

DISTRICT 751

AERO MECHANIC

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Members Speak Up to Stop Potential Tooling Offload

Because 751-Members were proactive and spoke up to question an engineer who proposed offloading a work package, our talented members in Auburn tooling will continue to do the work.

Our members did more than simply question the reason for possibly sending our work out; they also did the required research.

Credit goes to 751-members David Wyatt and Gary Wilkening who worked together to eliminate excuses for this proposed offload.

Gary was upset that a tool he was building could have a part from an outside vendor and brought the issue to David's attention. Gary, like our other tooling members, takes great pride in his work and appreciates getting to fabricate a tool from raw material.

David, who was previously a Local C Officer, took an active role in questioning the proposed offload. Rather than consider another material or search for a weld process, the engineer proposed offloading a piece of the tool to an outside supplier because he claimed 'there wasn't a weld process for the material originally used.'

"When I heard there wasn't a weld process, I asked how do we know that? No one had taken the time to search for it. I learned there were hundreds of weld process documents (many from the 1950's) scattered in various locations throughout the building. I rounded up the paperwork, reviewed each document and found the weld process we would need to cover that weld using another material," said David. "Basically, I did the leg



Business Rep Jason Chan (r) thanks David Wyatt (l) and Gary Wilkening for their efforts that ensured tooling work remained in the hands of our Auburn members rather than being offloaded to a vendor.

Proposed offload was an I-beam plug for the tool (see inset above left).

work and took away engineering's excuses for wanting to offload it. We have the skill set to perform the work so it should remain here as a Machinists built tool."

Management was 100 percent supportive of the effort to keep the work in-house and encouraged David to research the proper weld process and potential material.

Management also has worked to bring additional work into the shop.

David also contacted our IAM Work Transfer Reps in Auburn, Dave Swan and Chris Schorr, as well as Business Rep Jason Chan, for their advice and assistance

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Members at Republic Services voted to ratify a new 4-year agreement on Nov. 26.



Members Approve New Contract at Republic Services

The 173 Machinists Union members working for Republic Services at the Roosevelt Unit and Tri-County Unit in Goldendale overwhelmingly ratified a new 4-year contract on Nov. 26.

This agreement builds on the solid foundation of earlier contracts delivering a stronger future for all members. The new contract included General Wage Increases in each year of the agreement, maintained the current health and welfare benefits, added one additional day of vacation, continued to cover full payment of the pension surcharge, and increased premium rates for journeyman operators, truck drivers of self-tippers, lead employees, and a premium for training other employees.

"Our new contract had only

improvements with no takeaways. We were able to get some language changed for the better that has needed to be revised for a long time," said Union Steward Corbin Strader who also served on the union bargaining committee.

"For holidays, members are now paid for their regular shift. Going forward, if you work a 12-hour shift, your holiday pay is 12 hours. Before it was never fair and something that had upset me for a long time. I'm glad we finally got it changed," said Corbin. "We were also able to lower the probationary period from 24 months to 12 months, which is important."

"Overall, it is a fair contract," added Corbin. "Serving on the bargaining

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Town Hall Meetings Jan. 14-16; Your Chance for Candid Two-Way Communication

Members and retirees are invited to take part in town hall meetings January 14, 15 and 16 (see below for times and locations).

Members will first hear a state of the union address on current activities and issues such as offsite storage locations like Moses Lake and Victorville, AMPP,

the Aerospace Machinists Institute, and retirement security. We will then explain the process to submit suggestions and revisions to the IAM Constitution through your local lodges. IAM Constitutional changes can only take place every four years at the Grand Lodge Convention, which will be in September 2020.

The town halls are a great opportunity to ask questions, engage in candid two-way communication with union leaders, and hear reports on current issues. We look forward to seeing you at one of the meetings.

There will be three meetings at each location are listed below:



Town halls provide members a chance for two-way candid communication with union leaders. Above District 751 President Jon Holden talks with members.

Mark your calendar for the January town hall meetings

Tuesday, Jan. 14th
Auburn Union Hall
201 A St SW
Three meetings:
6:45 a.m., 11 a.m.
and 3:30 p.m.

Wed, Jan. 15th
Everett Union Hall
8729 Airport Road
Three meetings:
6:30 a.m., Noon
and 3 p.m.

Thursday, Jan 16th
Renton Union Hall
233 Burnett Ave. N.
Three meetings:
6:30 a.m., 11:30
and 3 p.m.



Proactive Protection

Stewards prevent unjust discipline and educate management on attendance issues

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REPORT FROM THE PRESIDENT

Members Are a Positive Force Now and in the Future

By JON HOLDEN
IAM 751 District President

As we wrap up the year, I want to take a moment to tell you what an honor it is to lead District 751 and represent our members across the state and in California. You are the heart of the labor movement. Without your commitment and solidarity, we would not have been able to achieve all that we have over the past year.

Every day we are living up to the motto on the IAM Flag – Justice on the Job and Service to the Community. Our Stewards are the face of our union in your shops, and they work tirelessly to ensure that the contract is enforced, no unjust discipline is issued to our members and readily volunteer their time to build better communities across the state. I want to extend a personal thank you to each and every Union Steward for the work they do each day.

For our members at Boeing, this has been an especially challenging year with the grounding of the 737 MAX. I am proud of our members for their commitment to excellence and willingness to do whatever it takes to ensure a quality and safe product. No matter what challenge is thrown your way, our members step up to the task.

With Boeing announcing they are temporarily suspending production on the 737 MAX line in January, it brings more questions than answers. Boeing has not shared information on the duration of how long lines will be suspended; however, we were told there would be no layoffs as a result of their plan, at this time.

We can expect to see movement of some of the Renton workforce to other organizations in Puget Sound. There



weren't any further details as the paper went to print. We will share information as we receive it.

We know that the suspension of 737 MAX production could impact our members at other Boeing suppliers, as well. While we currently don't have any information on this, if we learn important details, we will share them where we can.

I want to invite each member to take part in our upcoming town hall meetings where we will deliver a state of the union address on current activities that include offsite storage locations in Moses Lake and Victorville, AMPP, the Aerospace Machinists Institute, and retirement security. We will also explain the process to submit amendments and revisions to the IAM Constitution for the upcoming Grand Lodge Convention next September.

These town hall meetings will be held in January at area union halls on three days including three different times per day to make it convenient for members to take part in candid, two-way discussions with union leaders (see article Page 1 for specific times and locations).

As we head into the New Year, it is a time when people make resolutions. I want to encourage our members to make a concerted effort to buy American made products as one of their New Years' resolutions. As a consumer, you have the power to make a conscious choice in what you buy, which can make a huge difference on the economy and the jobs for our fellow Americans.

I've been focusing on this for quite some time with purchases for my family. Recently, when I went to buy a new freezer, I was pleased to find a freezer that was engineered, designed and assembled

in the USA.

Changing our buying habits is only part of the Buy American challenge. When you purchase an American-made product, take a picture and post it on your social media (Facebook, Instagram or Twitter) and encourage others to do the same. This will help promote the concept to others. Imagine if the "Buy American Challenge" became an action we all took to make a difference for workers in our community. What an impact it could have on our country!

Along with buying American-made products, I want to take a minute to talk about the United States-Mexico-Canada Agreement (USMCA), which the Machinists Union opposed.

While the AFL-CIO supported USMCA, the IAM believes it was not the dramatically improved agreement that was promised to workers. USMCA represents only modest improvements to the current trade agreement.

As IAM International President Bob Martinez noted, the IAM has repeatedly said to win the support of the IAM, the USMCA must make fundamental changes to NAFTA in order to curtail the massive outsourcing of work in aerospace and other manufacturing sectors to Mexico. These changes must include robust labor standards, effective enforcement and stronger rules of origin that do not leave out major sectors of manufacturing.

Since NAFTA was enacted over 25 years ago, the U.S. aerospace sector alone has lost more than 40,000 jobs to Mexico, many of these were IAM-represented aerospace jobs. The flawed rules of origin language continues to exclude aerospace and other manufacturing sectors with no real explanation for why.

Because the IAM doesn't believe the USMCA will curtail the outsourcing of

work to Mexico, we chose to oppose it.

I want to take a moment to applaud Representative Pramila Jayapal for standing with us to vote no on USMCA out of her concern for jobs in the aerospace industry that she believed had insufficient protections. It was a tough stand to take, but one that was much appreciated. We truly have an advocate on our side, as she stood up for us.

I wish each of you a Merry Christmas and a Happy New Year. I hope you get to spend some well deserved time off with your family and friends. I hope you can rest and recharge for the work we must accomplish in 2020.

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

Jon Holden
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Business Representative

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Vice President

Susan Palmer
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Mike Hill
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Nationwide 1-800-763-1301
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Web site: www.iam751.org



Wingline Steward Protects Members Daily

737 first shift wingline Union Steward Scott Hallstrom is representing members daily to ensure their rights are protected, the contract is enforced and no unjust discipline is issued to our members.

Recently, Business Representative Rich McCabe thanked Scott for his steadfast assistance to members in his area and highlighted just two of his recent success.

Scott was able to get a Corrective Action Memo (CAM) removed for a production issue by showing Management that the member followed accepted shop practice. However, Scott did more than just prevent unjust discipline for that member. By investigating the matter, it was discovered that the kits from an outside vendor did not contain the proper equipment. To ensure others are not unjustly disciplined, all the toolboxes will now have the proper equipment. In



Business Rep Rich McCabe (r) thanks Steward Scott Hallstrom (l) for his continual efforts to represent our members whether it is fighting an unjust CAM, enforcing contract language, or giving helpful advice.

2010, the 2020 dues were calculated at 2.25 times the weighted average hourly earning (\$33.91) for bargaining unit members as of Aug. 31 – excluding bonus pay – plus any IAM Grand Lodge per capita assessment increases.

2020 Monthly Dues at Boeing Decrease by \$2 a Month - \$81.90

The IAM Constitution requires dues rates be adjusted each January 1st in accordance with the District Bylaws.

The monthly union dues for District 751 Machinists at Boeing will decrease \$2 a month to \$81.90 in 2020. Per the formula approved by our members in

addition, drill guides will be routinely replaced every three months to ensure a higher quality product.

"Sometimes it takes that extra effort to look at all the facts and discover what actually caused an issue. Scott's proactive approach prevented unjust corrective action not just for one member, but potentially for others who were using the kits," said McCabe. "While CAMs are not grievable, our Stewards routinely challenge CAMs they believe are issued in error and effectively advocate for our members to clarify and question HR."

Scott was able to help another member with an attendance issue by collecting documentation on the dates in question and reconciling those dates with Medical. Thanks to his efforts, that member avoided a potential attendance CAM.

Every day our Stewards help hundreds of members with issues in the workplace – providing an invaluable service and confirming it pays to be union!



751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild,
CWA #37082

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Instruction cards on how to start an Individual Strike Fund (ISF) L to R: Christopher Ryan, Business Rep Rich McCabe, Tom Grantham, Union Steward Mike Trinchini and Jonathan Chhour.

Early Prep for 2024 Contract in Renton

Personal savings are important in all aspects of our lives. Whether you are prepared for emergency car repairs, the water heater going out, a new roof or family illness, personal savings help us survive. Our contract is no different. Preparing your finances so you can make decisions on principle is very important. Tip the balance of power in your favor and save with your Individual Strike Fund (ISF)

Renton first shift tooling Union Steward Mike Trinchini is helping members prepare early for the 2024 negotiations with Boeing.

Recently, Mike passed out flyers promoting the ISF, but went one step further than simply talking about the

ISF in crew meetings.

“Wanting to make it as easy as possible for members to start their Individual Strike Fund, Mike took instructions for setting up the ISF payroll deduction and made them into wallet-sized cards he could hand to members. The cards sparked more conversations and got members asking questions and thinking about how to best prepare for the 2024 contract so we are in a position of strength,” said Business Rep Rich McCabe.

“Mike does a great job representing and educating the members, as well as enforcing the contract. Other senior members in the shop also helped convey the importance of early preparation and

the tremendous power our members have when they stand united toward a goal,” McCabe added.

Mike’s assistance showing members how to set up the ISF payroll deduction helps with early preparation and solidarity building.

“I have been through four strikes so you don’t have to tell me how important it is to save money,” said Tom Grantham, a 32-year member. “With so many new members who haven’t been here through traditional negotiations, those of us who have been through strikes need to let them know the importance of solidarity and planning ahead for the contract.”

Steward Ensures Unjust Attendance CAM is Removed

Recently, when an overzealous manager incorrectly issued a Corrective Action Memo (CAM) for attendance, Union Steward Kenny Paine Jr. worked to get it reversed for member Meagan Coombs.

“It was nice to have the backing of my union and an advocate to ensure this was corrected,” said Meagan, who hired into Boeing in February of 2018.

Meagan knew to ask for a Union Steward when she was called into the meeting with management. Management insisted on issuing an attendance CAM for what they claimed were two unexcused absences in 60 days. At the time the CAM was issued, Meagan told Management she had applied for FMLA, but it hadn’t been approved yet.

Kenny argued the Company should delay issuing the CAM until a determination was made regarding the member’s FMLA. However, it fell on deaf ears. Kenny then made it his mission to overturn the CAM.

In addition, the manager also misinformed Meagan that she wasn’t allowed to use vacation in lieu of sick leave. This was another point Kenny was quick to clear up.

“Some managers still don’t know that vacation in lieu of sick leave is available to all 751 members needing to cover their time regardless of if they have

an attendance infraction. This was a result of Union discussions and was announced in May of 2018,” said Kenny. “Stewards received this information and regularly educate managers and HR about this change that provides more options for our members to cover their time.”

“Normally a manager would check with leave services before issuing a CAM. I’m glad Kenny was there to ensure the unjust CAM was removed,” said Business Rep Paul Veltkamp. “Kenny does a great job representing our members and educating managers.”

“We have many old school managers who try to convince our newer members whatever they say must be true. Members should know their rights AND ALWAYS ask for a Steward because the manager’s information is not always correct, and they are definitely not looking out for your best interests,” said Kenny.

“It’s very important that members track all of their absences to ensure that the Company is accurate and they



751-member Meagan Coombs (center) thanks Steward Kenny Paine Jr (l) and Business Rep Paul Veltkamp for efforts to get an improper CAM removed from her folder when no discipline should have been issued.

aren’t impacted by attendance violations,” said Kenny, who also got email verification on the correct FMLA coding and confirmed the CAM was removed from her file.

Knowledge is power so educate yourself on language and options surrounding attendance to avoid getting unnecessary corrective action. Whether it is a contract violation or battling unjust discipline, documentation is key so take notes and keep copies of emails or other documents.

Steward Prevents Unjust Discipline on 16.10(d)

Quick action from Union Steward Ariel McKenzie, with assistance from Business Rep Jason Chan, ensured a second level manager in Auburn was not able to incorrectly code a member’s absence to count against his attendance.

The issue centered around Article 16.10(d), which our Union clarified in a Memorandum of Agreement (MOA) in 2018 after a disagreement regarding the interpretation and application of 16.10(d). The MOA notes that any injury or illness that causes a member to leave work once receiving permission from their manager to get medical care during working hours on the SAME DAY is an excused absence. For 16.10(d) to apply, a member must be at work, get manager approval to leave work to obtain medical care that unavoidably occurs during working hours and bring proof of medical care the day you return. It is important to note that 16.10(d) does not count against

Medically Documented Absence (MDA) hours and is available regardless of available benefit coverage.

The member came into work on a Wednesday very sick because he had no benefits to cover his time. He tried to work his shift, but his manager gave him permission to leave work and visit a medical provider. The member immediately went to his doctor as directed and got a note that he was to return to work on Friday.

On Friday, he returned to work with the doctor’s letter and went to Boeing medical, who after an evaluation noted he was medically unable to work and advised him to see his doctor again. He went back to his doctor, who confirmed he still had a double ear and sinus infection, accompanied by a high fever and got a note to return to work Monday.

The member provided all the necessary documentation and followed the instructions to ensure 16.10(d) applied when he returned on Monday. Even though his first line manager felt it should not count against his attendance, the second level insisted it was an unexcused absence that would have to be covered with Medically Documented Absence (MDA) or unexcused (UXA).

Ariel then attempted to educate the second level on the 16.10(d) MOA and included the Boeing PowerPoint for managers and HR that clearly supported the position this did not count against our member’s attendance. In fact, the PowerPoint went so far to note: “Manager’s Action: Excuse the above scenarios using exception code COM in ETS if the employee provided proof of medical care to Boeing Medical, other Boeing designated process or to the manager upon return to work.”

Despite having all the documentation, the second

level refused to correctly code the absence for this member. Business Rep Chan elevated it to his HR counterpart, who responded “We will allow it this time.”

Jason was quick to note, this will be allowed EVERY time since it is part of the MOA the Company signed.

The member appreciated having our Union to advocate and ensure when he was so sick, he would not be facing an attendance infraction for following agreed upon contractual procedures.

INFO TO KNOW ON ATTENDANCE

Clarifications on attendance members should know:

8.4(b)(5) - Vacation in lieu of sick leave - Vacation in lieu of sick leave option is available to everyone regardless of previous attendance discipline. Also expanded use of vacation in lieu of sick leave to include reasons in our contract and state law.

16.10(d) Medical care that unavoidably occurs during working hours - Any injury or illness that causes you to leave work and get medical care during working hours on the SAME DAY is an excused absence. For 16.10(d) to apply, you must be at work, get manager approval to leave work to obtain medical care that unavoidably occurs during working hours and bring proof of medical care the day you return. NOTE: Using 16.10(d) does not count against MDA hours and is available regardless of available benefit coverage

6.10(b)(3) Vacation on Friday prior to designated weekend overtime - Any approved vacation of 8 hours or less on a Friday ensures an employee is not required to report for designated weekend overtime.



Business Rep Jason Chan (r) thanks Steward Ariel McKenzie for ensuring a member did not receive an attendance infraction after using 16.10(d).

How to Set Up Your ISF Payroll Deduction!

You will need your bank routing number and account number. Then decide the designated amount per paycheck (\$50 every paycheck would accumulate to more than \$6,000 by contract expiration).

From a computer at work:

- Access WorkLife
- Select “My Paycheck”
- Select “View/Change Your Direct Deposit”
- Select “Add Account”

From Home www.boeing.com

- Top Right Select “Employee/Retiree”
- Select “WORKLIFE”
- Select “ACCESS WORKLIFE NOW” under the WORKLIFE FROM HOME option
- Enter your BEMSID and Worklife Password and select “Login”
- Select “My Paycheck”
- Select “View/Change Your Direct Deposit”
- Select “Add Account”



Labor Partnerships with Community Colleges Highlighted

When the Association of Community College Trustees (ACCT) convened its 50th anniversary leadership conference, District 751 representatives made sure to leave an impression and help trustees from other colleges around the country see unions in a different light.

Our 751 representatives took part in a panel discussion to promote labor as a strategic partner in public advocacy. For many of the trustees attending the conference, this was the first interaction with labor unions in a college setting and an opportunity to learn how they can partner with the labor community in their area.

IAM District 751 had four representatives: District 751 Sec-Treasurer Susan Palmer (also a Trustee at Renton Technical College), 751 Legislative & Political Director Chelsea Mason (also serves on the State Board of Community and Technical Colleges), 751 Retiree Jackie Boschok (who serves as Trustee on the Green River College Board), and 751 Retiree Tom Lux (who serves as Trustee for Shoreline Community College).

At the 2017 ACCT conference, Susan and Jackie attended an anti-union workshop and realized a new workshop was needed to present unions in a different light. They partnered with other trustees to put together a pro-union workshop to educate trustees and college presidents on how beneficial

it can be to work with unions and hosted an initial workshop in 2018.

This year our four 751 reps, along with Beth Thew (Trustee Community Colleges of Spokane) and Mark Martinez (Trustee at Clover Park Technical College), presented “Labor as a Strategic Partner in Public Advocacy” workshop. The workshop told how unions advocate for colleges and are valuable partners. With industry, apprenticeship, and workforce expertise, unions bring an important perspective to governing and advisory boards and in college classrooms. Labor’s voice can also be a powerful tool to help shape public policy and increase funding in support of community and technical colleges. They noted in Washington State unions have a tremendous impact on the community and technical colleges since state law requires a labor trustee to serve on technical college boards and a labor rep to serve on the State Board for Community and Technical Colleges.

“The response to our workshop was overwhelmingly positive,” said Palmer. “We are now working to create a labor caucus within ACCT as a new constituency group. That way labor trustees around the country will have a network to help each other to learn best practices.”



751 played a key role in educating community college trustees and presidents on the benefits of partnering with labor. Speaking on a panel workshop entitled “Labor as a Strategic Partner in Public Policy” were: Seated L to R: Beth Thew (Community College of Spokane), 751 Retiree Tom Lux (Shoreline Community College Trustee), 751 Sec-Treasurer Susan Palmer (Trustee Renton Technical College). Standing L to R: 751 Legislative & Political Director Chelsea Mason (State Board of Community & Technical Colleges), Mark Martinez (Clover Park Technical), 751 Retiree Jackie Boschok (Trustee Green River Community College).

IAM-BOEING JOINT PROGRAMS

Wilson and Lether Honored for Commitment to Safety

At the annual IAM-Boeing Joint Programs year-end luncheon, two 751 members were recognized with the special awards for their extraordinary commitment to safety in the workplace. Each has worked decades to make the workplace safer on a number of fronts.

The first recipient, Tommy Wilson has been a leader in safety for decades at 751, and received a special recognition achievement award. Tommy spent 10 years as the District Safety Coordinator while also serving as a Business Rep before taking a job at IAM-Boeing Joint Programs in 2016. He also spent years on the Site Safety Committee when he was in the shop.

Recently, Tommy has stepped up to coordinate safety

procedures and processes for our members working at the Moses Lake facility. Because Moses Lake is not a standard factory, there are additional challenges that must be addressed.

“As co-Director, Tommy is expected to support Joint Programs, but he goes well beyond that. He has done so much to help our membership and ensure the workplace is safe. His priority has always been ensuring that our members go home in the same condition as they arrived at work. We truly appreciate all his contributions to support this partnership and his leadership at Joint Programs,” said

IAM-Boeing Joint Programs Executive Director Mark Clark.

The Ambassador Award was presented to long-time Everett Union Steward Gregg Lether. Gregg has been a part of the Everett Site Safety Committee for almost 10 years. During that time, Gregg has shown his leadership and his commitment for the better of IAM members and The Boeing Company.

Gregg is respected on the shop floor by the IAM members and management for his problem-solving abilities and for always searching for a common solution. Gregg also has the respect of the safety professionals



IAM-Boeing Executive Co-Directors Mark Clark (l) and Chuck Doyle (r) present Steward/Site Committee member Gregg Lether with the Ambassador Award for his commitment to safety.

at Boeing for his work on numerous Incident Review Boards (IRB’s) and state inspections. Gregg brings a professional and objective approach to issues.

Gregg is a regular instructor of Joint Programs Everett classes and continues to respond to emergent situations that arise on the shop floor.

Gregg noted, “I love doing accident investigation and we have accomplished a lot. Without the support and backing of everyone in this room, none of this would happen. Safety remains at the forefront and a passion of mine, and I look forward to continuing to help resolve safety issues.”



IAM-Boeing Executive Directors Chuck Doyle (l) & Mark Clark (r) present Joint Programs Co-Director Tommy Wilson with a special recognition achievement award for his commitment to safety.

Challenge Test Available to ERT to Toolmaker Position

Thanks to collaboration between the IAM-Boeing Joint Programs and the tooling skill team, our members wanting to transfer to a toolmaker job now have the additional option of a challenge test that is available in both Everett and Auburn.

Until recently, the only way to file an Employee Requested Transfer (ERT) for the 75506 Toolmaker C job was to complete the Aerospace Manufacturing Core and Aerospace Manufacturing Tooling Mechanic certificate programs at the Washington Aerospace Training & Research Center (WATR Center) in Everett. Successful completion of this intense training would turn a member’s lights green for the job so they could file an ERT. Because the WATR center training is a full-time curriculum, five days a week and our members work full

time (and often overtime), completing this training was challenging and left little time for anything else – especially if a member lived in the south end. That has changed!

IAM members who have good mechanical aptitude to assemble, build, read blueprints, specs and follow instructions, can take the new 16-hour challenge test rather than the 12-week WATR Center certificate training.

Members living in the south end have another option: a new Toolmaking Technology Certificate at Bates Technical College in Tacoma. The Bates program is a 15 credit, one quarter certificate program with classes three hours a day Monday-Friday, which also includes online training.

Employees will have two attempts to successfully complete the challenge

test. If they are not successful after two attempts they will have to enroll in the WATR center training or Bates Technical College training in order to get their green lights turned on.

Members can sign up for the toolmaker challenge test or toolmaker training at Bates or the WATR Center through a Career Advisor by calling 1-800-235-3453.

751-member Joe Cobb is one member who has successfully passed the intensive tooling challenge test. “Because I work at the Renton plant, it would have been very difficult to attend the WATR center training in Everett. When I heard about the Tool Maker Challenge test, I worked with career advisor Rebecca Meaux to sign up. It was a challenging 16-hour test but I believed my skills from past experiences in fabrication and modifying



Joint Programs Coordinator Princie Stewart (r) congratulates Joe Cobb who successfully passed the 16-hour Toolmaker challenge test.

tools made me a good candidate. I completed and passed the Tool Maker Challenge test, and have filed my ERT.”

751 Veterans Committee Takes Part in Auburn Parade

District 751's Veterans Committee proudly marched in the Veteran's Day parade in Auburn on Saturday, November 9.

Nearly 30 of our veterans marched proudly down Main Street in Auburn wearing IAM Veteran tshirts and union jackets and carrying the IAM Veteran's banner, as well as flags from the five branches of military service. Three of our newest members with only a few months here took part in the parade and were proud to spend a day bonding with other union members and veterans. Our two Machinists Union vans flanked the walkers.

Twice during the parade our committee was called out as veterans who now build and fabricate Boeing airplanes that are part of the military hardware they once operated while serving the U.S. military in their particular branch.

If you are a veteran and an IAM member, be sure to fill out our IAM Veteran form by visiting www.iam751.org/veterans for the online form.



Veterans watching the parade gave a salute as the Machinists Veteran committee passed by.



Some of the 751 Veterans who marched in the parade.



Flags displaying the military branches led our group in the Auburn parade.

The 751 Veterans who marched in the Nov. 9 Auburn Veterans parade pose for a group picture.



Machinists' Veteran shirts proudly display the five military logos and the IAM logo.

Members at JBLM Approve Bridge Agreement with Dyncorp

When Dyncorp International won the bid as the flight contractor at JBLM, IAM 751 jumped into action to secure a bridge agreement that protects our members' wages and benefits. Our Union's proactive efforts ensured we maintained everything achieved in the previous negotiations, along with several other improvements.

The previous contractor was PAE and M1 Support Services.

- Through the bridge agreement, we:
- Maintained the 3 percent General Wage Increase previously negotiated for April 6, 2020.
 - Increased Sick leave carryover to 56 hours (up from previous 40 hours).

In place of the IAM National Pension Plan, we were able to secure a \$2,000 lump sum payment into the Dyncorp International Savings Plan upon ratification. Going forward through the life of the bridge agreement, members will receive \$1.75 per hour into the Dyncorp International Savings Plan. Effective Dec. 1, 2020, members will receive \$2.75 per hour for all hours paid up to 80 hours in a pay period into the Dyncorp International Savings Plan.

During negotiations we were able to

evaluate the health care plans and secure lower monthly premiums for comparable benefits while also maintaining the opt out payment at previous levels.

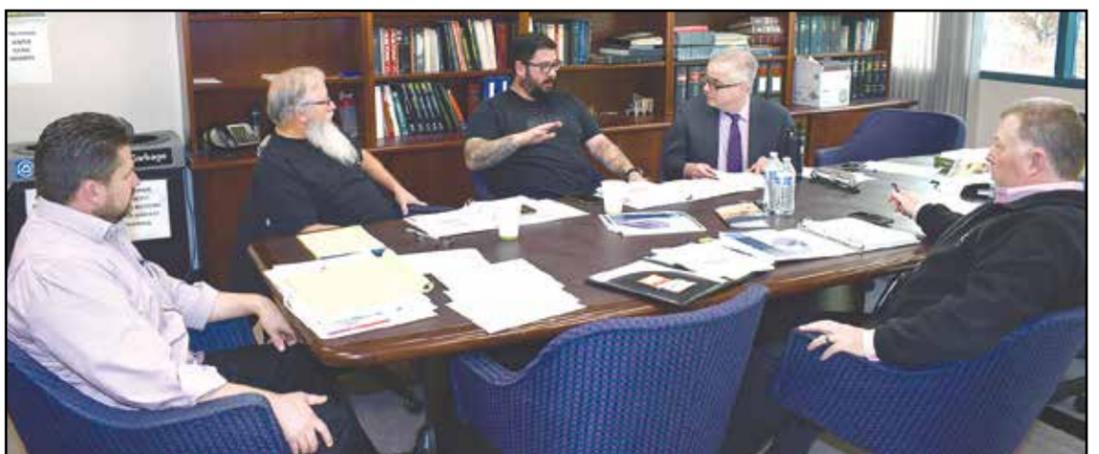
Members voted to approve the bridge agreement on Nov. 6.

This agreement covers more than 100 members who work on military helicopters at JBLM and workers who provide supply support.

Special thanks to our bargaining committee members Jon Holden, Patrick Bertucci, Spencer Thal, Mike Springer, and Kevin Dittoe for the extra effort to protect our members at JBLM.



Kevin Dittoe (l) and Mike Springer count the ballots on the bridge agreement on Nov. 6.



Kevin Dittoe makes a point during union discussions on a bridge agreement with Dyncorp. L to R: Jon Holden, Mike Springer, Kevin Dittoe, Spencer Thal and Patrick Bertucci.

SERVICE TO THE COMMUNITY

Machinists Volunteers Visible Throughout the State

751 volunteers were visible throughout the state building better communities through various community service projects. Our volunteers built wheelchair ramps in Tacoma, Gold Bar and Spokane. Volunteers helped with HomeTeam Harvest food collection throughout Puget Sound on Dec. 7, as well as continuing to prepare and serve meals at the Tacoma Mission. A one day turkey drive resulted in many turkeys for both the Tacoma Mission and Everett food bank. The Human Rights Committee toiletry drive also provided more than 90 gift bags for the Providence Regina House in the SouthPark neighborhood.



Above 751 volunteers presenting checks to HomeTeam Harvest live on KING 5 news. Dorothy Lambert, Terri Myette, Jeremy Coty, Christine Fullerton, Jim McKenzie, and Chris Schorr.

Left: Debbie and Bruce Boe helping with the HomeTeam Harvest for NW Harvest on Dec. 7.



Helping at HomeTeam Harvest Tacoma: Manuel Briones, Steve Smith, Katie Finnegan, Michelle VanMeter, and Bill Finnegan



Right: Volunteers built a 30 foot ramp for a Tacoma resident.



Posing on the completed Spokane ramp: Denny Empson, Tony Wade, the resident, Jerry Purser and Allen Eveland.



Above: Framing the Tacoma ramp to ensure a gradual decline.



In Spokane, Denny Empson, Jerry Purser and Tony Wade cut wood for the ramp.



Mike Molsee, Jonathan VanPelt, Shane VanPelt, Shane Meehan, Auwyn Hockett and Adrian Camez helped build a ramp for a Gold Bar resident.

Photo left: Framing the Gold Bar ramp.



Delivering toiletries and gift bags to the Providence Regina House: L to R: Human Rights Committee Richard Jackson, Hazel Powers, Prinnie Stewart and Matt Hardy.



Preparing breakfast at the Tacoma Mission: L to R: Rob Curran, Vennie Murphy, Katie Finnegan, and a worker from the mission.



Carter Wolbaum delivered turkeys from our one day drive to the food bank in Everett.

SERVICE TO THE COMMUNITY

Holiday Help in Our Region

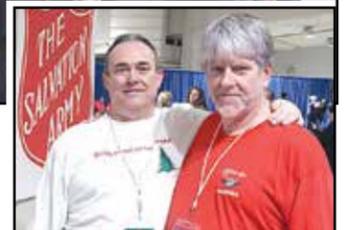
In December, 751 volunteers stepped up to help with annual holiday events. Our volunteers helped collect and sort 'Toys for Tots' donations in Snohomish County.

Our volunteers also did toy collection for the Salvation Army's Toy

N Joy event and then were on hand to help with the distribution of toys to area families at CenturyLink Event Center. Our volunteers served as elves/personal shoppers to help pick out toys for area children.



Above: Some of the many volunteers at the Salvation Army Toy N Joy event.
Left: Lee Verfaillie, Larry Hagen and Chris Black



Rich McCabe and Paul Richards at Toy N Joy event.



Helping with the Toys for Tots Snohomish collection: L to R: Jeremy Wise, Shane Schneider, Don Yetter, Scott Kreider.



Some of the 751 volunteers who picked up toys around Puget Sound for Toy N Joy: L to R: Les Mullen, Bryan Butler, John Kussy, Levi Wilson, Rich McCabe, Paul Schubert, Joe Kelley, Adrian Camez, Paul Richards, Terri Myette, Jim Hutchins, Princie Stewart, Derek Gottschalk, and Sammy Ley.



Karina Dahlquist and Kyla Morrison help at Toys for Tots.



Helping at the Toys for Tots Snohomish County L to R: Kristi Kidrick, Matt Simpson, Patric Boone, and John Scofield.

Helping with the Snohomish County Toys for Tots: Ben Reimann, Jon Lovett, Vanthara Nget, Steve Morrison.



Helping in the Toys for Tots warehouse Snohomish County L to R: Jacob Knabe, Shawn Smith, Chris Black, Kent Howard, Bud Cheever, Aaron Schumacher, Joe Ruth, Fred Harmon.

Local E Jan. 1 Meetings Moved to January 7, 2020
Because of the New Year's Day holiday, please note Local 751-E January meetings have moved from Wednesday, January 1 to Tuesday, January 7 at 11 a.m. and 5:30 p.m. at the Seattle Union Hall (9135 15th Pl. S.).



Members Speak Up to Stop Potential Tooling Offload

Continued from Page 1 in keeping the work in-house.

"In this shop, we fabricate from scratch using raw materials. It was insulting to have one or two small pieces come in from an outside source to install on my tool," said Gary. "We weren't talking a subassembly part, but part of the structure of the tool this shop was asked to build so it was important that we build it."

In addition to keeping this work in-house, the BR&T engineers will now catalog and digitize all weld process paperwork. This will allow anyone in Puget Sound to easily search existing weld processes.

In this instance, the work package proposed for offloading involved machining an I-beam plug for the tool, grinding it to fit, then having Operating Engineers (who are Boeing employees) weld the part.

"It is up to each of us as members to protect our jobs, which means speaking up or letting your Steward know about a situation or potential offload so we take action to keep the work here. No one will care about our jobs and our work like we do. It is important to question even small pieces of a bigger work package being offloaded because it can add up and eventually eliminate an hourly job," said Business Rep Jason Chan. "I want to thank David and Gary for speaking up and ensuring this work stays in the capable hands of our members."

"We are potentially reworking 9 more LH and RH units of this tool for the 737 program," said Gary. "Everyone now understands the process and has the documents to perform their part of the work. This set precedence that it is our work so we won't have to fight this battle in the future."

Washington State Paid Family & Medical Leave

The new law requires employer and employee premiums. The new Washington State Paid Family and Medical Leave Act (PFMLA) took effect in January of this year. Employees and employers covered by the law began paying premiums in 2019. The premium is 0.4% of wages, and the law allows employers to deduct 63.33% of the premium from employee's pay with the remainder being paid by the employer. Covered employees can then begin taking paid family and medical leave in 2020.

However, Machinist Union members are NOT currently covered by the PFMLA law. This is because of a provision in the law (RCW 50A.04.235) that excludes employees covered by a collective bargaining agreement until the union contract comes open for renegotiation. Machinists and other union employees covered under union contracts at Boeing are therefore not eligible for paid family and medical leave until the parties can bargain about the issue. As part of a Union, our members enjoy the protections that come with having the right to bargain about terms and conditions of employment, including any changes to those terms and conditions. In 2024, we

will have the opportunity to bargain paid family and medical leave, along with many other issues that are critical to the membership.

FMLA protections from discipline still exist for IAM members. As the new PFMLA provisions come into effect in January of 2020, the old Washington State FMLA law will expire. However, the federal FMLA law remains in effect and continues to apply for all Machinist-represented employees at Boeing. Therefore, IAM members will still be protected by the FMLA when it comes to the Company's application of its attendance standards. In addition, the Boeing policy that allows additional protected leave time for continuous pregnancy disability will remain in effect. Boeing has not indicated any intent to change this policy, but if it did, we would have the right to demand to bargain about any changes. Machinist members are also protected by the federal and state disability discrimination laws, and these that may require additional leave time when such leave constitutes a reasonable accommodation.

If you have an issue or concern about your right to take needed FMLA leave, please contact your business representative.

RETIREMENT NEWS

Luncheon Kicks Off the Season

Retirees and their guests filled the Seattle Union Hall for a festive luncheon to kick off the holiday season on Monday, Dec. 9. Those attending were treated to a delicious turkey dinner with all the trimmings, including dessert.

Retirees had a chance to catch up with old friends, make new friends and get an update on

union activities. District 751 President Jon Holden welcomed the crowd and thanked them for their service to building our union.

The event was also an opportunity to honor long-time members who had continuous service milestones of 55+ years or more (see February Aero for complete list of 50+ service award recipients).



A delicious turkey dinner was served.



Ernie Cassirer picks out a prize.



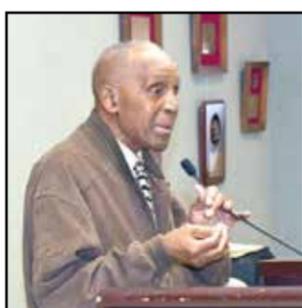
Above: Many retirees at this table won gifts in the door prize drawing.

Below: All smiles at this table

Below: Retirees filled the Seattle Union Hall for the annual holiday luncheon.



Above: District 751 President Jon Holden welcomes retirees and guests and thanks them for their service to our union.



751 Retiree Perry Fields delivered the blessing.



Dist. Pres. Jon Holden (far left) and Dist. Sec-Treasurer Susan Palmer (far right) congratulate the 50+ year members attending the holiday event. Standing L to R: Tom Johnson (55), Arthur Taylor (55), Gene Foster (60 & 65), Don Sweet (60). Seated L to R: Robert Smythe (60), Larry Wade (55), Ken Kostick (55), Charlie Ostlund (55).



District 751 Sec-Treasurer Susan Palmer presented Beverly Kelly with the \$100 in Fred Meyer gift cards from the door prize drawing.



Dist. Sec-Treasurer Susan Palmer (l) and Dist. President Jon Holden (r) present John Guevarra with his 70-year membership pin.

Schwartz Honored as Senior Champion

751 Retiree Carl Schwartz was honored at the 2019 Washington State Alliance for Retired Americans (WSARA) Senior Champion Awards Luncheon on November 12. Carl received the Senior Advocate Champion Award to recognize decades of retiree activism and for continually providing a strong political voice for seniors.

Carl gave an eloquent review of his lengthy participation with IAM District 751 as a union leader, and Legislative Committee member. He has also been a long-time Democratic Party state leader. Carl provided many stories of using his political connections with state legislators and members of Congress to help workers and retirees. Carl is also well known for writing articles to our Union newspaper, frequent letters to the editor and as a prolific author of resolutions (see the February Aero Mechanic for

Carl's remarks which are a good activist history lesson).

Retired 751 Machinists Leader Ron McGaha presented the Senior Advocate Champion Award to Carl. He began his introduction by saying that he first met Carl as his Business Representative nearly

50 years ago when Ron was a newly appointed IAM Shop Steward in the Everett Boeing plant. He noted that Carl has been an activist his whole life. While he retired from Boeing in 1995, he didn't retire from being an activist.

Just three years after being hired by Boeing in 1960, Carl was elected as IAM Local 751F President. He went on to serve as Business Representative from 1970 until 1972. The infamous 'Boeing Bust' saw many thousands of members laid-off at that time. This resulted in Carl returning to his quality assurance job in the factory.

Continued on Page 9



751 Retiree Carl Schwartz (center) was honored with the Senior Advocate Champion Award for his lifetime of efforts to help workers and seniors. Presenting the award WSARA President Jackie Boschok (l) and Ron McGaha (r).

RETIREES

Congratulations to the following who retired from our Union:

- | | |
|------------------|----------------------|
| Linda Aasand | Keith Hadfield |
| Michael Anderson | Diane Harrington |
| John Arendt | Sixto Hermano |
| Lindsey Barbeau | Stephen Kosar |
| Joseph Benjamin | Arnold Ligtenberg |
| Todd Booker | Frederick Linke, Jr. |
| Joe Box, Jr | Christopher Long |
| Robyn Britt | Dan Luu |
| Alexander Brown | Ray Marasigan, Jr |
| Chris Brown | Cindy Milligan |
| Kevin Bush | Steven Nelson |
| Eugene Caldwell | Vincent Nguyen |
| Susan Carlin | William O'Halloran |
| Ty Caudle | Terry Patton |
| Ben Christel | Thomas Payne |
| Dennis Chitwood | Daniel Pilgrim |
| Howard Clark Jr | Roger Pfluger |
| Bernard Cole | David Raftice |
| Harold Dang | Wayne Ross |
| Paul Deniston | David Ruzella |
| Tuan Do | David Sandago |
| Kyle Duncan | Gerald Schriff |
| Tonya Edwardson | Junior St Hilaire |
| John Fastenow | Stephen Stanich |
| John Frohlich | Phang Suon |
| James Gale | Gary Underwood |
| Ray Gallmeister | Brent Wheaton |
| Stuart Gillis | Timothy White |
| Thomas Guthrie | Henry Wong |
| Vincent M Haas | |

Council and Officers Accepting the Oath of Office



Local F President Shane Van Pelt administers the oath of office to Local F Audit Lloyd Caitlin, Local F Communicator Brandon Stanfield, and Local F Audit Fred Soto.

District 751 President Jon Holden (l) administers the oath of office to Local C Council Alternate Joe Ruth and Local F Council Alternate Dorothy Lambert.

Free Online College for IAM Members and Their Family

Our union offers a Free College Benefit to ALL Machinists Union members, retirees and their families. Currently, this online college allows you and your family members to earn an associate degree free of charge from Eastern Gateway Community College. The two year degree is transferrable to a four-year degree.

This free benefit is open to members in good standing, retirees and their families (defined as spouse, children, stepchildren, children-in-law, dependents, grandchildren, parents and even siblings). Potential students' membership will be verified by the union.

Programs available include Associates of Arts Degree & certificate programs focusing on: Advertising, Cyber Security, Data Science, Digital and Social Media

Marketing, Entrepreneurship, Finance, Healthcare Management, Hospitality: Food & Beverage Management, Hospitality: Event Management, Hospitality: Hotel and Convention Management, Human Resources, Information Systems, Labor Studies, Marketing, Programming & Development, Criminal Justice, Teacher Education Degree, Paralegal and Patient Home Navigator.

The program is now enrolling for spring classes starting January 13, 2020.

To talk with union represented assistants, call 888-590-9009.

Get Started on Your College Degree. 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.

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

2020 IAM Scholarship Now 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 to members are \$2,000 per academic year. They are granted for a specific period from one to four 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 for Competition

- Any applicant must be either:
- an IAM member, or
 - the son, daughter, stepchild or legally adopted child of an IAM member.
- Child of a Member Applicant--
- Must have one living parent with two years of continuous good-standing

membership up to and including the closing date of Feb. 21, 2020.

- Must be planning to graduate during the winter or by the end of the spring 2020 school year (i.e., normally a high school senior);

- 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/iamscholarship. NOTE: Completed Application Packets must be postmarked no later than Feb. 21, 2020.

Obtain an IAM Scholarship application and guidelines online by visiting www.goiam.org & search 2020 IAM Scholarship or call 301-967-4708 to request an application

Local C Hold 'Em Poker and Slot Tournament to Benefit Guide Dogs of America – Saturday, January 11, 2020

Hold 'Em Poker Tournament

Local C's Guide Dogs of America Hold 'Em Tournament promises to be a fun deal on Saturday, January 11, at the Muckleshoot Casino in Auburn. Registration starts at Noon. Tournament begins at 1 p.m.

Registration is \$100 per player. There will be a payout to the top 10 players at the final table.

All proceeds from the tournament go to Guide

Dogs of America.

Slot Machine Tournament

For those who prefer to play the slots, Local C will host a slot tournament at the Muckleshoot simultaneously with the poker tourney on Saturday, January 11. Slot tournament card sales begin at Noon; tournament begins at 1 pm. \$5 per game and individuals can purchase 1 or up to 15 slot game cards. Final payout to the top 5 based on individual's highest score.



Flyers with details about the tournament are available at all Puget Sound union halls and on the website at www.iam751.org.

Additional information is available from Chris Schorr at (253) 797-2288 or Jim McKenzie at (253) 737-7052 and other Local C officers. Various sponsorships levels are available with all proceeds going to Guide Dogs.

Remember to bring your Player's Club Card or get one before the tournament.

It promises to be a day of fun at the casino raising green for the Guide Dogs!



Schwartz Honored as Senior Champion

Continued from Page 8

He continued as a union activist and attended five Machinists Union Grand Lodge Conventions, including the 1988 Convention celebrating the 100-year anniversary of the founding of the IAM. He was again elected Local 751F President before he retired in 1995.

Carl has also had a lifelong passion for politics and has been a long serving Democratic Party state leader. As a delegate to the 1992 Democratic Convention, he helped put Bill Clinton in the White House.

After retiring from Boeing in 1995, Carl continued his activism both inside and outside of the union – serving in his local union and in his legislative district. Carl has continuously served as IAM 751 Retirement Club Legislative Committee Chair.

Carl stepped up his political work after retirement.

He was elected in 1999 to the Washington State Electoral College and on Dec. 18, 2000 cast his ballot in Olympia for Al Gore for President.

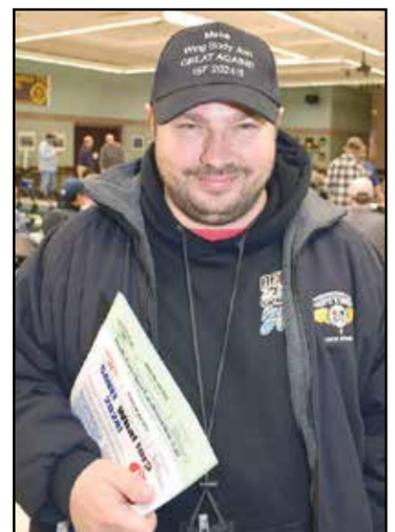
Carl has been an active member of the Alliance for Retired Americans since its founding and attended multiple national and state meetings of the Alliance for Retired Americans. He has lobbied on senior issues at both the state and federal level.

Carl is a prolific writer. He is well known for writing articles for our union newsletter, letters to elected officials and frequent letters to the editor. He is the "go to guy" when you want to submit a resolution.

It was fitting that he be honored for his lifelong commitment and steadfast support of senior issues. He continues to be passionate about politics and his union – a true advocate and champion of our issues!

Everett Solidarity

Everett Steward Gordon Reneau wears a "Make Wing Body Join GREAT AGAIN ISF 2024!" hat to a union meeting. The crew is wearing the custom hats to raise awareness on starting your Individual Strike Fund (ISF) now to be prepared for the 2024 contract with Boeing.



FREE WANT ADS

FOR MEMBERS ONLY

ANIMALS

We are looking for a BLACK FRENCH BULLDOG male or female puppy or under a year of age. 360-897-9371 or 253-312-6999

BOATS

ALUMAWELD "TALON" 16' 70 HP Yamaha used 5 hours/cover/extras/estate sale. Paid \$30,000 will sacrifice. Serious fishermen only please. 425-255-2992

1967 14' ALUMACRAFT FISHING BOAT with 10HP Evinrude, oars, fuel tank, transportation wheels, roof rack with bumpers, seat cushions, life vests and crab pots. No trailer. \$1500 or offer, cash only. Call 425-776-8089

TOOLS

ACRA vertical turret horizontal milling machine \$12,000 OBO High performance variable speed lathe model 144OV \$14,000 OBO. These tools belonged to Fred McKenzie. 206-248-0686 or 206-595-0636

AUTO PARTS & ACCESSORIES

4 STUDDERED HANKOOK Winter Pike tires. 205/70 15" with 2 easy seasons. Low miles, on Ford wheels, call if pictures are needed. \$130.00 Cell 425-931-1629

TONNEAU COVER for 2009-2014 Ford F-150. Paid 1200.00 will sell for \$250.00. Like new condition. 253-435-0501 or cell 253-334-3159

Set of 4 STUDDERED TIRES 175/70R14. Mounted on 4 lug 16" wheels. \$300 OBO 425-220-1593

4 TOYO PROXES GT11, 255/45R20. Like new. Less than 800 miles. Asking \$640 OBO. Also have 4 20" universal lug modern chrome rims \$150. 425-446-0643

ELECTRONICS

PANASONIC PALMCORDER (VHSC) PV-41 lots of features (battery hanger included) TV adapters & computer adapters. Like new. Asking \$50.00 425-760-2374

APPLIANCES

KENMORE UPRIGHT FREEZER works fine, not frost free - you pick up - no deliveries. \$125 OBO 206-713-8833

RECREATIONAL VEHICLES

2017 LANCE 1995 TRAVEL TRAILER low hours, excellent condition. Stored inside since new. Complete with hitch and solar. \$20,000 425-820-0712 between 8-10 a.m. please

SPRINGDALE TRAILER 19' many extras/cover/electric awning/TV used three times. Bathroom with tub, never used. Estate sale. If interested negotiable. 425-255-2992

NEED YEARLY RV STORAGE \$600 OBO (if indoor \$800 OBO) Prices are per year. Easy source of some "fun money" each year. 28 ft travel trailer. Just dry storage, no need for water or electricity. Space on the side of your business or house, space on your lot, etc. Western Snohomish County a priority. Will entertain other areas such as north King or south Skagit. 206-240-9773

SPORTING GOODS

THIS SNOW SLED IS FAST, lightweight premium metal runner snow sled that will bring years of fun to the whole family. Get it for a Christmas gift. \$300 or offer. Call 425-776-8089

COTTAGE INDUSTRIES

JIM'S CUSTOM ROTOTILLING tractor work in Snohomish County. Large area rototilling, 60 inch 74 inch. 25 years experience. jcrotogetz@yahoo.com or 425-971-4764

NEED A TAX DEDUCTION before year end? Rates are low and a great time to sell, buy or invest! Call Barb - John L. Scott RE 253-353-0650

AD RULES

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

Deadline For Next Issue Jan. 15th

PROSTRATE HEALTH - want a healthier prostate? Get results in one month! We guarantee our products. Call Joe at 206-819-7924

IN PAIN? GOOD NEWS! There's plant medicine alternatives to BIG pharma's addictive solutions with the side effects. Free consultation www.healthfixxer.com/onthehorizon or 425-231-5432 Distributorships available

It is time now to PLAN A GUIDED FLY FISHING TRIP to Louisiana for red fish in the upcoming fall and winter months. This service is out of New Orleans. Call at 425-327-9343 or www.allwateranglers.com

INTERESTED IN BETTER HEALTH & WEALTH? Great business, fun too. Worldwide company is #1 and growing. You can even will the business to your kids. Call Jerry 253-389-8384

COME BY FOR A PHOTOSHOOT in our warm and cozy studio. Newborns, family, weddings, real estate. www.photochad.com 253-231-7950

HEALTH - n - BEAUTY want better focus, sleep, energy, strength, fat loss? Mood! 253-358-6302 or carlbauer.experienceketo.com

NEED A MORTGAGE LOAN? I can help you get pre-qualified for a home, need to refinance and get cash out? Call me 425-977-3878 or email Kimberly.peterson@guildmortgage.net

A HAPPY HOME. Could your home use TLC? A new deck, fence, beautiful flooring or lovely crown molding. Home remodeling and-repairs. Dennis, Hammer-n-Nails 253-686-4030

THINKING ABOUT SELLING YOUR HOME? Downsizing? Need more room? July Small will do a free market analysis. Licensed real estate broker Windermere. Call now! 206-734-7122

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

FOR GOOD VAN MOUNTED CARPET CLEANING in South Puget Sound area please call or text 253-535-2433. Licensed, bonded and insured.

READY FOR A NEW CAREER AFTER RETIREMENT? Unable to advance in current job? Get your FCC commercial radio licenses GROL, Radar, GMDSS, military MOS + marine. Call Mark at 513-604-4054

NEED A HOUSE? Need to downsize? I'm your girl! Call for free information! barbys@johnscott.com

HOUSING

BRICK HOME in nice SW Seattle neighborhood, 2,200 square feet, 5 bedrooms, 1/3/4 baths, 2 car garage, 7,200 lot size, close to work. \$525,000. 206-387-2224 or 206-462-8700

20 ACRES, 3 BEDROOM HOME, 2 car garage, 50x50 shop, 70x60 barn, pond, 20 miles north of Spokane, WA. For more info call 425-231-1340

VIEW HOME, 4 bedroom, 3 bath, full basement, attached 4 car garage, 3600 sq. ft. 4 acres. Culbertson, MT plus 30x40 shop. \$395,000. Opt. on 10 more acres attached. 406-787-5242 or 406-790-0383

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaalicoove.com. Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 31 days. 10% discount to Boeing employees. Pays the taxes. \$2950-3950/month. Amenities include designated parking, DSL, pool, Jacuzzi and much more. 206-459-3444

MISCELLANEOUS

FENDER STRATOCASTER GUITAR w/ hard shell case. American made. Looks and plays excellent. Beautiful sunburst finish with no scratches with maple neck. Hardly played. Call for more details. 253-770-2399

2009 EVINRUDE 225 E-Tec 25", transom, 120 pounds on all cylinders, 1,557 hours, \$7,5000 for more info call 425-231-1340

RETIRES! \$20.00 FRED MEYER GIFT CARD DRAWING, January 13, 2020 at the Retiree Club Meeting at 11 a.m. at the Seattle Steward's Hall, 9135 15th Place South in South Park. Lunch served will be served at noon following the meeting.

GREAT BUSINESS OPPORTUNITY, low startup cost. Like new, 12 needle commercial Brother Embroidery machine with digitizing software. 29 hoops, spools of thread, backing, etc. Business retired. thetwoharps@hotmail.com or 425-432-4128. Leave message

RETIRES WHO WORKED AT KSC N/C MACHINE SHOP 18-62 Bldg. Join us for breakfast once a month at Emerald Downs Café. For more info: contact clintbonnie@hotmail.com

EXPERIENCE REAL WELLNESS by using pure, powerful, life-changing therapeutic grade essential oils. Relax, refresh, rejuvenate, motivate, create abundance and more through transformational oils. https://ylessentials4u.vibrantscents.com

TRAINING FOR STUDENT PILOTS. Ground school for private commercial, ATP. FAA certified AGI flexible schedule. Weekend ok. All day. 310-626-3520 nicasioarturo@yahoo.com

TREASURE HUNT FLEA MARKET, first Saturday of every month. Located at the Eagles Club, 8201 Lake City Way, Seattle. Contact Dori Heck for information. 206-909-0916

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

RETIRES WELCOME - District 751 Retirement Club meets every Monday (except on holidays) at 11 a.m. at the Seattle Union Hall, Hall C, 9135 15th Place South, South Park area. Light lunch served at noon. A business meeting takes place on the 2nd Monday of the month. Bingo, get together other Mondays.

81 GOTTLIEB MARS GOD OF WAR PINBALL MACHINE. Multiball, refurbished, plays good. Extra parts. \$1,100. 425-743-5315

NEED AN AWNING COVER for your wood deck, concrete patio, carport for your car or truck, front or back porches? Call Awning Buildings 206-250-7139

ANTIQUES & COLLECTIBLES - Yard Birds in Chehalis #105. Dishes, vases, stamps, jewelry. Open Sat & Sun 253-735-1832 or 253-569-4532

GARAGE DOORS REPAIRED OR REPLACED. South of Olympia, located at 2100 N. National Ave, Yard Birds Mall space #105. Parts & tools also. Open Sat & Sun. 360-264-6319, 253-569-9532 or 253-261-4933

IRC RETIRES meet for breakfast on the 2nd Wednesday of each month at 10 a.m. at The Village Taphouse (log house) restaurant in Marysville. NOTE: venue change. Come and join us.

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

CHILDCARE AVAILABLE IN MARYSVILLE Building Blocks Daycare and Preschool. Educating the next generation. I have 15 plus years' experience and love watching children learn and grow. 425-244-0230

PROPERTY

FOUR LOTS AVAILABLE for sale in COSTILLA COUNTY, COLORADO. 1 to 6 acres. Seller financing available. Text message me for pics and prices. 323-570-2324

SELLING OUR LAND IN COLORADO. Flexible terms available. Can work with most budgets. marx@westwoodlag.com

GREENWOOD MEMORIAL PARK, Renton. I have 4 plots side by side in the Azalea Garden and 1 double headstone for sale. \$1,500 less than retail price on each plot. Great location and beautiful cemetery. Will negotiate the price of the headstone. Call to find out the price. 253-852-6809

VEHICLES

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FINANCIAL \$ENSE: Your Estate Planning Checklist: 10 Documents to Get Started

If you've been dragging your feet when it comes to estate planning, you aren't alone. According to a 2017 survey by Caring.com*, nearly six out of 10 American adults lack even basic estate-planning documents. Even if you've put some documents together, are you sure you have what you need?

"Anyone who has assets needs to get organized and engage in estate planning for the benefit of those they leave behind," says John F. Padberg, Planning & Life Events Specialist at Wells Fargo Advisors. "While each person has unique circumstances to plan for, there are some key documents that can form the foundation for most estate plans."

The 10 documents outlined here can serve as that base set. Six of the 10 are best kept as signed hard copies; the remaining four can be stored digitally (if you wish).

Signed documents to safeguard as hard copies:

1. Will. This important set of instructions directs assets that you own individually (with no beneficiary designation), can designate a guardian for minors, and appoints an executor to administer your estate after you pass. You may opt to send copies to certain interested individuals, but keep the signed original in a secure place, like a safe deposit box, that's known to people who will need access to it, such as an executor or close family members.

2. Power of attorney (POA) for financial matters. This POA names someone you trust as the person to help

manage your financial affairs. It could be structured to become effective at the time you sign it or could be triggered to take effect upon becoming incapacitated.

3. Durable power of attorney for health care. This POA appoints an agent to make medical decisions for you if you can't make them yourself.

4. Health Insurance Portability and Accountability Act (HIPAA) release authorization. As a stand-alone document or as part of other documents, such as a durable POA for health care, this privacy-related document allows you to explicitly declare who should have access to your important medical information.

5. Living will. Also called an advance directive, these instructions dictate your wishes about prolonging your life in cases like a terminal illness or if you're in a permanent incapacitated state.

6. Revocable living trust. Like a will, this document also directs how your assets will pass to your beneficiaries, but it may be funded during your lifetime and can provide for incapacity planning, as well. A revocable trust can provide some benefits that you wouldn't typically get with a will, with more privacy and without the costs and hassle of probate court.

Documents that you can keep in a digital format:

7. Current net worth statement. This lists all of your assets and liabilities and what they're worth. You could even include how various assets are titled. A net worth statement can be a big help in the process of getting organized, reveal the true scope of your estate, and provide your advisors

with a very useful tool as they work to put together a customized plan for you. It can also save your successors significant work in figuring out all that you have. Keep this document updated so that it reflects current information about all of your accounts, real estate, liabilities, and other items.

8. List of professional advisors. Includes contact information for important advisors, such as your financial advisor, attorney, CPA, insurance agents, and doctors.

9. Medical condition record. This is an informal way to let your trusted agent know about your health status when there's a need.

10. A guide to these documents (both physical and digital). Those you'll leave behind will appreciate a simple catalog of all the estate-planning documents you've prepared and their locations so they can find them without hassle.

"This list is a good place to start, especially for those who haven't prepared any estate-planning documents at all," Padberg says. "But remember that each plan is different, and there certainly could be a need for other items, especially as the level of planning gets more sophisticated."

With the assistance of your financial advisor and estate-planning attorney, you can get a basic estate plan put in place, and, as appropriate, discuss other strategies for preserving wealth. A financial advisor can talk you through options that can save you time and money when you sit down with an attorney.

One final important tip: Set a time

on your calendar for a regular review to keep all these documents up to date.

*<https://www.caring.com/articles/wills-survey-2017>

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Delivering the Green for Guide Dogs and MNPL



Puppy Putt delivered \$6,573.93 for Guide Dogs of America. L to R: Katie Eagleson, Susan Palmer, Christine Fullerton, Terri Myette, Robley Evans and Jon Holden.



Local A Trapshoot raised \$3,977 for MNPL. L to R: Susan Palmer, Paul Schubert, Levi Wilson, Derek Gottschalk and Jon Holden.



Local C Officers recently presented checks from their two 2019 fundraisers that delivered \$9,230 for Guide Dogs of America and \$16,162.65 for MNPL. L to R: Ken Ogren, Jim McKenzie, Susan Palmer, Donny Donovan, John Coolidge, Joe Ruth, Chad Baker, Shari Boggs, Patrick White, Mike Hill, Chris Schorr, John Lopez, Fran Moran, Jon Holden.

Local 751-F Officers and Council Delegates presented \$11,354 to Guide Dogs of America - the proceeds from the 2019 Karting Challenge. L to R: Susan Palmer, Jeremy Coty, Travis Kendrick, Lloyd Caitlin, Charles Cesmat, Dave Bryant, Tom Keller, Dorothy Lambert, Terri Myette, Larry Hagen, Shane VanPelt, Blake Boczkiewicz, Prinnie Stewart, Garth Luark, Carolyn Romeo, Mitchell Christian, Jon Holden.



EASTERN WASHINGTON

Members Approve New Contract at Pexco Aerospace

More than 150 Machinists working at Pexco Aerospace ratified a new five-year contract on November 12. The agreement offered improvements in various areas of the contract – with no takeaways.

“I think it was a fair contract all the way around. It had many improvements and built on what we already had,” said Jeremias Yharte, a Union Steward who served on the bargaining committee. “For the most part, people are happy. The only thing people didn’t like really was waiting five years for the next round of bargaining.”

Under the terms of the new contract, workers:

- Receive a respectable general wage increase each year of the contract.
- Improvements in overtime language so non-worked holidays and vacation hours are considered hours worked for overtime calculations.
- Increased Company match for the defined contribution retirement plan to



Members from Pexco at a meeting in June. Members were united and engaged all year in their efforts to obtain a fair contract.

50 percent of contributions up to the first 8 percent (previously 6 percent).

- Improvements to vacation – previously vacation did not increase above 80 hours until a member was in their 10th year. Now members receive an additional 48 hours in year six, and increases in two other seniority bands with most senior members eligible to earn an additional 40 hours of vacation.
- Held the line on health care – no rate increases for 2020. Premiums increases cannot exceed 10 percent annually.

- Increased shift differential by 20 cents an hour.
- Increased lead pay by 10 cents an hour.
- Increased safety shoe allowance to \$125 per year (previously \$100).
- 8 hours of additional sick leave.

These talented members manufacture structural aircraft interior components and other extrusion parts for construction and aerospace manufacturing.

“These members were united from the beginning of the process nearly a

year in advance through the ratification vote. They continued to speak with one voice to management in conveying their top issues, and that solidarity resulted in a better contract going forward,” said Business Rep Steve Warren. “Our members can learn from this. When they stand together with their peers, they get a contract that is good for everyone.”

Thanks to the following who served on the bargaining committee: Steve Warren, Chris Powers, Jerry Phillips, Benjamin Schlaich, Brett Travis, Jeremias Yharte.

Members Set to Vote on New Contract at ASC

Active, engaged and united are words describing our Machinists Union members working at ASC Machine Tools. Throughout 2019, this group has focused on the goal of a fair contract as their current agreement was set to expire the end of the year.

These members spoke loud and clear with one voice on December 11 as they cast a 100 percent YES vote for strike sanction. The strong showing and unity told ASC our members are determined in our fight for a fair contract.

As the *Aero Mechanic* newspaper went to print before the holidays, negotiations were winding down with the hopes of a last, best and final offer for members to

vote on by the end of the year.

In December, our Negotiation Committee met multiple times with the Company to discuss both economic and non-economic issues.

“As a membership, you have demonstrated solidarity and unity throughout this process. That message is more powerful than anything we can say at the bargaining table. Your strength is what gives your negotiating committee the ability to bargain with leverage on your behalf,” said Business Rep Steve Warren, who serves on the negotiating committee along with Allen Eveland and Rick Coffman.



Business Rep Steve Warren (2nd from right) holds a lunchtime informational meeting for members at ASC.



Members at ASC sent a strong message to management on Dec. 11 with a 100% strike sanction vote – showing they are united!

Members attended an informational meeting on Nov. 25 to hear details of the new agreement.



Members Approve New Contract at Republic Services

Continued from Page 1
Our members at the Tri-County unit were definitely an eye-opening experience and a lot more work than people think. I have a better understanding of how the Company operates and can sleep at night knowing we got the best we could from the Company for our members.”

“Our members were active and engaged all year providing input and feedback and demonstrating to the Company their commitment to obtaining a fair contract. Their solidarity made a difference in what we were able to obtain at the bargaining table,” said Chris Powers, 751 Staff Assistant who served on the bargaining committee.

These members in the Roosevelt unit not only dispose of waste that comes from the entire West Coast, but ensure the methane gas created by the decomposing trash is turned into electricity.

Our members at the Tri-County unit are equally impressive and collect recycling and garbage from most of the 19,000 residents and businesses throughout Klickitat County.

Special thanks to the bargaining committee for all their hard work: Jack Armstrong, Lawrence Jittu, Laura Keffeler, Rick Porter, Corbin Strader, Dustin Wells, Steve Warren, and Chris Powers.



Members discuss items in the new contract.

2020 Grand Lodge Convention Poker Tournament Fundraiser Feb. 1 at Northern Quest Casino

Eastern Washington local lodges are holding a poker tournament on Saturday, Feb. 1 that promises to be a fun deal while raising money for the 2020 Grand Lodge Convention. The tournament will be at the Northern Quest Resort and Casino (100 N. Hayford Rd, Airway Heights, near the Spokane Airport). Registration and/or lessons will be from 5 to 6 p.m. with the tournament running from 6 to 10 p.m.

Individual entry is \$80 per player. There will be \$1,045 in cash for final table payout and \$1,000 in prize drawings. Any player registering by Jan. 24 will receive an additional \$500 in tournament chips.

Entry/registration forms are



Saturday, Feb. 1
Registration 5 p.m.; Tournament at 6 p.m.
\$80 entry fee - get more info by visiting:
www.iam751.org/easternwaevents

available at all District 751 Union Halls or online at <http://www.iam751.org/easternwaevents>.

Note: Northern Quest Resort & Casino is offering discounted guest rooms for DL 751 members at \$216 per night; while the Hampton Inn Spokane Airport is offering DL 751 discounted room rates for Saturday, Feb. 1 and Sunday, Feb. 2.



Eastern Washington Poker Tournery committee L to R: Chris Powers, Jerry Purser, Steve Warren, Mark Shear, Merle Fowler, Allen Eveland.