship with the Union Stewards in his assigned area.

“I am honored and excited to take on this new role in serving our members. I look forward to meeting the Stewards and members in my new assignment. I want them to know our union is working for them every day and challenging the company at every turn to deliver justice on the job,” said Jason. “My goal is to ensure members have a visible rep fighting on their behalf so our union presence is always in the forefront and management will think twice before violating our contract.”

While Jason is new to the role of Business Rep, he has a long history with our Union. He hired into the Renton wingline and quickly became a shop floor leader, serving as steward and working his way through Local A officer ranks to the position of Local A President. In addition, he has served on the District Council (our union’s governing body), as District Vice President in 2017, and spent three years as an IAM Work Transfer Rep in Renton, proposing alternatives to keep work at Boeing in the hands of our members.

He has also been an active leader for the IAM in the Asian Pacific American Labor Alliance (APALA), serving on their National Executive Board, as well as serving several years as the APALA rep on the King County Labor Council Executive Board.

Wilson “Fergie” Ferguson

Fergie is retiring on July 1 after having served as a Business Rep since March 2014. Initially, he was assigned to the Everett plant until he transferred to cover part of the Auburn plant in July 2016.

Fergie came by his strong union beliefs by example of his family. He was raised in a union household and often accompanied his father, who was a union truck driver near Pittsburgh, to the picket line where the members “were militant people who were willing to die for what they believed in.”

“I learned early that there is strength in numbers and you have to stand together to win against corporations,” he said. “It has been a driving principle in my life. If you do what’s right for the members, you can’t go wrong.”

Fergie joined the Machinists in 1987 hiring into the mod shop in Everett to perform warranty work on airplanes, serving 12 years as a shop steward before becoming a Business Rep in the U.S. Air Force. In 1989, after he transferred to Seattle Field, he first became active in the union. He served as a steward at various times throughout the years and was always quick to speak up when contract violations occurred. In 2008, Fergie was elected as a Grand Lodge Convention Delegate where he pushed to implement changes in the IAM Constitution to increase strike benefits. His work to keep our leadership presence moved him up through the Local A officer ranks serving first as Auditor, Vice President and then the Local A President. He continually strived to get more members involved in our union and his magnetic personality inspired others to take on leadership roles, building a colorful leader with a quick wit, he always manages to drive home a message on the importance of membership solidarity.

Fergie has also consistently volunteered for community service projects with our Machinists Volunteer Program. He has helped chair the Puppy With a Purpose bike ride to benefit Guide Dogs of America, as well as taking part in countless Guide Dogs fundraisers. His outgoing spirit and passion spread like a “Santa” pics over the last several years, where he will be dearly missed.

We wish him well and hope he enjoys many happy years in his retirement.

Effective July 1, Jason Chan is an appointed Business Rep in Auburn.

Academic Excellence Earns Haley Rigs IAM Scholarship

751-member Warren Riggs beamed with pride as his daughter, Haley, graduated from Highline High School at the top of her class. Yet he had more than just graduation to celebrate. Haley was one of just 16 people from across the U.S. and Canada to win the IAM Scholarship after competing against both children of members and members for this prestigious award.

Thanks to her efforts and hard work, Haley will receive $4,000 from the IAM starting this fall to help pay for her Bachelor’s Degree in Applied and Computational Mathematical Sciences (ACMS) from the University of Washington. Others recognized Haley as an impressive young woman, too. She received the Women’s University Club of Seattle Foundation Scholarship, as well as the Math Department Scholarship from her high school.

Throughout high school, Haley excelled at academics and took the toughest courses available with much of her schedule consisting of classes at Highline College, including Linear Algebra, Differential Equations and Calculus 4. She utilized the Running Start Program to receive her A.A. degree from Highline College two days before her high school graduation. Throughout this rigorous academic schedule, Haley maintained a 4.0 GPA (including college courses) and ranked first in her class of 2,192 students.

Even during the summer months, Haley’s quest for learning continued. The summer before 9th and 10th grade she completed the Puget Sound Skills Center Summer Culinary Arts Program. Throughout this rigorous summer program, Haley continued to set new academic records by receiving the John Philip Sousa Award, and her fellow band members voted her most valuable player. She recently learned she will officially be on the cymbal line as part of the UW Marching Band next year. And, she received an Academic Athlete of the Year award for having a high GPA while participating in a varsity sport.

Just as impressive as her academics and school activities, Haley manages to make time to give back to the community. At least two hours every week, Haley volunteers at Westside Baby, a nonprofit that distributes diapers, clothing, toys and equipment to families in need. She has also volunteered at Shorewood Elementary, and proctored “Math is Cool” competitions.

“Even with her impeccable academic achievement and an impressive extracurricular resume, Haley’s personal character is actually her most outstanding quality. Her positivity and genuine desire to be of service are evident in everything she does, but also contagious to others, which only expands her personal impact,” said Sarah Gamas, Teacher-Librarian at Shorewood Elementary School where Haley volunteers. “Haley is not only one of the most accomplished students I’ve met, but truly one of the most genuinely kind and compassionate people I know. What I find most inspirational about her is her desire to lift others up. Her optimism, encouragement and energy motivate others to be their best selves and that is something special.”

That philosophy of inspiring others was evident in her commencement speech at graduation aimed at motivating her classmates to pursue their dreams. She emphasized the six guiding values that had the most profound impact on her life: authenticity, pride, dedication, intuition, kindness, and appreciation.

It is clear that whatever Haley sets her sights on in the future, she will most surely succeed, and the IAM is proud to award this scholarship to help her meet her goals.
More Workers Could See OT Pay Under State’s Proposed Rule Changes

Reprinted from The Stand — Washington is poised to close a gigantic loophole in the state’s wage-and-hour laws, and help its citizens bring their working lives back into balance. The state Department of Labor and Industries (L&I) in June announced a long-awaited proposed rule change to restore overtime pay rights — and the 40-hour workweek — for working families. The changes could mean up to 250,000 Washington workers could be eligible for overtime under the new rules.

L&I has proposed to gradually increase the overtime salary threshold, under which all workers in the state must be paid time-and-a-half for working beyond a 40-hour workweek, to 2.5 times the state minimum wage by 2026. That would mean anyone making less than about $70,000 per year seven years from now, regardless of whether they are classified as hourly or salaried employees, would get time-and-a-half pay beyond 40 hours per week.

We need to support that proposal because WORKERS’ TIME COUNTS! How you can help:
- Comment in support of the rule change. Washington residents are encouraged to submit comments on the proposed rule change visit: https://restoreot.paperform.co.
- Spread the word on social media. Share information — including the following images — on social media to help get the word out about this important proposal. Use #RestoreOT.
- Attend L&I’s public hearings on the rule. Attend one of the following public hearings and express your support for restoring overtime pay protections. Check the Overtime Rulemaking web page for details on this public hearing schedule that includes:
  - Enumclaw, July 15 at the Dept. of Labor & Industries headquarters.
  - Seattle, July 16 at The Swedish Club.
  - Bellingham, July 17 at Four Points by Sheraton Bellingham Hotel & Conference Center.
  - Ellensburg, Aug. 5 at Hal Holmes Community Center.
- Kennewick, Aug. 6 at Springhill Suites by Marriott Kennewick Tri-Cities.
- Spokane, Aug. 7 at Center Place Regional Event Center.

OVERTIME HAS BEEN TAKEN AWAY — The current salary threshold, which has not been updated for decades to adjust for inflation, is just $23,660 per year — less than what a full-time minimum wage worker in Washington earns. Anyone earning more than $23,660 can be declared “exempt” salaried employees and forced to work additional hours beyond 40 per week for free. In the decades since the salary threshold has been frozen, the percentage of American workers eligible for overtime pay has gone from more than 60% in the 1970s to less than 7% today.

“As working families struggle to pay the bills, they have been working longer and longer hours, sometimes for free because of our outdated overtime pay rules,” said Larry Brown, President of the Washington State Labor Council, AFL-CIO. “This update is badly needed so companies can’t exempt so many workers from the 40-hour workweek. It will mean extra pay for some, but importantly, it will help many people in Washington get their time back, too.”

Brown added that L&I’s proposed rule will help restore some balance to the working lives of thousands of Washington families.

“When your workweek never ends, your life becomes a constant scramble, and it’s almost impossible to maintain your health, care for your family, and make some time for yourself,” Brown said. “But when an employer has to pay more for extra work hours, it means more parents have more time for their children, more neighbors have time for their communities, and more people have time to pursue their passions.”

This would be a huge step forward for workers’ rights in our state. Whether you work a salaried job, an hourly job or you’re retired, we need your voice in support of these proposed changes!

### Delegation Supports IAM Boeing SC Workers

On June 3rd, all seven Democratic members of the U.S. House of Representatives from Washington state sent a letter to Boeing CEO Dennis Muilenburg and Machinists Union International President Robert Martinez Jr. surrounding the treatment of workers at Boeing’s South Carolina plant.

The letter expresses the delegation’s dissatisfaction with the explanations Boeing used to justify the employees’ termination and for the lack of progress in bargaining between Boeing and the IAM.

In May 2018, Boeing flight readiness technicians and inspectors in South Carolina voted overwhelmingly to join the IAM. However, Boeing has refused to recognize the union or bargain with those workers for fair pay and a safer workplace. Since last year’s vote, Boeing has terminated six of the workers who showed their union support.

“We have seen firsthand the benefits of a unionized workforce. Unions make the workforce stronger, the workplace safer, and the work itself more efficient. The IAMAW has played a crucial role in Boeing’s achievement and will be integral in its continued success,” reads the letter signed by U.S. Reps. Suzan DelBene, Rick Larsen, Derek Kilmer, Pramila Jayapal, Kim Schrier, Adam Smith and Denny Heck.

In late May, more than 70 members of Congress wrote Muilenburg seeking similar information about the firings and refusal to bargain with IAMAW. Rep. Jayapal signed that letter as well.

Members can view the letter on the iam751.org website or on our IAM District 751 Facebook page.

We appreciate these Congressional leaders questioning Boeing for firing union supporters, as well as pushing the Company to negotiate with workers who exercised their legal right and voted for union representation.

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<th>751 Recommended Candidates</th>
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**Political Action**

751-F Leg. Committee member Tom Keller (l) and 751’s Political Director Chelsea Mason met with Representative Derek Kilmer in his Tacoma office. They followed up on issues discussed with his Washington DC office during the IAM Legislative Conference.

751 Aero Mechanic

July 2019
Murray, Jayapal Seek Union Input on PRO Act

Reprinted from The Stand (June 7, 2019) — All workers should have the freedom to choose whether they want to join together with co-workers in a union and negotiate a fair return for their work. They should be aware of their right to do so, free from coercion and retaliation. And any employer that denies workers that freedom should be punished for breaking the law.

Believe it or not, those are the principles behind existing labor laws in America. But those laws have been eroded away by legislative attacks and rendered toothless by a multi-billion dollar union avoidance industry. Today, employers routinely break these laws and the weak consequences are often considered just a cost of doing business.

That’s why Sen. Patty Murray (D-WA), the top Democrat on the U.S. Senate labor committee, and Rep. Pramila Jayapal (D-7th) are lead sponsors on the Protecting the Right to Organize (PRO) Act. This landmark labor legislation introduced in Congress last month would strengthen workers’ freedom to join unions and bargain for higher wages, better benefits, and safer working conditions. Sen. Maria Cantwell (D-WA) and Rep. Adam Smith (D-9th) are also original sponsors of the PRO Act, and Washington Reps. Suzan DelBene (D-1st), Rick Larsen (D-2nd), Del. Kilmer (D-6th), Kim Schrier (D-8th) and Denny Heck (D-10th) have since signed on as co-sponsors.

Murray and Jayapal met with local labor leaders on June 6 to get their input on this effort and to hear about the struggles workers are facing when they try to join together in unions or negotiate a first contract. They included representatives from Machinists IAM District 751, SEIU 775, Inlandboatmen’s Union, UFCW 21, UNITE HERE 8, and the Washington State Labor Council, AFL-CIO.

“Pay for Work Performed

Member Tram Lam (center) thanks Stewards Rick Grimes (l) and Business Rep John Lopez, for securing upgrade pay for the 26 days he performed the work.

If this is happening in my shop, it could be happening elsewhere in the company. I’m hoping sharing this success story will get other members thinking and if it happened to them, get with their Steward to ensure Boeing is properly paying them for the work they do,” said Rick.

Business Rep John Lopez noted, “Our Stewards are advocates for our members, but they can only pursue issues that are brought to their attention. If you believe you have been misassigned, even for one day, get with your steward and provide documentation of the work you performed. Boeing makes sure we live up to the contract each day, and we want to be sure they have to do the same.”

751 volunteers at Mill Creek Fred Meyer.

Jeremy Coty gives a local shopper a reusable grocery bag to show her support for area grocery workers.

751 members assist UFCW/Teamsters members at the Federal Way Fred Meyer.

July 2019

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Fun Run Brings Green for Guide Dogs

On June 1, runners and walkers took part in this year’s Flight for Sight Fun Run, which generated more than $10,162 for Guide Dogs of America. Participants could enter a timed 5K or 10K race or take part in a non-timed one mile walk. Top fundraiser was Myron Phillips delivering an impressive $2,000. Local A Officer Darry Woodson was second in fundraising and Dan Torgue was third. This year’s event also included two of the newest Guide Dog recipients who live locally telling how this organization changed their life (see story on page 7).

“We had a good group of runners and some great volunteers and sponsors,” said IAM 751 Women’s Committee Chair Terri Myette. “Thanks to all of them, it was a great day!” Special thanks to Boeing Everett Amateur Radio Operators North Society for helping to ensure the course was safe for runners.

The tournament will be a scramble format with a shotgun start at 8 a.m. Willows Run Golf Course in Redmond. July 21, at the annual Golf Tournament - Fun Run Brings Green for Guide Dogs

Guide Dogs Fundraisers: Summer Fun for a Great Cause

Our union will once again host a series of fundraising events to support Guide Dogs of America.

District 751 is one of the top fundraisers for the California-based charity, which provides service dogs -- and training in their use -- free of charge to people who are blind or have impaired vision from across the United States and Canada. See personal stories of the impact at top of page 7. The charity was founded by a Machinists Union member.

Guide Dogs Golf Tournament - July 21

The 15th annual Guide Dogs of America Charity Golf Tournament will be Sunday, July 21, at the Willows Run Golf Course in Redmond. The tournament will be a scramble format with a shotgun start at 8 a.m. The cost is $110, which covers green fees, cart rental, tournament t-shirts, and a lunch at the end of play. Cash prizes will be awarded to the first and second place teams, long drive, and closest to pin. Entry forms are available at all District 751 union halls or on the virtual board on our website www.iam751.org. Information is also available by calling the Village Union Hall at (425) 355-8821.

Shoes for Puppies - Aug. 10

The 15th annual Shoes for Puppies horseshoe tournament will return to Maple Valley on Saturday, August 10. The tournament, which is sponsored by Local E, will start at noon Aug. 10 at the Red Dog Saloon, 18605 Renton-Maple Valley Rd. SE. The cost is $5 per player. Entry forms are available at all IAM 751 union halls around Puget Sound. Pit sponsorships are also available for $50.

Local A Car Show - Aug. 17

Local F Guide Dogs Karting Challenge will be on Saturday, Sept. 7 at PGP Motorsports Park (31001 144th Ave SE) at Pacific Raceways in Kent. Karting event goes from 2 to 6 p.m. and will feature teams of drivers racing for two hours around the PGP track. Prizes will go to the teams that complete the most overall laps in the time allowed. Cost is $100 per person for the two-hour marathon; each team can have up to four drivers. Drivers are encouraged to get pledges for Guide Dogs, as the starting order is determined by total amount raised and donated.

For registration information, contact Tom Keller 253-680-4361 (tknck92112@yahoo.com), or Dominic Patton 206-999-4561 (dom.k.patton@gmail.com).
Guide Dogs Improve the Lives of Local Residents

Throughout the year, 751 members actively raise money for Guide Dogs of America (GDA). Recently those attending the 2019 Fun Run got the chance to see first hand how their contributions to this worthwhile organization helps others.

Two recent Seattle-area Guide Dog recipients shared how receiving a guide dog positively changed their life.

**Antonio Fotualii and his dog Ted**

Since receiving his golden lab “Ted” in May, Antonio Fotualii (age 29) has fewer restrictions and more choices. Antonio lives on Capitol Hill in Seattle, is a Type 1 diabetic who was diagnosed with diabetic retinopathy at the age of 23, which progressed rapidly.

“After multiple surgeries that failed to stop the progression, I was facing blindness at 26 years old, but I believed I had a bigger purpose and wouldn’t let it stop me. I made the best of it and didn’t want losing my vision to be the end of my life. Now that I have Ted, I am much more at ease in my day-to-day activities,” said Antonio.

“I live in downtown Seattle and have anxiety. Having Ted as my guide makes crossing the street in the city much safer for me,” said Antonio. “When I used a white cane in the past, people were continually running into me. Ted stops when there’s a possible danger and makes me feel more comfortable.”

Tony marvels at the matching process GDA uses to pair the recipient with their dog.

“GDA’s matching process is magical. I was amazed that all eight in my graduating class got a dog that matched their personality and their individual’s needs. Ted is the dog version,” Antonio added. “Ted gives me emotional support, makes me laugh and is a great companion. He is literally my eyes and has made me more athletic than I ever imagined. Last week in Chelan, I walked 22 miles in 45 minutes and out walked my mom. That is saying something.”

Antonio is an impressive young man, who changes forward despite obstacles placed in his way. He started his own skin care business called Blinding Beauty.

“My motto for my business is that Blind beauty products make you so beautiful, it is blinding,” said Antonio. “I feel that same way about Ted. He is just as blinding because he is so golden and light.” (www.theblindingbeauty.com or on Facebook: www.facebook.com/theblindingbeauty).

Beyond the freedom he has with a guide dog, there was another unexpected benefit from Guide Dogs of America.

“I gained seven close friends who were in my class at Guide Dogs and three of us live here in the Seattle area,” said Antonio. “We live in a big, but small city when you think three of us are right here. Gaining good friends who are in the same situation was a bonus on top of receiving Ted.”

**Adam Bailey and his dog Mica**

Adam Bailey, who lives in Lake Stevens, echoes those sentiments in gaining friends at GDA, as well as the tremendous difference his Guide Dog, Mica, has made in his life.

Adam, along with his girlfriend Erin and daughter Naomi, were proud to take part in the Flight for Sight Fun Run.

“Before I had Mica, I used a white cane so I didn’t know when hazards were coming. My biggest concern was getting to and from work safely. With Mica, I am much safer in all my travels,” said Adam.

As a purchasing manager at Precision Cast Parts near Everett, Adam takes the DART bus to and from work. His job at this aerospace supplier often requires him to be on the factory floor, which presents its own set of challenges with forklifts moving material daily around the shop floor.

“Moving objects are difficult for me and add hearing loss and that makes it even harder. Mica has made an incredible impact on my family and given me a lot more freedom and independence, not to mention keeping me safe,” said Adam.

Adam was proud to attend the event to enlighten and educate others on Guide Dogs of America. The fact that it was a Machinists Union event made it even more special since both his parents worked at Boeing and are retired after 35 years – giving him a special connection to our events.

**751 Volunteers Service to the Community**

Machinists volunteers continued to give their time to various community service projects in the last month. In June, Machinists built a wheelchair ramp for a Renton resident, sorted food at the Northwest Harvest Warehouse in Kent, did an Adopt-a-Road cleanup in Everett, as well as prepared and served meals multiple weekends at both the Everett Gospel Mission and Rescue Mission in Tacoma. Check the calendar on the District 751 website for upcoming projects (www.iam751.org)

**Toiletry Drive**

The District 751 Human Rights Committee is holding a school supply drive through August 15. Donations will help families in the South Park neighborhood and ease the stress of sending kids back to school.

Donations can be dropped off at any 751 Union Hall. Make checks payable to: District 751 Charity Fund.

**School Supply Drive**

**Toilet Drive**

The District 751 Human Rights Committee is again holding a toilet drive this year.

Anyone who would like to help disadvantaged families and the homeless of Seattle may drop off “travel size” toiletry items at any IAM 751 Union Hall or bring them to their local lodge meeting.

Suggested donations include: shampoo, combs, toothbrushes, toothpaste, dental floss, deodorant, Q-tips, Gold Bond, first aid materials, razors, lotion, feminine hygiene products, hand sanitizer, toilet paper, flushable wipes, sunscreen and socks.
The Local C Golf Tournament on Saturday, June 15 proved to be a day of fun for all participants while raising more than $16,000 for the Machinists Non-Partisan Political League (MNPL) – the political arm of our Union. (Donations were still coming in as the Aero Mechanic went to print.)

Twenty-five teams of golfers spread out across Auburn Golf Course for a shotgun start that featured a best ball format. The top two teams were honored. Closest to the pin on various holes were won by Steve Miller, Tyler Roberts, Joel Schaber, Mark Clark, Kendra Kelley, Karen Jackson, and Kathleen Cox. The longest drive was won by Kendra Kelley and Jeff Johnson.

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

Individual winners for longest drive and closest to the pin competition included L to R: Joel Schaber, Kendra Kelley, Karen Jackson, Steve Miller, Tyler Roberts, Mark Clark, Kathleen Cox, and Jeff Johnson.

**AeroMechanic Wins Top Honors in IAM Newsletter Competition**

Nearly 200 IAM Communicators from across North America assembled for the 2019 IAM Communications Conference. With the theme of “Voice Activation,” delegates heard from fellow union activists, guest speakers, panel discussions and participated in workshops to gain new insights and communication strategies. They heard reports on recent successes and how they were achieved, and the changing face of labor communications, as well as took part in a special edition of Activate L!VE.

The judges noted: “They outline all the features a commitment to aggressive representation.”

**Layout and Design – 3rd place:**

Judges noted: “Looks like a professional full color newspaper. Pages at the end of each issue are jam packed with photos of members, family and retirees which stand out and show off a vibrant labor committee.”
June 751 Retirement Club Business Meeting Minutes

The meeting was called to order at 11 a.m. on June 10, 2019 by Vice President Helen Lowe. She led the club in the flag salute and God Bless America and T.J. Seibert led the prayer.

Health & Benefits Representative Rod Sigvartson provided information and answered questions about the transition from TotalAccess to Worklife (see sidebar below story).

Roll Call: Officers were present and excused.

Motions: The May meeting minutes were approved. M/S/P.

Executive Board Report: No report.

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

Legislative Report: Our State Alliance for Retired Americans held its 2019 legislative session. and issues she continues to work on.

Wilson (30th District) reviewed highlights of the 2019 legislative session. and issues she continues to work on.

We remind members that we are requested to participate in deciding which candidates our Union should endorse for the 2020 presidential election. Be sure to enroll on the web site https://ia2020.org to be able to take part in the process.

Health and Benefits: Vice President Helen Lowe read the deceased list: Local A: Dean Bistline, Edwin Gessele, Joseph Innan, Kay Marlow, Walter Remmert, Donna Rogers, Charles Saeman, Jim Turner. Local C: David A. Anderson, Billy Beatty, Robert Biggs, Richard Craig, Weldon Cresw, William Forney, Charles Grimshaw, Richard Habeck, F.D. Heimberger, Charles Keitzman, Donald Neuman, Edward Ninneaman, Jade Poole Ralph Warren (retired 751 Organizer), Local E: Raymond Phillips, Francis D. Anderson, Gary Bennett, Maxine Bice, John Haynes, Paul Lind, Albert Remington, Margaret Sherry, Albert Sobotta, Richard Waskiewicz. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Good & Welfare: none.

President's Report: no report.

New/Unfinished Business: none.

June Birthday and Anniversaries: Tom Lux celebrated a birthday. Wilda and Carl Schwartz, Jim and Betty Hutchins celebrated their anniversary. The club sang happy birthday to them.

New members: Thomas Anderson and Al Audet were introduced and welcomed.

The $10 Fred Meyer gift card was won by Jerry Seidl. Meeting adjourned at 11:40 a.m.

Advice for Retirees in Accessing New Boeing System

Health and Benefits Rep Rod Sigvartson has received many calls from retirees on the change from TotalAccess to the Worklife portal. Boeing has confirmed the change does not disrupt your retirement benefits in any way. If you are receiving pension benefits, they will continue uninterrupted. If you have a Boeing retirement savings plan account, it remains secure. All retirees are encouraged to access their retirement benefits through the Retirement Benefits website, boeingbenefitsconnection.beneficenter.com/opglobal.

First-time registers will need a registration key. Request one through the Retirement Benefits website.

The registration key will be mailed to your address of record within 5-7 business days.

Retirees may now call the Boeing Retirement Service Center at 8 a.m. on Monday through Friday, from 6 a.m. to 6 p.m. Pacific time, excluding holidays. Hearing impaired callers should use the relay service offered through their telephone service provider.

A password is not required to speak with a representative.

Those who retired after 1/1/2011 may register through Worklife without a registration key.


2) Select “Worklife from home.” Enter your BERMISD and Worklife (formerly TotalAccess) password.

3) On the home page click on the red notifications bell next to your name and select Retirement Benefits.

4) Once on the Retirement Benefits website, select “Register as a first-time user.”

5) Create a telephone password using the same instructions provided above.


Retirees Active on Senior Issues

Delegates to the Washington State Alliance for Retired American’s 2019 Annual Meeting gathered on May 30th at the Wash.Education Association Union Hall to elect officers and hear from incredible speakers about retiree issues.

Current WSARA President Jackie Boschok was elected to a new three year term.

Attending from our 751 Retiree Club

Jackie Boschok, Helen Lowe, Pam Harris, Jim Hutchins, Carl Schwartz, Ron McGaha, Jackie Boschok.

Health and Benefits: Vice President Helen Lowe read the deceased list: Local A: Dean Bistline, Edwin Gessele, Joseph Innan, Kay Marlow, Walter Remmert, Donna Rogers, Charles Saeman, Jim Turner. Local C: David A. Anderson, Billy Beatty, Robert Biggs, Richard Craig, Weldon Cresw, William Forney, Charles Grimshaw, Richard Habeck, F.D. Heimberger, Charles Keitzman, Donald Neuman, Edward Ninneaman, Jade Poole Ralph Warren (retired 751 Organizer), Local E: Raymond Phillips, Francis D. Anderson, Gary Bennett, Maxine Bice, John Haynes, Paul Lind, Albert Remington, Margaret Sherry, Albert Sobotta, Richard Waskiewicz. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Good & Welfare: none.

President’s Report: no report.

New/Unfinished Business: none.

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**ANIMALS**

- RED SCOTTISH HIGHLAND YEARLING STEER. Born 04/18/2018 - 13 mos old. Raised on organic farm, easy keeper, healty and mellon. $750.00. BrocLYm Farms. Call to visit farm 253-322-8612.
- RED OLD SCOTTISH HIGHLAND YEARLING HEIFER. Born 04/18. Jeannie is a beautiful, healthy calf. Excellent condition, a perfect order. Organic BrocLYm Farms, Enumclaw $800.00 - 253-322-8612.

**Boats**

- 1985 HUNTBLA COAT 24 ft. $1,400.00 with trailer or make an offer. Both licensed. White with blue interior cabin with stove, benches and lounge. $600.00.

**Cars**

- 1990 5 PIECE QUEEN ETHAN ALLEN dark pine FREE JENN-AIR REFRIGERATOR, many extras, like new tires, 13,000 miles. Email: mavredeinne@yahoo.com.
- 1982 BEAUTIFUL CADILLAC FLEETWOOD FLAIR MOTOR HOME, 11,800 miles, 2 stage upgrade gear box. Absolutely beautiful car. $9,000.00.
- 1985 JOHNSON 25 HP OUTBOARD, 2 stroke, 1000 hours, 10 miles. $300.00 425-681-4161.
- 1985 HUNTER SAILBOAT 24 ft. $1,400.00 call 253-677-9044 U-HAUL.
- 1950 CHEV, BELAIR 2 DR, HDTP w/power bucket LT 245/75R16. $9000.00. 253-307-3722.

**Cottage Industries**

- FISH WITH A GUIDE FOR red fish in the sixties only, also photos from the same time period. Thank you 206-557-0282.
- TRAILMILL, PRO FORM, GPS, belt 51" long, electric incline, folds up, looks and runs like new. $100. 253-839-9169.
- FREE JENN-AIR REFRIGERATOR, many extras, like new tires, 13,000 miles. Email: mavredeinne@yahoo.com.
- AQUA-QUIP 2 person HOT TUB 120 gallons 120 volt 1,000 watt heater, 15 jets, colored mood light, custom cover $1,450.00 call 253-677-9044 U-HAUL.

**Miscellaneous**

- 1995 JOHNSTON 25HP OUTBOARD, 2 stroke with 6 gallon gas tank. $500.00 425-681-4161.
- $10 Fred Meyer gift card drawing, July 8, 2019 at the Retirement Club Meeting at 11 a.m. at the Seattle Steward's Hall, 9135 15th Place South in South Park.
- TREADMILL, PROFORM, belt 51" long, electric incline, folds up, looks and runs like new. $100. 253-839-9169.
- HIGHLAND COW. Proven breeder, excellent and beautiful. Raised on organic farm, easy keeper, $800.00 253-332-8612.
- #301, Everett, WA 98203 or contact Robert 425-262-5870 Cell# 425-319-3631.

**Entertainment**

- TREADMILL, PRO FORM, GP5, belt 51" long, electric incline, folds up, looks and runs like new. $100. 253-839-9169.
- AQUA-QUIP 2 person HOT TUB 120 gallons 120 volt 1,000 watt heater, 15 jets, colored mood light, custom cover $1,450.00 call 253-677-9044 U-HAUL.

**Furniture/Appliances**

- HOME Separate Condo for SALE in Everett. 2 bed, 1.75 baths, 1128 sq ft. 10 minutes to the Everett Boeing plant. $235,000. Can see on NWML - address is 915 Hwy Pl $301, Everett, WA 98203 or contact Robert T. Racz, Windermere agent at 425-347-7259.
- HOME FOR SALE by OWNER, 5 minutes to Fredericton plant. 160 plus square feet, 2 bdrm, 2.5 bath, 2+ car garage. Very nice and clean. Available August 1st. Call for appointment to show. Owner 206-849-6294.
- CONDO FOR SALE IN EVERETT, 1 story to Fredericton industrial park. DSL for Wii, pool, Jacuzzi and much more. 206-459-3444.
- VIEW HOME, 4 bedroom, 3 bath, full basement, attached 3 car garage, 3600 sq. ft. 4 acres. Culverston, MT plus 30x40 shop. $395,000. Opt. on 10 more acres attached. 406-787-5242 or 406-799-0383.

**Pets**


**Vehicles**

- A circular saw, sliding table, drill press, 6 gallon gas tank. $300.00 425-681-4161.
- 1985 JOHNSON 25 HP OUTBOARD, 2 stroke, 1000 hours, 10 miles. $300.00 425-681-4161.

**Property**

- FREE JENN-AIR REFRIGERATOR. For sale, you haul 253-355-4136.
- 10,000 miles, LED light bar, fog lights, LED headlight, rear disc brakes, new rubber.
- 1992-1997 CHEVY COUPE, new engine block, Ca

**Housing**

- 1950 CHEV, BELAIR 2 DR, HDTP w/power bucket LT 245/75R16. $9000.00. 253-307-3722.
- 1996 ½ TON PICKUP 98% complete. 1995 engine, extra parts for truck, runs & drives great. $1,500 or best offer. 360-275-5562.

**Miscellaneous**

- CEMETERY PLOTS in GREENWOOD CEMETERY in Renton. 2 plots in the Azalea Garden across from the Asian Garden. Cost is less than other cemeteries. $15,000 for both. 253-691-5544.
- VACATION HOME, 4 bedroom, 3 bath, full paradice? Sleeps 5. Minimum stay 30 days. 10 minutes to the Everett Boeing plant. $235,000. Can see on NWML - address is 915 Hwy Pl $301, Everett, WA 98203 or contact Robert T. Racz, Windermere agent at 425-347-7259.
- WANTED TO BUY: old "slides" from 1950's M/B 190D. New, not used $100.
- CEMETERY PLOTS in Floral Hills Cemetary in the Rhododendron Garden, 17-E, 17-F, 15, 16. $2,580 each or $4,590 for both. 360-691-5544.
- 1965 HIGHTY TIGHTY TRAILER HITCH, 360-431-7061.
- 1982 BEAUTIFUL CADILLAC FLEETWOOD FLAIR MOTOR HOME, 11,800 miles, 2 stage upgrade gear box. Absolutely beautiful car. $9,000.00.
- RENTAL: 2 PIECE QUEEN ETHAN ALLEN dark pine}

**FREE WANT ADS**
You may have heard the rule of thumb that you need to replace about 80% of your preretirement income if you want to maintain your current lifestyle when you retire. But like many rules of thumb, that advice is much too general for most people, says Herbert Poole, CFP® CRC® of Retirement Development Consultant for Wells Fargo Advisors. To help ensure that you can actually live as comfortably in retirement as you do now, Poole says you need to identify your desired lifestyle costs. Next, you’ll need a saving and investing strategy that matches your income needs. Here are the key questions for you and your financial advisor to consider:

What's my ideal retirement age? This is both a financial and a quality-of-life question, says Poole. Financially speaking, you need to determine when you’ll have amassed enough savings and investments to stop working. You want to be able to comfortably live on withdrawals from your accounts — without running out of money. On a nonfinancial front, think about what you really want to do during retirement (Travel? Start an encore business?). “Ask yourself: ‘At what age could I retire and still be healthy enough to do these things?’” Poole suggests. As you get closer to your actual retirement age, you can hone in on when you can afford to leave work. “Depending on your situation, working just a year or two more than you planned could make a big difference in how much money you have available to live on later,” notes Poole.

How much money do I need to support my current standard of living? This is perhaps the most important question to explore. “However, you’d be surprised by how many people answer this question by saying to their financial advisors: ‘I have no idea. Just tell me what kind of lifestyle I can afford,’” says Poole. You’re much better off estimating your target retirement budget early, so you can help ensure you’re saving and investing enough, says Poole. Your financial advisor can offer help estimating costs for items like health and long-term care for different parts of the country. During this process, Poole says it’s also a good idea to separate your necessary costs (mortgage/rent, utilities, food, transportation, etc.) from your discretionary expenses (fine dining, vacations, and more). That way, you know where you can cut costs if your estimated retirement income ends up being different than you planned.

What are my retirement income sources? You may have a tax-deferred retirement plan through your job, personal sources? You may have a tax-deferred retirement plan through your job, personal and/or Roth IRAs, rental property income, and more. Once you identify all your potential income streams, you can make some smart decisions — including increasing your investment contributions now — that could help boost your income when you retire. For example, your financial advisor can help you determine whether it would be wise to add more income-producing options, such as annuities or real estate, or to consider more tax-advantaged investments.

How can I plan for the unexpected? To avoid a financial snag that significantly affects your retirement income, Poole suggests having both contingency funds and contingency plans. For contingency funds, you could earmark money for your grandkids but hang on to the funds in case of an emergency. This could be as simple as leaving money to your grandchildren in your estate plan, rather than putting the money in trust in their names. Contingency plans might include paying for expensive home repairs like a roof replacement before retirement. You might also prioritize which assets (vacation home vs. business rental, for example) you would sell in a financial emergency. Am I regularly monitoring my progress toward retirement? Maybe you have 20 years left before retirement, or perhaps you’re already in the middle of retirement and planning to live to age 100. Wherever you are in the process, it makes sense to talk with your financial planner at least once a year or whenever you face a significant life change. After all, the financial markets and your investments are constantly changing. You change over time, too. You may decide to retire to a state with a different cost of living or change your mind about how much risk you want to take with your investments. All of those factors could affect your retirement lifestyle and how much income you need to live well in retirement.

Proudly Serving the I.A.M.A.W. for over 30 years. This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group in Portland, OR at 1-800-923-4999 or scottwealthmgmt.com. Investments in securities and insurance products are: Not FDIC Insured; not bank guaranteed; may lose value
Machinists Build Wheelchair Ramp for Local Child

The smile on little George’s face was contagious and all the thanks our members needed for spending a Saturday building a wheelchair ramp for this local boy with a rare bone disease.

Machinists Union members learned of George’s struggles on a segment of Help Me Hayley on KHQ news where others volunteered to install a custom sink for George. Our members also wanted to help and reached out to offer their skills to make coming and going from their home easier by installing a wheelchair ramp.

George turned 2 years old in June but has already suffered around 40 broken bones due to Osteogenesis Imperfecta Type 3 or brittle bone disease.

Thanks to the following who helped on the project: Tony Wade, Gerry Purser, Deanna Purser, Ryan Purser, Darrin Truitt, Jerry Womble, John Warren, Allen Eveland, Cory White, Rene Ochoa, Rick Coffman, Rick Olson, Dennis Empson and special thanks to Dave Brandish and Ziggy’s Home Improvement.

View the video that aired on KHQ on our ramp by going to khq.com/helpmehayley and clicking on the June 2, 2019 video.

New Agreement Approved at Central Pre-Mix

Machinists Union Members working for Central Pre-Mix at the Spokane and Pasco locations approved a new three-year agreement in June.

The new contract had only improvements and mechanics overwhelmingly voted to approve the new agreement. The agreement included wage increases each year of the contract, a new tool reimbursement/allowance of $500 per year, and beginning July 1, 2019, the employer will contribute on the employee’s behalf to their 401(k) retirement plan for all compensable hours each year.

Members at Pexo United for Negotiations

Local 86 in Spokane will hold its 7th annual charity trap shoot on Aug. 24 at the Spokane Gun Club (6963 E. Sprague Ave, Greenacres, WA).

Registration starts at 9 a.m. Trap shoot begins at 10 a.m. The cost is $80 per person, which includes lunch, trophies and door prizes. RSVP by Aug. 16. Optional gun rental available.

Contact the club director for prizes including a pellet grill, kayaks, portable table saw and much more. Raffle tickets will be sold separately from officers and at the hall. Need not be present to win.

To register, call the Spokane Union Hall at (509) 534-9060 or e-mail aeveland28@msn.com or call 509-953-9246.

Republic Services Members Prepare for Contract

Our members working at Republic Services in Goldendale are actively preparing for contract negotiations later this year. At membership meetings on June 9 and 11, members completed contract surveys focusing on economic and health and benefit concerns and discussed top priorities for this round of bargaining. The meetings provided an opportunity for leadership and members to exchange ideas, bring up current issues in the workplace, make decisions, receive updates and discuss strategy. The two-way interaction ensures membership input will shape the proposals presented at the bargaining table. The more members who are active and engaged, the stronger the message back to management that members are determined to secure a fair contract. These 100+ members operate the Roosevelt Regional Landfill (the largest in Washington), which processes tons of waste each day from Washington, Oregon, Alaska and Canada, and convert the waste burn to methane gas for electricity. In addition, members also work for the Tri-County Disposal side of the company collecting the waste and garbage and recycling from most of the 19,000 residents of Klickitat County. Their work is vital to the economy and our region.

Members discuss issues for their upcoming contract at a June meeting.