Progression Correction Delivers $144,000+

It pays to be union is more than just a slogan. 751-member Corey Brown received more than $144,000 in back pay after our union, through Business Rep Rich McCabe, worked with Boeing to correct his work history – specifically his progression to maximum rate.

This incident highlights the importance of having all members review their work history to ensure their progression steps are accurately recorded. Contact your Union Steward or Union Business Rep if you believe there is a mistake.

In this particular case, Corey was going through a second six-year progression for the same 75506 tooling job. When a co-worker in Renton tooling had her progression corrected and received back pay, Corey decided to investigate if his was correct as well. He had questioned it previously but was told it was correct and didn’t pursue the matter any further.

Corey originally hired into Boeing in 1986 as a 75506 Toolmaker – the same job he holds today and the only job he has held in his years at Boeing. He was laid-off in 1999 after 13 years so he had long ago completed his progression increases for that job and was at maximum pay. The layoff went very deep in his job; so unfortunately, his recall rights expired before he was recalled. In 2012, he was rehired and his seniority reinstated thanks to Article 14.4. This clause states a member shall have his seniority reinstated if a member returns to the active payroll and the period of separation has not exceeded the amount of seniority at the time of layoff, plus seniority accumulated with recall rights.

After learning of Corey’s situation, Rich forwarded the information to his contact at Boeing who confirmed the progression was incorrect. He should have rehired at the current maximum rate.

“I was stunned when I opened my check and saw the back pay. I was glad to have our union because without our union, I might never have gotten this corrected,” said Corey. “It makes me wonder how many others are in the same situation. This definitely shows the value of having union representation.”

“Everyone should periodically check their work history and keep documentation when they change jobs, have their progression corrected, or receive back pay,” Rich added. “Boeing is always very responsive when I request these audits,” Rich added. “Any member who believes there is a mistake in their work history should bring it to the attention of their Steward. If the Steward thinks there is an issue, the Business Rep can request to have an audit performed.”

Union Effort Protects Our Hourly Work

Thanks to determination and documentation from Union Steward Denise Strike and Business Rep Grace Holland, hourly work performed by our 61003 Materials Management Specialists will remain in the hands of our IAM members in Everett.

Management decided to approve allowing salary folks to perform some of our work because of a claimed “capacity” issue.

When Denise learned of this, she immediately recognized it was an attempt to eliminate work from our bargaining unit. She launched an investigation and began to gather documentation, which she used to file a grievance. She engaged Steward Bill Herrmann from HazMat to help document salaried employees performing our hourly work.

The issue arose from the “green team,” which consists of salaried employees and a few hourly members. The green team was functioning like an Employee Involvement team. They determined salaried employees would pick up recycling of waste material; however that work was specified as an hourly function in determining duties of our 61003 job description. The salaried employees also planned to send the material back to the supplier – again work that is traditionally an hourly function.

Denise relied on Article 1.3 of our contract, which deals with jurisdictional claims, as well as documented past practice. Denise presented specific information on the salaried employees performing the work and included a copy of our hourly job description. She systematically worked through the chain of command getting denied by the first line supervisor, second and third level manager, before finally meeting with HR/Labor Relations to get an official ruling.

When all the facts were presented and reviewed, the work was indeed IAM work and will remain where it rightfully belongs.

“Denise did a great job of not only documenting this is our work, but moving the grievance up the ladder until it reached a level capable of resolving it,” said Business Rep Grace Holland. “Members might not see the importance of protecting just one aspect or duty of our job, but it is important to preserve every job and ensure it remains in the hands of our members. During times of surplus, it could mean the difference between having a member on the payroll or having one of our members face layoff.”

Union Prevents Unjust Discipline

Vacation in Lieu of Sick Leave Denial Reversed

The value of union membership was evident to 751-member Jesse Sutton, who was saved from receiving unjust discipline that could have resulted in termination, thanks to the actions of Union Stewards Gregg Lether and Matt Palicte. These two experienced Stewards knew specific contract language that applied to this particular situation.

When Jesse was called to a meeting he thought might result in discipline, he knew his rights and asked for a Union Steward. The issue in this case revolved around using vacation in lieu of sick leave to care for a child when sick leave is exhausted. Our contract is very clear in Section 8.4(b)(5) that vacation in lieu of sick leave is allowed to care for a child, spouse, parent, parent-in-law, or grandparent.

“Jesse had written down he wanted to use vacation in lieu of sick leave to take care of his kid, but the manager denied the request and it was noted in the record,” said Gregg who represented Jesse in the meeting.

“In this case, management was wrong from the start and violated our contract language,” said Rich McCabe, who helped Corey get his pay corrected. “I appreciate Boeing correcting this issue quickly and ensuring Corey received the back pay on his next check.”

President’s Message

Nothin’ Was a Gift
Community Service
Retirement
Want Ads
Eastern Washington

Continued on Page 5
The advantage of union membership is clear and apparent in the many issues facing our country today including pay equity, profit sharing, and affordable, quality health care. Unions protect their members when they need it most. Unions make a difference on some of the most critical issues facing our country today including workplace safety and more. Union membership remains the best path for workers to obtain their share and improve conditions in the workplace.

One last fact to remember: Our union is not the elected leaders in the union hall but a third-party entity. The union is you, along with every member covered by a union contract.

The fact that you believe your voice and the voice of your friends and neighbors matter is the reason to talk about the many advantages of union membership, as well as the value of union membership. The fees could only be used to support those unions less effective in combatting the hysterical attacks of the Janus decision overruled the 1977 Supreme Court decision in Abood v Detroit Board of Education, which allowed public employee union resources. The Janus decision overruled the 1977 Supreme Court decision in Abood v Detroit Board of Education, which allowed public employee union resources. The Janus decision overruled the 1977 Supreme Court decision in Abood v Detroit Board of Education, which allowed public employee union resources. The Janus decision overruled the 1977 Supreme Court decision in Abood v Detroit Board of Education, which allowed public employee union resources. The Janus decision overruled the 1977 Supreme Court decision in Abood v Detroit Board of Education, which allowed public employee union resources. The Janus decision overruled the 1977 Supreme Court decision in Abood v Detroit Board of Education, which allowed public employee union resources.

Health & Benefits Rep Les Mullen ensured a member’s son was covered on his dental insurance.

Our member was thrilled to have our Union act as her advocate and ensure her son had coverage to get his dental checkup covered at 100 percent. Both she and her son are smiling brighter thanks to our union.
Nothing Was a Gift: Evolution of Our Vision Benefits at Boeing

This month we look at the evolution of vision care coverage at Boeing.

As we have stated before, nothing in our contract is a gift from the company. Everything is the result of members identifying an issue and standing together to achieve gains. Prior to 1977, there was no coverage for glasses or contact lenses in the IAM-Boeing contract. In recent negotiations, we have pushed for lasik surgery to be covered, but Boeing has resisted. Only through membership solidarity at contract time do we obtain improvements to our benefits.

### History of Vision Benefits

<table>
<thead>
<tr>
<th>Year</th>
<th>Changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1977</td>
<td>First negotiated a contract: New vision benefit, allowed for one eye exam, two lenses and a pair of frames during a 24-month period. Coverage on Follow-up: Eye exam $20, Eyeglasses $75, Trifocal $100, Bifocal $50, Contacts $50.</td>
</tr>
<tr>
<td>1980</td>
<td>Eye exam benefit increased to $25.</td>
</tr>
<tr>
<td>1983</td>
<td>Changed to allow one pair of lenses every two years, up to $20 worth of prescription change. Originally, a change in prescription was required in order to obtain new lenses.</td>
</tr>
<tr>
<td>1986</td>
<td>Changed to allow two sets of lenses and two sets of frames every 24-month period. Coverage improvements on follow-up: Eye exam $45, Lenses: Single $45, Bifocal $75, Trifocal $95, Contacts $140, Frames $25, Contacts $55.</td>
</tr>
<tr>
<td>1989</td>
<td>Coverage improvements on follow-up: Eye exam $50, Lenses: Single $50, Bifocal $80, Trifocal $95, Contacts $150, Frames $270, Contact lenses increased to $110.</td>
</tr>
<tr>
<td>1992</td>
<td>No change.</td>
</tr>
<tr>
<td>2011</td>
<td>Contract Extension: Benefit for frames increased to $90; Contact lenses increased to $110.</td>
</tr>
</tbody>
</table>

### New Member Seminar Educates on the Power of Unions

With around 100 new members being hired each week at Boeing, our Union has once again started offering an introduction to your union seminar. This 90-minute seminar provides a brief overview of our union so our newest members understand that nothing in our contract was a gift and every provision of our union was obtained through unity from the members who came before them.

Topics covered at the seminar include: Unions 101, how dues are calculated and why they are important, as well as the tremendous benefits of union membership explained. Members are given a brief summary of our seven strikes, why they happened, the benefits preserved or gained as a result of these strikes and how membership unity has been key to every success.

Members are encouraged to get involved and participate at all levels of our union, including attending their local lodge meeting. Knowledge is power and new members who understand and respect our past history will be better armed to protect our collective future.

### Supreme Court Decision Aims to Diminish Union Resources

In late June, the U.S. Supreme Court issued a ruling in Janus vs AFSCME that directly intended to diminish public sector union resources. The 5-4 decision ruled that public sector unions cannot charge fees to employees who decline to join a union but are covered by its collective bargaining agreement.

This ruling overturned a unanimous Supreme Court decision from 1977 that allowed all public employees unions to collect fair-share fees from workers covered by their contract.

Corporate special interests spent hundreds of millions of dollars to win this case and further rig the economy against working people. It is part of Corporate America’s divide and conquer strategy.

There is no doubt this decision makes it more difficult for working people to exercise our freedom to stand together. That was the intent of the corporate billionaires all along. But unions across the country have stepped up their efforts to build and strengthen unions so more working people can negotiate a fair deal in return for their hard work. The AFL-CIO has launched an ad campaign – “America Needs Unions.” And union members are stepping forward to tell their story.

The labor movement marches forward with a renewed commitment and vigor to stand together for all working people and continue to lead the fight for a balanced economy that gives everyone a fair shot at the American Dream.

### Union Strong is Theme of Convention

In July, union members from across our state gathered in Wenatchee for the 2018 Washington State Labor Council Constitutional Convention and left reinvigorated and determined to build a stronger labor movement.

Speaker after speaker discussed the attacks on unions, immigrants and working-class Americans, but vowed renewed energy and commitment in standing together for strong unions.

Washington unions will continue to lead the fight for a balanced economy that ensures workers receive the wages and benefits deserving of the profits they generate for corporations.

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**America Needs Unions**

Working people refuse to be divided by billionaire CEOs and corporate interests.

Unions are needed now more than ever. #UNION

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**Union Strong**

AFL-CIO Secretary-Treasurer Liz Shuler who explained how working people can respond to the current challenges. Each of us needs to educate family and friends on the value and advantages of union membership every day.
KAI Whidbey Vote IAM Union Yes!

Mechanics and technicians who maintain the U.S. Navy P-3 Orion submarine hunter planes at Whidbey Island Naval Air Station have voted to join the Machinists Union. A majority of the hourly workers at KAI at NAS Whidbey voted on July 10 to join District 751. These workers had tried on their own to address issues with pay, TDY language, health and welfare, and working conditions without success. This group saw other workers improve their situation by voting for IAM Machinists Union representation.

Currently, the bargaining unit has around 100 members and is expected to grow up to 100. The union held a meeting on July 24 with the group to discuss issues they want to see addressed in a collective bargaining agreement, complete surveys to prioritize issues and select members for their negotiating committee.

The KAI employees are part of a growing number of civilian contract workers at NAS Whidbey and JBLM to join the Machinists Union. District 751 now represents more than 450 defense workers employed by civilian contractors at NAS Whidbey, Joint Base Lewis-McChord and Fairchild Air Force Base.

“We’re proud to have the mechanics and technicians as part of our union,” said District 751 President Jon Holden. “They are specialists who do work that is essential to maintaining America’s might, and they deserve the kind of pay and benefits that a union contract can bring.”

First Contract Approved for Workers at Sasquatch Screen Printing & Embroidery

Recently, IAM members working at Sasquatch Screen Printing and Embroidery voted to approve their first collective bargaining agreement.

Workers who maintain the Navy's P-3 Orion submarine hunter at Whidbey Island Naval Air Station voted for IAM union representation in July.

Members at NAS Whidbey Approve New Agreement

District 751 members who work as simulator technicians maintaining P-3 Orion simulators at Whidbey Island Naval Air Station voted by a large margin to approve a three-year collective bargaining agreement on July 5.

“This collective bargaining agreement continues to recognize the important contributions our members make in support of the United States military,” said IAM 751 Chief of Staff Richard Jackson, who led the union’s negotiating team. “The overwhelmingly acceptance shows members appreciate having their wages, benefits and working conditions spelled out in a union contract that cannot be changed at the whim of the employer.”

Under the terms of the agreement, which had only improvements, workers will receive:
- 3.5-percent general wage increase each year;
- Yearly increases in opt out cash payments for workers who don’t use company-provided health benefits;
- Yearly increases to IAM National Pension Plan contributions;
- New Sunday premium pay of $5 per hour for all hours worked on a Sunday effective August 1;
- New shift supervisor premium pay of $5.50 per hour effective 10/1/18 and increasing to $10.00 an hour effective 10/1/19; and
- Employees who voluntarily resign after giving two weeks written notice, will now receive pay for any unused earned vacation.

This is the third collective bargaining agreement for these workers who joined District 751 in 2013. The first two contracts were with DRG.

When the contractor changed to L&B&B Associates Inc., union representation provided stability and ensured our union could negotiate a collective bargaining agreement with the new employer. As a result, even though their employer changed, these members were able to build on previous contracts and secure only improvements in their new contract.

“All of our members at NAS Whidbey do work that’s vitally important to America’s national security,” said IAM 751 President Jon Holden. “We are all proud to have them as part of our union.”

District 751 represents more than 220 civilian workers at NAS Whidbey, employed by L&B&B, PAE, Mustag, and iSystems.

Accepting the Oath

Progress in First Contract Talks for Members at UTC

Since workers at UTC Aerospace Systems in Everett voted for IAM union representation in March, our union continues to work toward a first collective bargaining agreement.

After surveying the members, meeting to prioritize the issues, and crafting an initial proposal, union negotiators met on July 11 with UTC negotiators to present our initial proposal. Several days of bargaining delivered progress on several of the non-economic issues, as well as providing substantial dialogue to define issues important to workers at UTC.

During a break in the opening bargaining session union negotiators discuss the issues. L to R: Greg Campos, Spencer Thal, Richard Jackson, Robert Neamtiu, and Adrian Perez.

Serving on the IAM Union negotiating committee: Adrian Perez and Robert Neamtiu (members who work at UTC), as well as Chief of Staff Richard Jackson, Staff Attorney Spencer Thal, Business Rep Greg Campos, and Staff Support Suzan Merritt.

Due to the UTC negotiators’ schedule, the next round of bargaining talks has been scheduled for early October.
Union Thwarts Unwarranted Discipline

One of the most valuable assets of union membership is the right to representation in any meeting, phone call or email that may result in discipline. Often times having an advocate to prevent unjust discipline is truly priceless.

IAM 751 member Fred Layton was thankful to have union representation when he suddenly found himself facing discipline for an action that had been approved by management.

Fred received an email from Boeing’s Fact Finder team noting he worked more than 128 overtime hours in the quarter without receiving management approval and was facing possible corrective action. He was stunned since this wasn’t true, and he was unaware of any investigation or attempt to verify the facts.

Part of the issue focused on Fred working overtime in his previous shop in Everett rather than in his current shop in Auburn. With nearly 30 years at Boeing, Fred was well aware of the Company policy that requires a manager’s approval anytime a member works overtime outside of their shop. He had followed Company policy.

Once he received the email talking about discipline, he immediately knew to contact our union and asked Steward Tim O’Hara for assistance in fighting this corrective action that completely ignored the facts.

“When I had proof that I had followed their policy, they tried to intimidate me and thought I would simply accept the corrective action. Tim shut that down right away. It was nice to have our union there as my advocate,” said Fred. “Not only did Tim stop the unjust discipline, he brought a copy of the BCA Attendance Standards and noted page 8 states ‘assigned manager is responsible to ensure employee has not exceeded overtime standards’ – further proof I had done nothing wrong.”

Before responding to the Fact Finder team, Fred and Tim gathered the facts. Together they reviewed his ETS and saw he was at 142 hours for the quarter – recognizing that anything over 128 overtime hours requires management approval. Fred then printed out all his emails from his first line manager in Auburn, second level Auburn manager and the first line Everett manager – all three had approved his working the overtime.

Armed with the facts, Fred and Tim had a meeting with his manager to present their documentation. A few days later, Fred and Tim had a teleconference call with the Fact Finder and explained what had happened and forwarded their documentation. Seven weeks later, Fred was told by his manager he would not be receiving a CAM or verbal warning and was back on the overtime list.

“Fred has been a model employee for decades. I was not about to let him get railroaded into corrective action when he had followed company procedure,” said Tim.

“It is important for members to keep and print out copies of their emails for any overtime, work assignment or other instructions from management. These are proof should the company later decide to attempt corrective action. Having them printed out makes it much easier for the company to verify the facts,” said Jesse.

Business Rep Spencer Burris (center) thanks Union Stewards Matt Pallice (l) and Gregg Letter (r) for ensuring a member could use vacation in lieu of sick leave to care for his child and preventing the member from receiving discipline. Above they look at the facts.

Continued from Page 1

contract in denying vacation in lieu. Therefore, denying vacation in lieu of sick leave could not be any part of progressive discipline since it would have been a covered absence,” said Matt Pallice. “It is a small clause in our contract, but a very important one to be aware of and to know when managing the use of your time.”

“Members should be aware when they can use vacation in lieu of sick leave and exercise that right to cover their time,” said Gregg.

“I found myself facing possible termination when I had benefits to cover the time, which was frustrating,” said Jesse. “Gregg highlighted the language and explained it wasn’t an option to deny vacation in lieu of sick leave to care for your child. He was aggressive, then followed up and made sure the CAM was removed. I appreciate having Gregg and Matt there as my advocates.”

“I want to pass on my lessons to other members. If you feel you are unfairly disciplined, pursue it so it doesn’t hurt you later,” said Jesse.

Keep in mind in May of 2018 through union effects bargaining, vacation in lieu of sick leave was expanded for those under attendance discipline who were previously excluded from use for their personal illness.

Any member called into a meeting, receiving a phone call or an email they believe may result in discipline should always ask for a Union Steward before responding or attending the meeting. This is your federally protected right (see boxed story right).

Union Prevents Unjust Discipline

“I want to pass on my lessons to other members. If you feel you are unfairly disciplined, pursue it so it doesn’t hurt you later,” said Jesse.

It’s My Right!

I know my rights, and I request my Union Steward be present at this meeting!

Members should have an “It’s My Right” card handy so they can hand it to management or HR if they are called into a meeting that may result in discipline. Cards are available at all Union halls.

ALWAYS Ask for a Union Steward

Leaders Administer the Oath of Office

Asking for a Union Steward in any meeting you believe may lead to discipline is one of the most important rights of a union member. This right applies to meetings with a manager, HR, security or other company representative. In addition, no matter how you are contacted by a manager, HR, fact finder or security – whether in person, on the phone or by email asking for a statement – your answer should always be the same: “I want a Union Steward!”

However, unlike Miranda rights, a member must ask to have a union steward. To help members, who may be nervous about the situation, our union has printed It’s My Right Cards so members can simply hand management, HR or security the card to stop any such meeting until a union steward is present.

This is a federally-protected right for union members called Weingarten Rights (a reference to the 1975 U.S. Supreme Court Decision in NLRB vs. J. Weingarten, Inc.). Weingarten rights apply during investigatory interviews a worker believes may result in discipline.

Above: District 751 President Jon Holden (l) administers the oath of office to Local A Council Alternate Derek Gottschalk.

Left: Local C President Jim McKenzie administers the oath of office to Local C Audit Committee member Tim O’Hara.
Back to School Supply Drive in August

The Human Rights Committee is sponsoring a school supply drive through August 24, 2018 for Concord International Elementary School in Seattle. The items and quantity needed are very specific (see list below for ideas or check Union bulletin boards for specifics). Cash donations are welcome and can be given at any 751 Union Hall. Make checks payable to: District 751 Charity Fund. Some of the items needed and quantity include:

2-pocket folders in purple, green, yellow (80 each); colored pencils 16 count (80 packs), wide ruled composition notebook in blue (80), 16-count crayons (80), 4-per pack erasers (80), file folders (80), wide ruled filler paper (160), glue bottles (80), glue sticks (160), 4-pack highlighters (80), all colors - EXPO brand markers (80), hand held pencil sharpeners (80), 4-pack 3 x 3 Post-It Notes (80), safety scissors (160), and more.

Boschok Appointed to Governor’s New Women’s Commission

On July 24, Gov. Jay Inslee announced the appointment of nine women to serve on Washington’s new Women’s Commission, which included 751 Retirement Club President Jackie Boschok.

The Women’s Commission was created in 2018 by HB 2759 to address issues relevant to the problems and needs of women, such as domestic violence, childcare and support, sexual discrimination and harassment in the workplace, equal compensation and job pathways in employment, and the specific needs of women of color.

Jackie Boschok was appointed to Governor’s Women’s Committee.

Health Screenings Optional with No Impact on Monthly Premiums

As Boeing again began offering on-site health screenings in July, this is a good time to remind our IAM members working at Boeing that the health screenings are completely voluntary. While information from health screenings could be very beneficial for you and your doctor to discuss your personal care, health screenings have no impact on what IAM members will pay for medical contributions.

IAM members will be asked to complete the Boeing online health assessment between Sept. 10 and Nov. 27 to avoid higher monthly premiums for the coming year (up to $40 per month if both employee and spouse/partner fail to complete the assessment).

NOTE: Retirees do not need to take the health assessment. Look for more information on the health assessment in the September Aero Mechanic.

Labor History Drawing TV Winner

Business Rep. Audie Thibault ($) presents Anthony Catalafano and his wife, Alexis, with the $5 inch flat screen from the Labor History drawing at the Monroe Fairground. The TV played the history video at the fair.

Service to the Community

Machinists Volunteers Visible Throughout Our Communities

IAM 751 members continue to volunteer their time to help others in our communities.

If you would like to get involved in our projects, simply email k a y n i i@ i a m 7 5 1 . o r g and ask to be put on the volunteer email list or check our District calendar at www.iam751.org.

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Government Report Highlights Union Advantage

Union membership translates into more pay and benefits according to data from the Bureau of Labor Statistics.

As the Bureau of Labor Statistics released its annual survey of employee benefits in July, more and more workers in America are struggling to simply get by. The best option to improve their situation is very simple: have working people stand together or, in other words, join a union.

The new survey showed besides more pay, union workers are far more likely to have employer-provided health care and other benefits than their non-union counterparts. Across the board the information verified that Union members get more—pay, benefits, vacation, sick leave, paid holidays and life insurance.

In 2017, Union members earned on average more than 25 percent higher wages than their non-union counterparts, according to data from the Bureau of Labor Statistics.

The same report also showed that union membership in Washington State grew again in 2017 by 45,000 members. With an 18.8 percent membership rate, Washington rose to the third highest unionized state. Only New York (23.8) and Hawaii (21.3) had a higher percentage of their workforce unionized.

“This shows more people in our state are standing together and to exercise their rights provided under the law. Union members earn more money, which means they are better able to support their families—and the Main Street businesses in their communities,” said District 751 President Jon Holden.

According to the most-recent BLS data, median pay for union workers nationwide was $829 a week last year. The $212 a week difference translates into more than $11,000 a year advantage.

“The additional pay a unionized job provides translates into a significant difference in your ability to provide for your family,” Holden said. “We often say it pays to be union, and this data proves that saying is literally true.”

The July report from the Bureau showed union workers also have better health care and paid leave benefits. The report showed:

- 94 percent of union workers are offered health care benefits at work, compared to 66 percent of non-union workers;
- 83 percent of union workers have paid sick leave, compared to only 70 percent of non-union workers (NOTE: this is a nationwide survey so while Washington State has passed a paid sick leave law that went into effect in 2018, that is not reflected in the study this year);
- 89 percent of union workers have paid vacation compared to only 76 percent of non-union workers;
- 85 percent of union workers have life insurance benefits, compared to only 54 percent of non-union workers.

The quality of union benefit plans typically are better too. For example, the Bureau reported that companies on average paid 83 percent of the premium cost under union-negotiated family health care plans, while only paying 64 percent of the premium cost for family plans for non-union workers.

It is interesting to note this year’s federal survey was the first year there was no information on pension or retirement savings plans at work. Another area where union workers have traditionally had an advantage.

Beyond just wages and benefits, union workers have a say in their working conditions, hours of work, promotional system, safety programs and a defined grievance procedure to dispute management actions. These issues, coupled with giving a member a true voice in their workplace, are priceless.

“Combined, the increased wages and lower health care employee costs are a significant difference, which is well worth the investment of annual union dues,” Holden said. “That means it’s easier to buy a car or a home, save for a child’s education, or take a family vacation. These are the basic components of an American middle-class lifestyle, and each one is easier to achieve, if you’ve got a union contract.”

“All of us want the same thing for our families,” Holden said. “We want to own our homes. We want our children to be healthy, and we want to save money for their educations. We want to retire with security and dignity.

“All these basic parts of the American Dream are more likely to become a reality for workers who have union contracts,” he continued. “That’s why we say it pays to be union.”

The advantage – more than $11,000 – makes a real difference in the lives of working Americans,” said Holden. “Today’s economy is so out of balance with most economic gains going to the top, forming a union is the only way workers can stand together and demand better wages, working conditions and rights on the job. Who doesn’t want rights? Workers deserve their fair share.”

Our state with the third-highest percentage of workers belonging to unions at 18.8 percent helps raise the standard of living for everyone, Holden said. “Higher union density means employers have to do more to compete for workers, and that raises pay and benefits for non-union workers too, which injects even more dollars into our communities.”

Union vs. Nonunion Benefits

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Union</th>
<th>Nonunion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care Coverage</td>
<td>94% Yes</td>
<td>66% Yes</td>
</tr>
<tr>
<td>Employer Share of Health Premium</td>
<td>87% Yes</td>
<td>77% Yes</td>
</tr>
<tr>
<td>Life Insurance Access</td>
<td>83% Yes</td>
<td>64% Yes</td>
</tr>
<tr>
<td>Paid Holiday</td>
<td>90% Yes</td>
<td>77% Yes</td>
</tr>
<tr>
<td>Vacation</td>
<td>99% Yes</td>
<td>97% Yes</td>
</tr>
<tr>
<td>Sick Leave</td>
<td>89% Yes</td>
<td>89% Yes</td>
</tr>
</tbody>
</table>


Union vs. Nonunion Earnings, by Occupation

Full-time wage and salary workers’ median weekly earnings, 2017.

In nearly every occupational category, union members earn more than nonunion workers. By comparing the wages of workers within occupational groups, the union difference is very clear.

Table 2: Median weekly earnings of full-time wage and salary workers by occupation

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Weekly Earnings</th>
<th>Union Nonunion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Protective service occupations</td>
<td>$1,163</td>
<td>$713</td>
</tr>
<tr>
<td>Construction &amp; extraction</td>
<td>$1,136</td>
<td>$734</td>
</tr>
<tr>
<td>Service occupations</td>
<td>$792</td>
<td>$518</td>
</tr>
<tr>
<td>Natural resources, construction &amp; maintenance occupations</td>
<td>$1,146</td>
<td>$750</td>
</tr>
<tr>
<td>Transportation &amp; material moving</td>
<td>$949</td>
<td>$640</td>
</tr>
<tr>
<td>Installation, repair &amp; maintenance</td>
<td>$1,187</td>
<td>$822</td>
</tr>
<tr>
<td>Production, transportation &amp; material moving</td>
<td>$932</td>
<td>$662</td>
</tr>
<tr>
<td>Production occupations</td>
<td>$895</td>
<td>$678</td>
</tr>
<tr>
<td>Arts, design, entertainment, sports and media occupations</td>
<td>$1,394</td>
<td>$1,041</td>
</tr>
<tr>
<td>Education, training and library</td>
<td>$1,157</td>
<td>$900</td>
</tr>
<tr>
<td>Building &amp; grounds cleaning and maintenance occupations</td>
<td>$638</td>
<td>$511</td>
</tr>
<tr>
<td>Food preparation and serving related occupations</td>
<td>$594</td>
<td>$479</td>
</tr>
<tr>
<td>Office and administrative support</td>
<td>$834</td>
<td>$688</td>
</tr>
<tr>
<td>Personal care and service</td>
<td>$864</td>
<td>$561</td>
</tr>
<tr>
<td>Community and social services</td>
<td>$1,035</td>
<td>$886</td>
</tr>
<tr>
<td>Sales &amp; office occupations</td>
<td>$829</td>
<td>$710</td>
</tr>
<tr>
<td>Health care practitioner and technical occupations</td>
<td>$1,244</td>
<td>$1,103</td>
</tr>
<tr>
<td>Health care support</td>
<td>$877</td>
<td>$639</td>
</tr>
</tbody>
</table>
Thirty-five teams converged on Willows Run on July 22 to chip in for Guide Dogs at the annual Guide Dogs of America golf tournament. The tournament delivered more than $32,000 for this worthwhile charity.

Golfers got to see two guide dogs in action with Beth Roff and her dog Emmett and Elizabeth René and her dog, Scottie. Yvonne Martin, Director of Programs for GDA, also attended with Koko, a guide dog in training and spoke to the golfers. A shotgun start and best ball format kept the tournament competitive with one stroke separating the top teams.

Long drive women went to Mary Hopwood and long drive men went to Ben Baker. Closest to the pin went to Skye Bryant, Edgar dela Torre Sr, Andy Schier, and Andrew Friend.

Thanks to Lori Dorsey and Mark Clark for organizing the event and to all the volunteers who helped with set up and various competitions throughout the day.

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.

**Shoes for Puppies Horseshoe Tournament - Aug. 11**

The 15th annual Shoes for Puppies Horseshoe Tournament will return to Maple Valley on Saturday, August 11. The tournament, which is sponsored by Local E, will start at noon at the Red Dog Saloon, 18605 Renton-Airport Rd SE.

The cost is $50 per player. Entry forms are available at all IAM 751 union halls around Puget Sound. Pit sponsors are also available for $50.

**Pacific Raceways Aug. 16-19**

District 751 is teaming up once again with Pacific Raceways for our annual joint charity fundraising event.

Our union is selling $5 tickets for drag racing Aug. 16-19 at the track, which is at 31001 144th Ave. SE in Kent. Tickets are on sale at all IAM 751 union halls around Puget Sound. They are good for entry on any one day of the event. Children under 6 are free.

Racing starts at 9 a.m. all three days and will feature racing in the Lucas Oil Regional Drag Race Series, featuring Top Alcohol, Screamin’ Eagle Harley-Davidson Series, and Sportsman Classes. All proceeds from ticket sales will go to benefit Guide Dogs of America.

**Local A Car Show - Aug. 18**

**Special Guest Otis Sistrunk**

The Bill Baker Memorial Steel & Wheel SuperShow is coming to Everett again this year. Local A’s annual show for classic cars, hot rods and custom motorcycles will be from 10 a.m. to 3 p.m. Saturday, August 18 at the 751 Everett Union Hall, 8729 Airport Road.

Along with displays of custom cars and cycles, there will be food, drinks and music. This year offers a special treat for any Oakland Raider fans: 1977 Superbowl Champion Otis Sistrunk will be in attendance.

Check-in for exhibitors is 8 to 9:30 a.m. Registration is $25 on the day of the event or $20 in advance. Registration forms are available at all 751 union halls or on the virtual board on our website at www.IAM751.org.

**Karting Challenge and Puppy Putt Motorcycle Show - Sept. 8**

This year we will have two charity events for Guide Dogs of America on a shared location – the Puppy Putt Motorcycle Show at noon and the Karting Challenge race at 2 p.m. Both events will be held at PGP Motorsports Park in Kent (31001 144th Ave SE).

Come early, show your bike, then take part in the 2-hour karting race marathon. Puppy Putt Motorcycle Show offers several options. Riders can start from the North at Sound Harley-Davidson (16212 South 272nd St. South at Sound Harley-Davidson) or the South at South Union Hall (31001 144th Ave SE). The Puppy Putt Motorcycle Show will feature teams of drivers racing in a 2-hour karting race marathon.

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 pledges. This is an exciting event that families, friends and co-workers can take part in. Trophies given for 1st and 2nd place teams. Drivers must be 5` tall and understand how to drive a car.

For registration information, contact Charles Cesmat 206-930-2450 (charlescesmat@gmail.com), Trevor Riddle 206-779-3506 (trevor.riddle24@gmail.com) or Dominic Patton 206-999-4561 (dom.k.pattton@gmail.com).

**Harley XL1200C Raffle**

The Puppy Putt Committee is raffling off a Harley Davidson Sportster XL1200C. Raffle tickets are $5 each and available at all union halls or lodge meetings. A maximum of 5,000 tickets will be sold. Drawing will be Saturday, Sept. 8, 2018 at the Puppy Putt event. You need not be present to win the motorcycle.
The meeting was called to order on July 8th by President Jackie Bsoshock. She led the club in the flag salute and God Bless America. T.J. Seibert led the Lord's Prayer. Roll Call: All officers were present.

Minutes: The June meeting minutes were approved.

Executive Board: no action

Financial Report: Tom Lux gave the report for the month of June. The Financial Report was M/S/P.

Legislative Report: Carl Schwartz spoke about the upcoming state primary election. Ballots must be returned by August 7. Check the recommendations of our union noted in the July Aero-Mactic.

Medical insurance premiums are expected to go up in 2019. This is due to the Republican Congress repealing the mandate to pay for insurance or pay a penalty.

The Supreme Court has ruled in favor of worker “free riders.” After the high court sided with Mark Janus in the Janus vs AFSCME decision, public-sector unions will no longer be required to contribute to their unions. As a result, unions must pay the expenses involved in representing all workers in the bargaining unit, but some can reap the benefits without having to pay for it, which will weaken unions and their bargaining position by stripping vital resources – hurting all workers.

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**FURNITURE & APPLIANCES**

**Boats & RVs**

**Miscellaneous**

**CLOTHING**

**Vehicles**

**SPORTS GOOD**

**REAL ESTATE**

**PROPERTY**

**FOLLOW ME TO STATION! WE DO ALL BUSINESS AND SPECIFIED TRANSACTIONS ONLY TO MEMBERS - ACTIVE, LAY-OFF, OR RETIRED WHO WORKED AT KSC N/C.
Gather All Your Assets

Without this full picture, individuals and their financial advisors end up doing their investment planning based on what amounts to faulty information. And that can result in a risk profile or asset mix that doesn’t represent your desires or needs. This is especially common among people who have assets spread across numerous financial institutions—you may have several 401(k) accounts from different jobs maintained at a variety of institutions, some online investments in another place, and your primary portfolio you maintain with your financial advisor. “Understanding how much debt you have versus assets is a starting point for making improvements and creating more wealth over time,” Bartley adds.

Putting the pieces together
So how do you collect everything you need? Financial advisors often start with a checklist of important information, Bartley says. Even when most of your assets are with a single company, there’s still information to gather from other sources. Ask your financial advisor to keep copies of this information, which can function as a backup for your records. That’s especially valuable, Bartley says, in case anything happens to you.

Your complete financial picture may include:
- Investment accounts with other institutions. This could include qualified employer-sponsored retirement plans (QIRPs), such as a 401(k), 403(b), or governmental 457(b), still at previous employers, and IRAs.
- Checking and savings accounts.
- Assets you own, such as your primary residence, a second home, rental property, and valuables—antiques, jewelry, or an art collection.
- Debts, including your mortgage, credit card balances, and other loans and lines of credit.
- Other investment vehicles, such as long-term care insurance, annuities, and life insurance policies.
- Trust funds.
- Rental income or other earnings beyond your primary source of income.
- Social Security statements.

FINANCIAL SENSE:

Investment planning is like doing a jigsaw puzzle except the pieces don’t always come in one box—often you have to gather them from a variety of sources. When putting an investment plan together, you have to combine information on assets, debt, insurance, and more to form the full picture of your financial life.

However, people often forget about or lose sight of their investment planning puzzle pieces, and then the picture is never really complete. It’s one reason why many people don’t have a complete picture of their financial life, says Elizabeth “Liz” Bartley, Sales Advisory Consultant at Wells Fargo Advisors.

Why the full picture really matters
“From an investment standpoint, you don’t really have a good gauge of how much risk you could potentially be taking,” if you aren’t looking at all of your holdings in conjunction with each other, Bartley says. It’s not just investments. Loans, including any student loans, business loans, or mortgages, may impact your overall plan, too.
Unity in Early Preparation for UPS Negotiations

The national master agreement between the IAM and UPS doesn’t expire until July 31, 2019; however, our union has already been preparing for the next round of bargaining.

In July, union negotiating committee members from Washington, Idaho, Oregon, Utah and California met at the IAM training facility in Maryland for an intensive week of training and preparation. The group included Union Stewards, Union Reps and Grand Lodge representatives covering UPS locations in those states. District 751 was well represented with Stewards Cory White and Dave Bakken, along with Business Rep Steve Warren and Staff Assistant Chris Powers attending the week-long class.

The negotiation preparation class focused on developing a constructive and unified approach to communicate their pension concerns to UPS and all UPS members. The biggest issue is the deferral of wages to supplement surcharges required by the Automotive Machinists Pension Plan. Members are demanding UPS return our members’ wages and deliver their part of responsibility in paying the surcharges. Together, the committee brainstormed a theme/logo for the bargaining cycle: United in Pension Survival. The slogan leaves no doubt this is a top priority for the next contract.

The class also drafted contract language, developed a bargaining calendar, planned membership mobilization strategies and communications, learned to cost out contract proposals, analyzed financials, and so much more.

“Working together with a united front from the representatives across the country, we will be sure to send the same message so UPS cannot divide us on this very important issue,” Steve added.

The group will be printing contract t-shirts and other visibility items for members across the region.

Members Overwhelmingly Approve Penske Company Proposal

On Sunday, July 15, members of District Lodge 751 from Local 86 and District Lodge 160 (Seattle area) working at Penske Truck Leasing voted overwhelmingly to accept the company’s proposal in regards to the automotive machinist pension withdrawal liability.

Prior to voting the proposal, members had lengthy discussions on the issue at meetings in Spokane and Seattle.

Penske agreed to contributions of fixed dollar and fixed percentage amounts, along with employee matching dollars into a defined contribution plan.

Local 86 has 23 members working for Penske in the Spokane area maintaining their fleet of trucks. IAM members working at Penske in Oregon and Colorado agreed to similar terms as well.

Under the Membership Bill of Rights, earlier this year members approved having the union enter talks after Penske requested to open certain articles of the contract.

“Members worked hard, put in long hours and left better prepared to advance the needs of our members. There is a tough challenge ahead, but we have a solid plan for the next round of bargaining,” said Business Rep Steve Warren.

“Working together with a united front from the representatives across the country, we will be sure to send the same message so UPS cannot divide us on this very important issue,” Steve added.

The group will be printing contract t-shirts and other visibility items for members across the region.

Member Appreciation Events at ASC

On July 19, members working at ASC had the chance to take part in lunch time solidarity events. Union Stewards Allen Eveland, Rick Coffman and Bill Olson organized the member appreciation activities.

Day shift was treated to a barbecue in the parking lot, while second shift had pizza in the lunchroom. All members took advantage of the solidarity event to share a lunch break with their fellow union members.

“I appreciate the efforts of our Stewards and Business Rep Steve Warren in making these events possible,” said Allen Eveland. “It is important to bring members together in solidarity to talk issues and raise the visibility of our union.”