

Not OK to Cut QA is Message on Boeing's Plan

The first week of December hundreds of concerned members filled our union halls from Everett to Auburn to express their concerns about Boeing's QA Transformation Plan.

Boeing informed our Union of their transformation plan in November. That plan is to eliminate thousands of specific inspections from each airplane. Recognizing the magnitude of this direction and the detrimental impact it will have on our members and the production system, our union held membership meetings throughout Puget Sound for all three shifts. District 751 President Jon Holden shared the Company's PowerPoint so those attending could see the information Boeing gave our Union, which conflicts with what management has been telling our members on the floor, claiming this will not result in elimination or job loss in any way.

Per the PowerPoint Boeing presented to our Union, Boeing estimates their plan will impact 451 QA jobs next year and potentially a similar amount in 2020. This will not only place a heavier burden on our mechanics but will also eliminate the second set of eyes on thousands of work packages.

751 President Jon Holden presents information on Boeing's QA Transformation which the union is trying to challenge.



Members concerned about Boeing's QA Transformation Plan packed the Everett Hall for three meetings and shared experiences from their shop and pitfalls that will result if the plan is implemented.

Our union firmly believes this is a bad decision that will cause an abundance of out-of-sequence work, which will result in rework, damage, injuries to our members, increased costs, more work at the end of the manufacturing process, and the risk of late deliveries.

Prior to learning about this QA Transformation Plan, our Union already had grievances headed to arbitration over similar issues. We believe this announcement shows our current grievances are only the tip of the iceberg compared to the impact of Boeing's recently announced QA Transformation Plan.

We have demanded to bargain the impacts of this decision with the goal of modifying or mitigating the Company's actions, preserving jobs and finding other roles our members can fill that ensure the integrity of the build process. We often find ourselves in a position where we need to protect Boeing management from themselves.

We are also planning to meet with the FAA. Boeing reports they have gained approval from the FAA for their QA Transformation plan, but we believe they did not present the whole story or all of the pertinent facts. Therefore, we are asking

our members to document examples of management discouraging QA personnel from writing pickups and NCRs, as well as escapements resulting from self verifications and the elimination of QA operations from jobs. A fillable pdf is posted on our website (www.iam751.org) for members to document

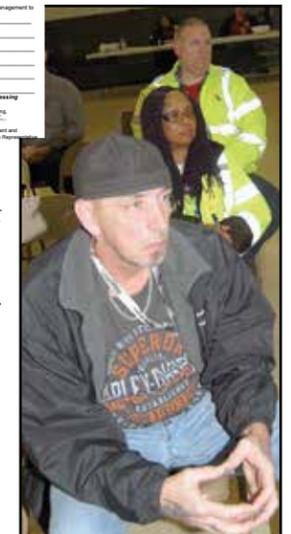


Members can use a fillable pdf at www.iam751.org to report issues.

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Below third shift members in Renton examine Boeing's PowerPoint.



Union Overturns Unjust Termination at UTC

IAM Members working at UTC Landing Gear in Everett recently saw first hand the benefit of having union representation as one of their long-term co-workers Joe Moore returned to work with \$40,000 in pay, restored seniority and benefits – overturning an unjust termination. The action was accomplished even before these workers had finished negotiating their

first IAM contract – demonstrating it pays to be union and that worker solidarity can correct any employer injustice.

In March of this year, the day after his co-workers voted overwhelmingly to have IAM Union Representation, Joe found himself called into the office 15 minutes before the end of his shift. Earlier that month he had reached 25 years seniority so he wasn't worried. He was shocked when management fired him for allegedly leaving his stamp out, which they declared a breach of their policy.

As a vocal supporter of the union, the timing and premise was suspect since others had periodically done the same thing with no one getting fired. The abrupt, questionable termination of a strong union supporter was an obvious and shameful attempt to chill support for the union.

Since we are still in the process of negotiating a first contract at UTC, there is still no

grievance procedure in place. Therefore, our Union filed Unfair Labor Practice (ULP) charges with the National Labor Relations Board challenging Joe's unjust termination and pursued justice through legal avenues. But it was Joe's stewards and other supporters that made the difference. They rallied to gather statements showing the inconsistency of this discipline. Among the documentation collected was proof a manager left his stamp out as well, but no discipline was administered.

While at the bargaining table for the first contract, our union repeatedly brought up the ULP and unjust termination. During meetings in November, the Union and UTC reached agreement to bring Joe back to work with \$40,000 and seniority and benefits reinstated.

"I was ecstatic when I learned I would be going back to work. It is an amazing feeling to know someone has your back and you are not alone," said Joe. "Without the union I wouldn't have my job back or even have had a way to question the decision, I would simply be out of a job after working there 25 years."

Our IAM members working at UTC remain united and determined to secure a fair first contract. Negotiations continued in December with Joe's return to work a big boost for everyone; reinforcing that our union is there fighting for justice on the job.



Solidarity helped ensure Joe Moore's unjust termination was overturned and he was returned with backpay. L to R: Steward Robert Neamtiu, 751 attorney Spencer Thal, Joe Moore, Steward Adrian Perez, Chief of Staff Richard Jackson and Business Rep Greg Campos.

Going by the Book

Stewards get designated weekend overtime changed to voluntary

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Electing One of Our Own

Larry Brown will lead labor as President of Washington State Labor Council

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REPORT FROM THE PRESIDENT

Always Fight – Our Motto in 2018 and into the Future!

By JON HOLDEN

IAM 751 District President

As we wrap up 2018, I want to take a moment to thank all the Stewards, Officers, Business Reps and Staff for their steadfast commitment to helping our members. So much of the work they do goes unrecognized, but every day these warriors are fighting for our members. Many of these efforts are not visible unless you are one of the members impacted by unjust discipline, a misassignment, a wage issue or some other contract violation. The fact is our Union is challenging more issues than at any time in our past – in part because we are locked into a long-term contract.

It is important as a membership we evaluate this long-term agreement and understand the pitfalls it causes. We are currently 5 years into a 10-year agreement that expires in 2024. Our dilemma is that we can't get back to the bargaining table to address all the issues that our membership deserves improvements on. This does not stop the Company from bringing forward changes in working conditions that we are forced to address without the leverage that comes with the expiration of an agreement.

We must use different tactics than our Union has had to employ in the past. We can't simply allow the Company to implement changes that negatively impact our membership so we have developed



strategies to deal with situations like we are in today on the company's implementation of their QA Transformation Plan.

We must demand to bargain. We must make information requests, and at times we must rely on state and federal agencies to enforce provisions supporting workers.

One thing is sure we can't simply let changes in our working conditions go unchallenged.

We understand the anger driven by our contract extension five years ago and being forced into this long-term agreement, but we must work to channel it into positive change to build for the future because if we let the anger continue to divide us, the only one who benefits from that is our employers.

In 2016, we focused that anger and passed the Membership Bill of Rights into our IAM Union Constitution, which ensures members have a vote on whether to open a contract and engage in mid-contract talks with the company. This shifts power back to IAM members.

Since my election as your District President in March of 2014, I have worked hard to maintain transparency to help rebuild trust. We began holding town hall meetings for all three shifts at the various halls so members can more easily participate and speak their minds on important issues we must face

together.

In early December, we held another round of these town hall meetings to discuss Boeing's plans to eliminate thousands of inspections per airplane, which will not only reduce our QA inspectors, but also jeopardize the integrity of the manufacturing process we all hold dear. We shared the information Boeing presented to us so members understand the sweeping changes Boeing wants to implement. The information Boeing brought to us contradicts the information managers are spreading in some areas on the floor.

Our Union is fighting in arbitration, demanding to bargain the effects of this change in the hopes of mitigating Boeing's QA Transformation Plan and protecting these important jobs. However, union leaders cannot fight this battle alone. This requires solidarity and engagement of all members as we unite to send the message: It's Not OK to Cut QA – Quality Counts! We are asking members to provide information to Union Stewards and staff to help prove why this is a short-sighted idea that will jeopardize the integrity of the manufacturing process we all work so hard to build.

Demanding to bargain effects of Boeing's proposed changes is our legal responsibility. It is a tactic we only began using after the 2014 vote. Effects bargaining gives us an opportunity to get more information on the subject, propose

changes to minimize their intent and mitigate the impacts on our members. This is not opening the contract, but bargaining the effects of Boeing's QA Transformation Plan. We want to present data and facts of why this is an ill-advised decision that will cause more problems down the production line.

Keep in mind earlier this year we used effects bargaining to revise Boeing's Puget Sound Attendance Requirements so the impact was less dramatic than what Boeing originally intended to implement.

Demanding to bargain effects of changes to company policy and work is a

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Stewards Ensure Contract is Enforced

Every day our union stewards work tirelessly to enforce the contract – often focusing on a single sentence because every word is important.

Overtime Language Enforced

Recently, Union Steward Teresa Smith held management accountable to our contract and prevented mandatory weekend overtime that was designated after first break on Friday.

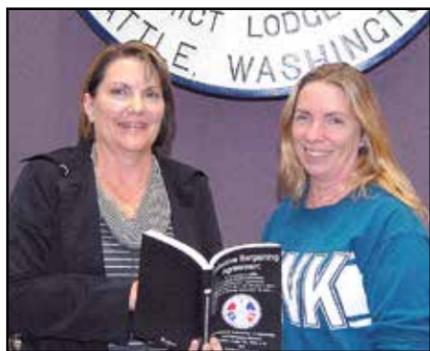
Her shop had been working designated ten-hour days that week with all the overtime assigned as pre-shift overtime. Starting two hours earlier meant their first break was adjusted to 4:50 a.m.

Our contract is very clear that Boeing must provide notification of designated weekend overtime no later than the first rest break on Friday (page 153, Letter of Understanding #16).

Despite clear language, one manager tried to designate the crew for weekend overtime at 7 a.m. on Friday (the normal first break), two hours and 10 minutes after first break that day.

Teresa immediately challenged the mandatory overtime. She explained to senior management that any designated weekend overtime should have been assigned by 4:50 a.m. because of the 10-hour mandatory workday. Senior management agreed with her interpretation and the weekend overtime was changed to voluntary.

"I want to thank Teresa for ensuring management is following the contract and our members had the option to take the weekend off. Many times people will volunteer to work the weekend, but no one likes to be told they must work," said Business Rep Grace Holland. "Enforcing our overtime language is important. Great job, Teresa, for recognizing that mandatory long hours during the week,



Business Rep Grace Holland (l) thanks Union Steward Teresa Smith for ensuring overtime language was followed, which changed mandatory weekend overtime to voluntary for her crew.

meant our members were entitled to notification of designated weekend overtime earlier than normal."

Rules for assigning overtime are spelled out in 6.10 Overtime (page 31), LOU #16 (page 153) and LOU #11 (page 146).

Proper Pay for Work Performed

Union Steward Carl Bauer worked with management to ensure that member Jerry Curtin received proper pay for time he worked a temporary upgrade. The result was Jerry received an additional 32 days' pay at the higher labor grade.

Jerry was periodically asked to run a machine when another member was absent. He kept a journal of the days and times he worked in the higher labor grade, dating back to April 2017. Carl helped Jerry review his pay

stubs and found he had received the higher pay for only 4 of the 36 days he worked the higher graded job.

While the contract only allows going back 30 days for back pay, Carl showed the manager the documentation and noted the previous manager had told Jerry to keep a log and submit it periodically for the upgrade pay. Management agreed he should be paid, submitted it to HR and the member was paid for the days working the higher graded job.

"I appreciate our union and the representation. I have always known when you are dealing with a company as large as Boeing, you need to have an advocate and it is important to have a union," said Jerry, who has been a member for over 35 years.

"I appreciate management doing the right thing to pay our member for the time worked in the higher labor grade even though it was outside of contractual time limits. The member was continuing on with a practice the previous manager had approved. Thanks to Carl working with management, our member was properly paid for time worked in the higher graded job," said Business Rep John Lopez.



751 member Jerry Curtin (center), thanks Steward Carl Bauer (l) and Business Rep John Lopez for helping ensure he received proper pay for the time he worked in a higher graded job.

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

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Business Representative

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Sergeant-at-Arms

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Greg Campos
Garth Luark

Richard McCabe
Spencer Burris
André Traban

Ira J. Carterman
Wilson 'Fergie' Ferguson

Patrick Bertucci
Grace Holland
Robley A. Evans

John Lopez Jr.
Howard Carlsson

Union Business Representatives

Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
 - 201 A St. SW, Auburn; 253-833-5590
 - 233 Burnett N., Renton; 425-235-3777
 - 8729 Airport Rd, Everett; 425-355-8821
 - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from:
Nationwide 1-800-763-1301
Hotline: 1-800-763-1310
Web site: www.iam751.org



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Connie Kelliher, Editor

Member of The Newspaper Guild,
CWA #37082

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Solidarity Sends Strong Message at Cadence

Machinists Union members working at Cadence Giddens demonstrated their solidarity and support for negotiators by authorizing strike sanction by 92 percent. The overwhelming vote on November 30 sent a strong message to Cadence that these members are united in their efforts for a fair contract and resoundingly support union negotiators.

"Thank you to all the members who turned out in an incredible show of solidarity and support and voted 92% to authorize strike sanction," said Business Rep Greg Campos. "Members are wearing union shirts and visibility items as another reminder to management they are united in their efforts for a second contract."

At the vote meeting, members received Machinists solidarity shirts and union hats to show their

unity in the workplace as the opener for a second contract gets closer. The current first contract is set to expire Feb. 15, 2019.

Members have completed several surveys to help prioritize their issues. Survey results were discussed at the November 30 meeting. Members were encouraged to provide additional input on any issues they have in the workplace.



Members at Cadence voted 92 percent for strike sanction.

Members listen to survey results and discuss issues they want addressed.



Members also received a negotiations survival handbook their committee prepared so they would better understand the process and

their role in negotiations, as well as their rights under the law and frequently asked questions.

This will be the second contract for these members who voted for IAM representation in May 2015. Members are looking forward to build on the foundation of their first contract. The loud and clear message from surveys and input is that wages and economics are the top issues they want to see addressed.



Above: Business Rep Greg Campos issues ballots to members.

Stewards Mike Powell and Gary Naple count ballots as a member looks on.



Members look over the negotiation survival handbook their committee put together while results of the priority survey are discussed.

Solidarity to Help Unjustly Fired South Carolina Members

751 members continue to show their solidarity with IAM members working on the flightline at Boeing South Carolina.

Just a few weeks before Christmas, six IAM brothers working the flightline for Boeing South Carolina were UNJUSTLY terminated simply for supporting our Union. Unfair Labor Practice charges have been filed at the NLRB and our legal team feels we have a very strong case. In the interim, these fellow members – some of whom have small children – are left without any income.

District 751 set up a GoFundMe page to ensure these IAM members can have Christmas with their families and a roof over their heads during their fight to regain their positions.

In just five days, donations exceeded \$30,000. Thank you to all who contributed. Your generosity has shown them what being part of a Union family and solidarity is all about and ensured they can provide for their families this holiday season.

The GoFundMe account was closed after five days so those members would get the money before the holidays.

Union Power is alive and well – an injury to one is an injury to all! Again, thanks to all who contributed.

One of the South Carolina workers wrote:

"To all my brothers and sisters of the IAM, WOW! I can't even begin to say thank you, it doesn't seem to be enough to express the impact you have all had on my family and I. I read the solidarity posts on the GOFUNDME, and I know you all meant it.

Boeing was my first work experience outside the military. I never thought I would find that sense of camaraderie or family that I experienced in the service. Each and every one of you proved me completely wrong. I know some of you have your own personal challenges and issues to deal with let alone worry about someone you have never met. But you did it anyway and I am floored by the outpouring of support.

I understood from the beginning of our campaign that some of us would get bloodied in our fight to have our voices heard. It's built into the labor way of life. The struggle is more important than ever in a time when the middle class is under attack from big business and the government seems to favor business over people. The 6 of us have been fired for our unwavering support for our union. The union busting effort in South Carolina will fail because we do have Solidarity with our brothers and sisters across the country and a willingness to fight for what is right!

My family has been amazed by what all of you have done for us. All of you should know the love and support has made an impact on me and my family. We hope that we will be able to return that love and support to all of you.

Words will never be enough to show how grateful we are. Thank you all. You have made a world of difference! My family and I wish you all a very Happy Holiday Season!

*Go IAM! With deepest thanks and love,
Rich, Sherry, Amber, Faith and Fritzzy"*



751's Larry Brown Elected President of Washington State Labor Council

On Dec. 6, District 751 Legislative and Political Director Larry Brown was elected President of the Washington State Labor Council (WSLC). District 751 is proud to have one of our outspoken, dedicated leaders elected to this position to succeed WSLC President Jeff Johnson, who is retiring at the end of the year.

The WSLC is widely considered to be the "voice of labor" in Washington State with more than 600 affiliated local unions and organizations, representing some 450,000 rank-and-file union members – making it the largest union organization in Washington.

Brown joined the IAM in 1979 as an inspector at Boeing, after serving in the U.S. Navy from 1973-1977. He immediately became active in the Machinists union, serving as a Union Steward, various local lodge positions and on the District Council. He joined the District 751 staff in 1997 as Steward Coordinator, was elected as a Business Representative in 1998 and has worked in his current position as Political Director since 2006. Brown helped establish the Aerospace Joint Apprenticeship Committee and has served on the Board of Trustees for Green River College from 1998-2011 and the State Board for Community and Technical Colleges from 2011-present. In 2017, he was also elected to serve on the Auburn City Council.

"We are proud to have Larry representing labor in his new role. He has had an amazing career at 751, serving always with integrity and the motivation to make life better for those he represents," said District 751 President Jon Holden. "Larry was sought out by several affiliates who wanted to see a candidate that would unite the labor movement on many fronts. Larry will be that person. He will work to ensure that every worker has a voice in this state. He will do the work necessary to allow workers without a union to gain the rights that only a unionized worker enjoys."

"Larry's successful election will certainly leave a void here at District 751 that is hard to



In January, 751's Larry Brown will be sworn in as President of the Washington State Labor Council.

fill, but I know that we will be able to count on him to look out for Machinists in Olympia and around the state in his new role," Holden added. "We wish him well in his new role as he continues his work to support the labor movement."

April Sims, currently the WSLC Political and Strategic Campaign Director, has been elected WSLC Secretary Treasurer, the chief financial officer of the organization. She is the first woman of color to be elected as a WSLC executive officer.

Prior to joining the WSLC staff, Sims served as the Legislative and Political Action Field Coordinator for the Washington Federation

of State Employees, AFSCME Council 28 (WFSE), where she was responsible for member education, communication, and mobilization around legislative issues and political campaigns. She was a WFSE member, shop steward, elected union officer, and union staffer from 2002-15.

In a message to union members after his election Brown stated: "Thank you to the labor leaders for putting your trust in me to lead the Washington State Labor Council, AFL-CIO — the voice of all of Washington's workers. Thank you for believing in a vision for a labor movement that brings together workers to solve our most pressing challenges, to organize new workers, and to incorporate social justice into the everyday work of our unions. I very much look forward to working with Secretary Treasurer Elect April Sims to continue to build a strong vibrant labor movement in our state."

During my campaign, we had hundreds of conversations with workers and labor leaders from around this great state, from all different industries, backgrounds, and ideologies, and if there was any doubt, I can say clearly that we have so much more in common than what divides us. My promise to you is that we'll find these common grounds and we'll fight like hell to win. I'm honored to have been given this opportunity and I promise to do my best to be a President for all of us. Our solidarity is what built this movement and our solidarity will grow this movement!"

New Career Advisor Came Up Through Our Membership Ranks

IAM/Boeing Joint Programs Career Advisors provide a wealth of information and knowledge to help our members with their career and educational goals.

Our newest Career Advisor is Cynthia Bell, who brings years of firsthand experience utilizing Joint Programs and our rich educational benefits before getting hired as a Career Advisor.

Cynthia worked as a Machinists Union member at Boeing for 33.5 years. She originally hired in as a Dispatch Clerk and retired as an Aviation Maintenance Tech (AMT). Starting in 1996, she took advantage of IAM/Joint Programs services, using EA (Employee Assistance) funds and LTP (Learning Together Program) and developed relationships with the Career Advisors who assisted her with career plans for growth and development. Prior to retirement, Cynthia received a Masters in General Management, Graduate Certificates in Human Resources and Diversity/Inclusion.

Cynthia accepted the voluntary layoff in 2016. Wanting to help others, she went to work for an employment corporation. She recruited and hired temporary workers to work with various companies and advised them about career goals, assisted writing resumes for the workers to successfully pursue permanent employment.



IAM-Boeing Joint Programs new Career Advisor Cynthia Bell spent 33 years as a Machinist and got her Masters using educational benefits. After retiring, she is now helping 751 members with resumes and educational resources.

Knowing the value Career Advisors bring to our members, through her years of first hand interaction, she applied to put her skills to work helping our members full time and was hired as a Joint Programs Career Advisor in November. In her new role, she will not only help members pursue their educational and career goals, but also be a focal point for assisting our members with their resumes.

Members are entitled to two custom resumes each year and should take advantage of this benefit and the skills Cynthia brings to her job.

"Cynthia is perfect for this position. Her main focus will be resumes so members do not have to use their Education Assistance (EA) fund for resumes, this gives them a chance to use the EA benefits for other things. We are proud to have her as part of our team – helping our members every day," said IAM Joint Programs Administrator Heather Barstow.

"I'm excited to share my experience and help others make progress toward their goals," said Cynthia. The service and the resources Joint Programs has to offer are available for IAM members at Boeing to take advantage of. It's an opportunity for them to professionally market themselves to pave the way for their future to evolve within the company."

To contact a Career Advisors, call 1-800-235-3453.

Always Fight – Our Motto in 2018 and into the Future!

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new tactic, but one we must utilize in a 10-year agreement.

751 has welcomed thousands of new members in the last 5 years. I would ask our senior members to reach out and mentor newer members in your shops. Let them know the collective strength of Machinists when we stand together to defeat a bad idea from a company like Boeing. These new members are excited to be building the best airplanes in the world and are eager to learn more about our union. This year we introduced 90-minute seminars for new members to learn more about our union and collective strength. We emphasize that every word and phrase in the contract was fought for by someone who came before us, and this language is a building block for the future. One example is LOU #11, which prevents mandatory overtime during the Boeing holiday shutdown.

These seminars are very well attended, and we will continue them in 2019 and look for more ways to engage our newer members and fill our union meetings with relevant content.

If we demonstrate union solidarity every day like we show when we are threatened, Boeing and the other companies where we represent workers, might reconsider their tactics. We must be united because when we are divided it only benefits the company.

Knowledge is power! The more informed and educated our members are, the more successful we will be when challenging any negative changes in working conditions.

District 751 has been proactively promoting Washington State as the best place to build the next airplane program, which would ensure success of Boeing's next airplane program. These actions are well ahead of any decision Boeing will make on the New Middle Market Airplane (NMA) or siting scenarios impacting our members.

We are active on the state's Choose Washington NMA Council. In that role, District 751 was instrumental in securing Richard Aboulafia and the Teal Group to conduct an independent competitiveness analysis of all 50 states. The Teal study, released in June, confirmed what we already knew – that Washington State is number one and far ahead of even the number two state. Having independent data backing up our claims makes it harder for Boeing to justify going elsewhere.

The Teal Group competitiveness study drove Price Cooper Waterhouse to revise the metrics used in their study. When they revised their methodology, Washington State was number one (after being #12, #10 and #13 the past three years). Again, making our state the logical choice to build and design Boeing's next airplane.

We are also active on the Choose Washington Workforce Development Strategy – assessing current investments in our aerospace workforce and ensuring we have a robust training pipeline for the future. We want to continue to have members entering the workforce ready and able to build Boeing airplanes today and the planes of the future.

Even in this long-term contract, together we will find ways to use our collective strength, such as engaging in effects bargaining to build for a stronger future. Together, we will continue to rebuild our strength and collective power, because we are the Fighting Machinists, continually striving for justice on the job and service to the community. I look forward to building on that in 2019. Always fight!



Concerned members from Auburn and Frederickson takes notes on Boeing's PowerPoint outlining their QA Transformation Plan to cut thousands of inspections from every airplane.

Not OK to Cut QA is Message on Boeing's Plan

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examples of issues you see on the floor. Members should provide the pdf and all supporting documentation to a Steward, BR or one of our Union halls. This information will be collected and utilized to show that this decision by Boeing is short sighted and jeopardizes the integrity of the manufacturing process. NOTE: You have a right to provide this information to your Union, as we are addressing grievances and bargaining the impacts of these changes.

At each of the meetings, when asked if they have ever been pressured not to write a pickup, nearly every QA member raised their hand.

The Company is taking advantage of QA and manufacturing working together essentially masking defects and coming back later with a "risk assessment process" to eliminate inspections where there were no documented defects. Inspectors spoke of being asked to "hang tape" and talk to the mechanic about defects rather than writing a pickup. Other inspectors complained that despite record build rates, they have not increased



An Everett member voices his concerns over Boeing's plan.

inspectors, which means they are understaffed resulting in less time to write up defects.

Eliminating inspections on close tolerance holes and "Ok to close" operations drove lots of conversation and concern. Member after member expressed the dangers of going this direction and emphasized that mechanics look at things from a different perspective and haven't been trained in the principles of inspection.

"We are constantly pressured to go faster and move the planes. They are eliminating inspections without giving additional time and training to perform the necessary verification processes. The Company claims this is to improve first pass quality. How does any of this make improvements in first pass quality with the current management culture that is schedule driven?" asked one member.

"If inspections are removed from the process, how does that make the mechanic drill better holes – especially when we are held to tolerances measured in thousandths of an inch? This is a dangerous idea," chimed in another member.

Members were eager to share incidents from their shop. But one thing was clear: no one attending thought this was a good idea or helpful to the manufacturing process. Boeing has called this BCA Quality Transformation "Verification Optimization," but in Boeing speak that simply means they are eliminating inspection processes to the tune of thousands per airplane.

Again, knowledge is power and documentation is essential. Members should share concerns with their Steward and give specific examples of incidents or issues from their areas so the Stewards can print out the supporting documentation for the Union.

We will use every option to preserve our QA jobs and the integrity of the inspection and production process. Our members are very proud of the high quality products they build. All jobs are important, and these jobs are worth fighting for. Our message is simple and clear **"It Is Not OK to Cut QA."**



Members from the Everett flightline discuss issues they see with Boeing's plan. L to R: Roger Walker, Grievance Coordinator Dan Swank, Kim Dove, Phil Voyk, Tony Craig.

New Contracts Ratified for Members at JBLM

751 Machinists Union members working at Joint Base Lewis McChord (JBLM), continued to see the value of union membership. After their employers changed, members in two different units approved new agreements on Nov. 30th that provided yearly wage and benefits improvements – reinforcing it pays to be union.

Because they have union representation, these workers are guaranteed a voice and a vote even when their employer changes as new contractors are selected at JBLM.

Pilot instructors for the C-17 program, who previously worked for L3T, approved a new 3-year contract with FlightSafety Services Corp (FSSC). The FSSC agreement provided wage increases each year of the contract, health and welfare benefit increases each year, one additional holiday (the day after Thanksgiving), expanded sick leave benefits and faster accrual of vacation time. In addition, members required to travel will now be given a minimum of

one week's notice and all time on travel will be compensated.

The maintenance technicians approved a 3-year agreement with C² Technologies; these technicians had previously been covered by two separate contracts one with TruSimulation and the other with DRG.

Prior to reaching an agreement with C², our members held informational pickets to alert others at the base of their efforts to secure a contract with their new employer.

The new contract with C² is a master agreement that covers maintenance technicians at JBLM, and also IAM members at Travis AFB, CA; March ARB, CA; Elmendorf-Richards AFB, AK. The C² contract provided wage increases each year, Health and Welfare Benefits increases each year, employer contributions to the IAM National Pension fund increased each year. Members also secured a new "flexible" holiday.

"These Machinists Union members do work that is essential to the defense of our nation," said District 751 President



Bob Callahan from FSSC casts his vote on the new contract.



Machinists members at JBLM held informational picketing on Nov. 19 to raise awareness on their efforts to secure a contract with C² Technologies.



Union negotiators discuss proposals for the C² agreement. L to R: Jon Holden, Richard Jackson, Pat Bertucci, Ruben Ontiveros and David Langer.

Jon Holden. "They are highly skilled specialists and they deserve a contract that recognizes and rewards them for all they do."

Special thanks to District 751 President Jon Holden, Chief of Staff

Richard Jackson, Business Rep Pat Bertucci, Staff Attorney Spencer Thal, FSSC Stewards Jim Schneller and Mark Lewis, and Steward Ruben Ontiveros and member David Langer who served on the negotiating committees.

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

Hold 'Em Poker Tournament

Local C's charity poker tournament promises to be a fun deal.

The Local C Guide Dogs of America Hold 'Em Tournament will be held on Saturday, Feb. 23, at the Muckleshoot Casino in Auburn. Registration will start at Noon, and the tournament begins at 1 p.m.

Registration is \$100 per player. There will be a \$3,500 payout to the top 10 players at the final table. Players registering by Feb. 15 will receive an additional \$500 tournament chip.

All proceeds from the tournament will go to Guide Dogs of America.

Slot Machine Tournament

In addition, 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, Feb. 23. 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. \$850 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 Neal Key at (206) 890-5485 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!



Standing L to R: Bert Bryant, Gordon Halverson, Daron Acton and Craig Chapman saved co-worker Stan Runyon (seated) after Stan suffered cardiac arrest at work. The members worked as a team until the fire department arrived to transport him.

Teamwork in the IRC Saves a Member

Four members working second shift in the Interior Responsibility Center (IRC) in Everett demonstrated true teamwork when they sprang into action to save the life of their co-worker.

751-member Stan Runyon was at his desk when he went into cardiac arrest. Gordon Halverson noticed Stan slumped at his computer, called out to others, which began their lifesaving effort. Gordon, Craig Chapman, Daron Acton and Bert Bryant worked quickly understanding time was critical. They got Stan to the floor, began taking turns performing compressions while another called for help from one of the few landlines in the building. The fire department arrived quickly because the landline let them know what door to enter and approximately where to go. The fire department credited the swift action of our members with saving Stan's life and ensuring no additional complications occurred.

"I am eternally grateful to these members for stepping forward and taking action. I can't thank them enough for saving my life," said Stan, who was back to work after only a few weeks off.

"What was only minutes felt like a lifetime because we knew what we did might mean the difference between life

and death for Stan. We all jumped in and did our part. It was a real team effort," said Daron.

Our members credited the first aid classes taken at Boeing over the years for providing them the skills to successfully perform CPR. They hope other members will take the classes to be prepared should they face a similar situation with a co-worker or family member.

"It is so important to have proper training and confidence to perform CPR should you find yourself in this situation," said Craig. "In my first few weeks at Boeing years ago, a co-worker passed away on the shop floor from cardiac arrest and no one performed CPR because they weren't trained. That motivated me to take the training and take refresher classes as well so when the need arises, I can give that person a second chance. Everyone should take the training and be prepared."

"I appreciate the quick response of our members to help a member in need. Our union has submitted these members for the Governor's Life Saving Award, and we hope they are honored for their actions," said Business Rep Grace Holland who presented the members with certificates of appreciation for their efforts.

2019 Monthly Dues at Boeing \$83.90

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 increase \$2 a month to \$83.90 in 2019. Per the formula

approved by our members in 2010, the 2019 dues were calculated at 2.25 times the weighted average hourly earning (\$35.06) for bargaining unit members as of Aug. 31 – excluding bonus pay – plus any IAM Grand Lodge per capita assessment increases.



SERVICE TO THE COMMUNITY

751 Volunteers Offer Helping Hands for the Holidays

November and December offered opportunities for our volunteers to help on holiday projects that included a one-day turkey drive for area missions, Snohomish County Toys for Tots, Salvation Army Toy N Joy, and a blanket and coat drive.



751 Human Rights Committee delivered blankets and coats to Providence Regina House near the Seattle Union Hall on Dec. 17. L to R: Richard Jackson, Hazel Powers, Prinnie Stewart, Jonathan Tran, and Matt Hardy.

L to R: Don Yetter, Jacen Chase, Jereme Wise, Shane Schneider, Levi Wilson, Paul Schubert and Jerry Chase help with Toys for Tots toy pickup.



Dominic Patton and Charles Cesmat stand in line with toy bags for a resident at the Toy N Joy distribution.



751 volunteers helped distribute gifts at the Snohomish County Toys for Tots event. Some of the members who helped at the event were Art Young, Chris Black, Jon Lovett, Jeremy Chamberlain and Matt Simpson.



Joe Kelley helps a resident at the Toy N Joy distribution.



751 volunteers always enjoy helping with the Salvation Army Toy N Joy event.



Photo left: Bill Langlois and Jim Hutchins were among the 751 volunteers helping with the ToyNJoy event.

751 Volunteers Visible as Part of HomeTeam Harvest

Hungry families in Western Washington will find it easier to put food on their table this winter, thanks to the efforts of the Machinists Union and its members. Dozens of 751 members gave up time on Saturday, Dec. 1 to help out during KING-TV's recent HomeTeam Harvest food drive to benefit Northwest Harvest.

District 751's local lodges and the Machinists Council donated \$3,600 and did live presentations on King 5 News at both the Tacoma location and Everett location.

This is the 17th consecutive year that District 751 volunteers have taken part in KING-TV's HomeTeam Harvest event.



Helping at the Tacoma location and presenting checks L to R: Carolyn Romeo, Travis Kendrick, Linda Ramos, Dorothy Lambert, Dillon Crace, Shari Boggs.



Above: Jon Ross helps with HomeTeam Harvest at Northgate.



Left: Helping at the north location Wes Heard, Joel Hetland, Steve Morrison, the Grinch, Mike Hill, Paul Richards and Ed Williamson.



Helping at the Renton location: Dana Babcock, Prinnie Stewart, another 751 member, Jim Hutchins, Jason Chan and Don Lousberg.

SERVICE TO THE COMMUNITY

Machinists Volunteers Visible Throughout the Region

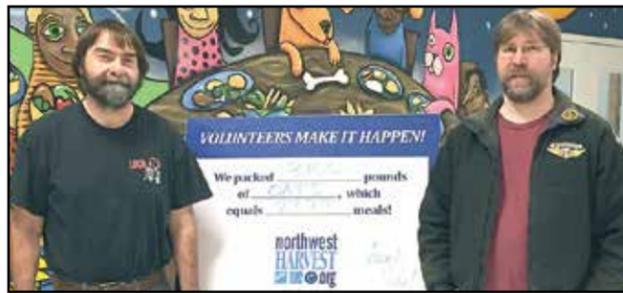
Machinists members continued to help others throughout the region by preparing and serving breakfast at area missions in Everett and Tacoma, building wheelchair ramps for area residents, sorting food at the Northwest Harvest Warehouse, and cleaning up our stretch of the road. Each month Machinists help with various projects.



Helping at the Everett Mission Kyla Morrison, Steve Morrison, Wendy Morrison, Jeremy Luther, Loyd Hanna, Shawn Smith, Bud Cheever, and Carter Wolbaum.



Above: Volunteers pose on the finished ramp in Buckley.



751 members Robert Petty (l) and Andy Peltola helped package 3,100 pounds of oats at the Northwest Harvest Warehouse on Nov. 21.



Volunteers pose on the ramp built for Renton resident.



Jon Voss, Jason Chan and Don Lousberg framing the Renton ramp.



751 volunteers turned out for the last Auburn road cleanup of the year.



Helping prepare and serve meals recently at the Tacoma Mission, L to R: Bill Finnegan, Katie Finnegan, George Braun, Matt Hardy, Rob Curran and Gary Perry.



751 volunteers serving at the Everett Mission.

751 Veterans Committee Marches in Annual Parade

Wearing Machinists Veteran shirts and flanked by the two red, white and blue Machinists vans, 20 Machinists Union veterans proudly marched through the streets of downtown Auburn in the annual Veterans Day Parade on Saturday, November 10.

Twice during the parade, Machinists District 751 Veterans Committee was announced, drawing many cheers and

thank you's from spectators along the route.

This was the first time the 751 Veterans Committee, which formed earlier this year, took part in this event, which is the largest Veterans Day parade west of the Mississippi.

The committee plans to make it an annual event with even more of our veterans marching next year.



751 Veterans proudly display their Machinists veteran shirts.



Above: Many of the 751 veterans who marched proudly in the Auburn parade pose next to one of our union vans. This is the largest Veterans Day parade west of the Mississippi.



751 Veterans received cheers from the crowd along the streets in Auburn.

Right: 751 veterans carry the Proud Machinists Veterans banner and waved American flags as they marched.



Green for the Guide Dogs

In 2018, District 751 raised \$251,297 for Guide Dogs of America through various events and fundraisers. Thank you to all who have supported these events.

Right: Linda Ramos organized a Guide Dogs booth at Touchdown City prior to the Seahawk Monday Night Football game on Dec. 10 to raise awareness for this worthwhile charity.



Local E's Horseshoe Tournament raised \$4,637 for Guide Dogs. L to R: Roy Wilkinson, Susan Palmer, Guerdon Ellis, Linda Ramos and Jon Holden.



District 751 Puppy Putt raised \$7,299.14 for Guide Dogs. L to R: Charles Cesmat, Susan Palmer, Trevor Riddle, Derek Gottschalk, Paul Schubert, Blake Boczkiewicz, Jon Holden, Katie Eagleson, John Kussy, Rob Eagleson, Robley Evans, Terri Myette, Wilson 'Fergie' Ferguson, and Gordon Glover.



The 2018 Fun Run raised \$10,662 for Guide Dogs. L to R: Gina Fountain, Mark Clark, Jackie Boschok, Steve Morrison, Susan Palmer, Rod Sigvartson, Bridgette Hardy, Denise Strike, Linda Ramos, Terri Myette, Shari Boggs, Katie Eagleson and District VP Paul Schubert.



Local C Poker Tournament raised \$11,260 for Guide Dogs. Presenting the check L to R: Jim McKenzie, Shari Boggs, David Wyatt, Susan Palmer, Patrick White, Mike Hill, Donny Donovan, Chris Schorr, Chad Baker, John Coolidge, Gary Naple and Paul Schubert.



Local F Karting Challenge raised \$9,811 for Guide Dogs. L to R: Charles Cesmat, Prinnie Stewart, Shane VanPelt, Susan Palmer, Jeremy Coty, Terri Myette, Blake Boczkiewicz, Mitchell Christian, Trevor Riddle, and Jon Holden.



Local A Car Show raised \$12,000 for Guide Dogs. L to R: Paul Richards, Jerry Banks, Wes Heard, Joel Hetland, Melody Dillon, Paul Schubert, Adrian Camez, Matt Hardy, Jon Holden and Derek Gottschalk.

District Golf Tournament raised \$24,438.06 for Guide Dogs. L to R: Les Mullen, Susan Palmer, Howard Carlson, Mark Clark, Chris Schorr, and Jon Holden.



November 751 Retirement Club Meeting Minutes

The Nov. 12 meeting was called to order by President Jackie Boschok.

Roll Call: All officers were present except Vennie Murphy, Jim Hutchins and TJ Seibert who were excused.

Minutes: The October meeting minutes were approved. **M/S/P**

Executive Board Report: President Boschok read the following motions:

1) Donate \$50 to the MVP turkey drive to benefit the Everett Gospel Mission and the Tacoma Rescue Mission and \$50 to the Seattle APRI turkey drive to benefit the Puget Sound Labor Agency. **M/S/P**

2) Spend \$600 to purchase appreciation gift cards of \$50 each for the Seattle support staff and maintenance staff. **M/S/P**

3) Spend \$300 to purchase Fred Meyer gift cards for the monthly meeting attendance drawings. \$10 gift cards for business meetings and \$100 gift cards for the summer picnic and December holiday luncheon. **M/S/P**

4) Spend \$1,000 to purchase attendance prizes, including gift cards, poinsettias and other gifts to be raffled off at the December holiday luncheon. **M/S/P**

5) Spend up to \$4,500 to purchase a catered lunch from the Des Moines Creek Restaurant for the December holiday luncheon. There was discussion about the expenditures. **M/S/P**

Financial Report: Tom Lux gave the report. The Financial Report was **M/S/P**.

Legislative Report: Carl Schwartz remembered our veterans then spoke about the November election results. There will now be a Democratic majority in the House of Representatives so we are looking for some labor-friendly legislators and health care improvements.

In 2019 we will consider the following activities to stay involved in the political process: meetings with our state congressional delegation, attending Senior Lobby Day in Olympia on February 21 and possibly attend the IAM&AW Legislative Conference in Washington DC next spring to be sure senior and retiree issues are on the agenda.

He also spoke about a bill that would allow Medicare to negotiate lower drug prices. This has been introduced many

times before but because the Republicans have been in charge even some Democrats have not signed on to the bill. Hopefully now they will. Senator Cantwell and Representative Del Bene sent the club letters stating they would sign on to the bill.

Health and Benefits: Vice President Helen Lowe read the deceased list: **Local A:** Mary Jatton, Grace Moos, John Omasich, Vaughan Philpot, Helen Thompson, Agnes Ulrich. **Local C:** William Blair, Thomas Cook, Richard Fahlgren, James Forsythe, John Grapes, Max Jackson, Robert Ladd, Joe Lewis, David Rundhaug, Ron Sloan, Richard B. Smith, Robert Stewart

Local E: David Deschene, Donald Lilly, Glenn Roberson. **Local F:** Gary Bjarnason, Frieda Ewen, Margaret Frederick, Norma Hanratty, Henry Hofmann, Gerald Leahy, Elizabeth Menzel, Geraldine Powell, Thomas Toupin, Kenneth Trotter, Dennis



Celebrating birthdays and anniversaries in November and December L to R: John Robinson, Mike Keller, Helen Lowe, and Ardis and Dan Stachlowski.

Urquhart, Linda Woods, Genevieve Woolery. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Good & Welfare: President Boschok mentioned upcoming volunteer opportunities including: Northwest Harvest KING 5 food drive on December 1 and the Coat and Blanket Drive sponsored by the Human Rights

Continued on Page 11

RETIREMENT NEWS

Holiday Retiree Luncheon Honors Service Pin Recipients

The Seattle Union Hall was festive for the annual 751 Retirement Club Holiday Luncheon. The event also provided a chance to present service pins to some of our long-time members reaching 50, 55, 60 and 65 years of service.

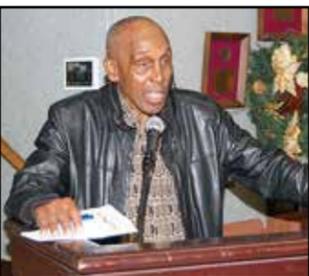
Dr. Kim Schrier thanked the group for their help in winning her election to the 8th Congressional seat and vowed to support seniors and workers.

District 751 President Jon Holden thanked our retirees for their sacrifices which built our union. Santa popped in for pictures and a quick visit while retirees won some of the donated gifts.

All enjoyed a delicious turkey dinner from Tuscany at Des Moines Creek Restaurant.



Back Row L to R: John Paddock (60), Eddie Kuchynka (60), Harvey Kuchynka (60), Dennis Rinehardt (55), John McGinnis (55), Carl Mahlen (55), Chris Christianson (50), Harold Wilson (60), 751 Sec-Treasurer Susan Palmer, 751 Dist. President Jon Holden. Seated L to R: Dorothy Steele (55), Lucille Turner (50), Victor Beede (50) Harold Haworth (50); Max Templin (50), Rose Laffoon (65); Mary Pritchard (65)



Perry Fields, retired 751 inspector who also served as pastor at Bethany Church for years, delivered the blessing.



Left and below: Retirees packed the hall for the annual holiday luncheon.



Keith Haynes and Veola Taylor donned holiday outfits.



Deborah and Thomas Johnson each won a festive raffle prize.

Santa made an appearance at the event.



Congresswoman elect Dr. Kim Schrier thanked our retirees for helping get her elected.



Attendees had a delicious turkey dinner from Tuscany at Des Moines Creek Restaurant.

751 Retirees Attend ARA Conference

Seniors and retirees have powerful stories to tell, and it is critical to mobilize into action – that was the theme of the national Alliance for Retired Americans Conference. Six 751 retirees joined hundreds of other seniors at the conference focused on demanding real solutions to retirement security.

The three-day conference included guest speakers and workshops to help retirees learn new advocacy skills, grassroots organizing, as well as providing a chance to collaborate with retiree leaders from across the country. The goal is to have more senior activists working to protect and strengthen Social Security and Medicare, as well as resisting the special interests that threaten our retirement security.

“It was an informative conference that energized us into action. We hope to get others involved with our state chapter to ensure senior issues are addressed,” said 751 Retirement Club President Jackie Boschok who also serves as President of the Washington Alliance for Retired Americans.



751 Retirees were well represented at the national Alliance for Retired Americans Conference. 751 Retirees L to R: Jackie Boschok, Ron McGaha, T.J. Seibert, George Braun, Jim Hutchins, and Vennie Murphy.

RETIREES

Congratulations to the following who retired from the union:

- | | | |
|---------------------|--------------------|--------------------|
| Svein Aasland | Robert Jarmick | Cheryl Parr |
| Lynn Abernathy | Garry Jones | Dave Peterson |
| Jesse Alvis | Loren Jorgensen | Laurence Petz |
| Melvin Bates | Daniel Keller | Samay Phou |
| James Bledsoe | Randall Keller | Daren Pierce |
| Laurie Bolton | Lori Kelley | Robert Price |
| Gary Brower | Steven Kientz | Hongphet |
| Matthew Brown | Paris Kimbrough Jr | Rattananongsy |
| Thomas Brunner | Ronald Kiper | William Renz |
| Timothy Bullard | Cynthia Kling | Brooks Robins |
| Gary Cawthon | Michael Lehmann | Carol Ross |
| Troy Chadd | Michael Lieder | Debra Ross-Olson |
| David Conley | Jennifer Light | Dane Rupe |
| Richard Conwell | Richard Lindsey Jr | Scott Sandland |
| Charles Cook | Jane Mann | Michael Schof |
| Lee Davison | Manny Marasigan | Debra Scholzen |
| Richard Dinwiddie | Laurie Matlock | Terry Schwindt |
| Thomas Dishong | Paul McClain | Jerry Selman Jr |
| John Drexler | Robert McIvor | William Sherman |
| Lyle Dubuque | Cecil McLennan | Roger Sherwood |
| Pamela Edmonds | Mark Meidinger | Lugene Smith |
| Shawn Edwardson | Guy Meinke | Duane Stahl |
| Michael Fantin | Douglas Meyers | Allison Stearns |
| Diane Felder-Martin | Ken Mihalic | Gary Stracke |
| Robert Fisher | James Miller | Corenlio Sumera |
| Rick Fortier | Sam Miller | Bart Talley |
| David Franks | Randal Millsap | Timothy Thomas |
| Eric Fry | Gregory Minga | Sonny Tran |
| Clive Glendenning | Saronny Mom | David Wagoner |
| Dwight Graves | David Moote | Jerry Wesley |
| Derek Gresler | Bruce Morrison | Douglas Wilke |
| Gerald Griffith | T L Neece | Katherine Williams |
| Richard Harrison | Erik Nicholson | Raymond Williams |
| John Henderson | Thomas Nicholson | Jill Young |
| Stephen Hitch | David Papiez | |

FREE WANT ADS

FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

4 STUDDED SNOWTIRES, great shape, low miles, Hankook winter Pike, 205/70 15 on Ford Windstar wheels, \$150.00, can deliver, can send picture if needed. Lake Stevens. 425-931-1629

COTTAGE INDUSTRIES

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

AHAPPYHOME. 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

FLY FISH with a guide for red fish in New Orleans now or for trout in Montana in the spring. Dates are filling up. 425-327-9343 or www.allwateranglers.com

HEALTHY MIND, BODY, FAMILY, SOCIETY & FINANCES. Part or full time, your choice. Call me for details. Entrepreneurs welcome. Call Jerry 253-389-8384

MAPLE POINT AFH in Bonney Lake has private pay openings specializing in dementia and mental health deficiency. Free call 253-447-8306 to schedule a tour.

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You want the best NUTRITIONAL SUPPLEMENTS you can get. No competitor has a more trusted name in the industry than SHAKLEE. Call Joe at 206-819-7924.

Retired or not. If you are interested in BETTER HEALTH AND WEALTH, give me a call. If not then don't call me. Thanks, Jerry. 253-389-8384 or 253-208-5530

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HOUSING

KENT, UPDATED 3 BED, 2.5 bath in the Village at Single Creek. Living, dining room with beautiful marble hearth fireplace, 2 car, lg deck perfect for entertaining. Asking \$385,000. Call 206-406-6450

MAUI - BEAUTIFUL BEACHFRONT CONDO. Your choice: 1 bdrm, 1 week \$1925, 2 bdrm 1 wk \$3500 or 3 bdrm 1 wk \$6300. Call for details. 206-246-1642

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. 14th

New 1795 ASF DAYLIGHT RAMBLER with 3+ bedroom 2 & 1/2 bathrooms and landscaped yard; 2 car garage (w/ opener), fireplace, SS appliances, granite countertops, disposal, A/C with mini-split heating, hybrid water heater and only 10 minutes from Everett Boeing. Call Doris 425-330-9241 listed below value at \$434,950

BEAUTIFUL CUSTOM HOME in SEQUIM, 2 yrs old, 3 bdrm, 2 bath, 1828 sq. ft., 2 car garage, RV port, detached art studio, on 1.65 acres at end of pvt road. Views of Mt. Baker and Olympic mtns. Irrigation water, peaceful rural setting in sunny Sequim. MLS# 321537 asking \$499,950 call 360-461-6846

VIEW HOME, 4 bedroom, 3 bath, full basement, attached 4 car garages, 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 30 days. 10% discount to Boeing employees. \$2850-3500/month. Amenities include designated parking, DSL for Wi-Fi, pool, Jacuzzi and much more. 206-459-3444

MISCELLANEOUS

RAIN BARREL (Black) thick plastic \$500 8 ft. tall, holds 800 to 1,000 gallons. Paid \$1,000. Also have wood look vinyl flooring, vinyl glue, black base board all brand new \$150 or best offer. 206-772-3074

WANTED: UNLIMITED HYDROPLANE scrapbooks from the fifties-sixties. 206-557-0282

LEATHERCRAFT: 65 year collection. Over 200 Tandy tools: craft aids, patterns, hammers, punches, lacing, alphabet sets, brushes, leather, Al Stohlman leather books, too much to mention. 425-271-8751

USED AMTROL MODEL 255 PRESSURE TANK FOR WELL. Includes supply and outlet piping with pressure gauge. Perfect condition. 81 gallon \$300 cash. 425-366-9442

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

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

PRE-1960 BASEBALL CARDS - Retired member wants to buy pre-1960 baseball cards. 206-954-3039

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

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HOUSE PLANTS: rooted plants and planted ones \$3 to \$5 medium and large and ones. Dieffenbachia rooted and planted (dumb cane), spider plants, crown of thorns, African milk tree, ivies, split leaf rhododendron (two large), peperomia starts, planted green - nice plants - will have purple heart. 253-852-6809

IRC RETIREES meet for breakfast on the 2nd Wednesday of each month at 10 a.m. at The Stump restaurant in Arlington. Come and join us.

CLEAN PLASTIC CONTAINERS 20 oz-80 oz. peanut butter ones .25 each, metal coffee cans, clean with lids .25, plastic ice cream buckets and lids, clean .25 each 253-852-6809

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

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

3.2 ACRES IN SEQUIM. Utilities to property. Ride, bike, walk to Olympic Discovery Trail. Golf nearby. Walking distance to shopping and amenities. \$169,950. 360-461-6846

4 BDRM/2 BATH, 1,782 sq ft, double wide mobile home with 2 car garage. Remodeled, new roof, large fenced yard, all ages park, 8 mins. From Frederik, \$124,950. 253-230-5202

LOCATION, LOCATION, LOCATION. Mountain view 3.20 level, partially wooded acres located at the end of a private road, on the city boundary of Sequim, WA. Close to Olympic Trail, PUD electric, well water and irrigation water hookups at property edge. Pictures available. Owner terms, bank financing possible. \$169,000 FSBO 360-461-6846

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

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1997 GEORGIE BOY 29' 460CI Ford chassis motor home, slide out, new tires, brakes fully serviced. 58,420 miles 425-214-2484

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TREADMILL PRO FORM GP5, belt 51" long, automated incline, can be folded up, looks and works like new. \$120 253-839-9169

TOOLS

MOVING! AIR COMPRESSOR, never used, still on crate. 60 gal. upright 3.7 h.p. motor. Soft retractable 50' hose. \$450 call 360-691-7484

VEHICLES

2014 DODGE RAM 1500 4X4 crew cab. Dark gray. 64K miles \$25,150 Nick at 206-931-8205

1987 PONTIAC FIERO SE, collector plates, runs, drives, extra parts. 84,794 miles. 425-214-2484

1997 CHRYSLER CONVERTIBLE, runs great \$3,500. 1984 Dodge Ram Charger 4X4 good shape, runs good \$2,000. 360-893-6357

2004 SUBARU LEGACY, 4 door sedan, automatic transmission, 210K, 2 owners, total rebuilt engine and new Catalytic converter. Neg \$5,500 Everett area. 425-366-9494

2010 DODGE DAKOTA with matching Leer canopy. 4x4 drive, auto., 3.7 V6, 88,000 miles, AM/FM/CD, beautiful blue! \$12,000 253-229-7585

2015 CONVERTIBLE 5.0 MUSTANG 50th anniversary pkg, \$35,000 firm. Less than 29K miles. Excellent shape, undercover and garaged. 253-250-3839

MOVING! 2017 RANGE ROVER EVOQUE. Immaculate condition. Low, low miles. Still under warranty. 360-691-7484

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Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Jan. 14th!

FINANCIAL \$ENSE: Elderly Financial Abuse: Are You a Target?

SCOTT
WEALTH MANAGEMENT GROUP
of Wells Fargo Advisors

It's easy to understand why elderly individuals are attractive targets for financial abuse. They may have significant assets or equity in their homes and usually have a regular source of income such as Social Security or a pension. They also may be especially vulnerable due to isolation, cognitive decline, physical disability, or other health problems. In fact, nearly one out of every five Americans over the age of 65 has fallen victim to elder financial abuse.¹

That's why it's important to raise awareness of the red flags surrounding this crime by talking with elderly loved ones and helping them understand they are not alone in dealing with financial abuse.

Watch out for these common stranger scams:

Some financial scams are easy to identify, but many are not quite so easy to spot. Here are a few of the most common scams strangers may use to trick elderly individuals into giving up money, personal information, or property.

Password fraud / identity theft — Technology-savvy fraudsters set up fake websites for the purpose of

obtaining personal information such as Social Security numbers, dates of birth, addresses, or a variety of personal passwords – including those tied to personal bank accounts, credit and debit cards, and loan applications – then use that information for criminal purposes.

Government scams (IRS / Medicare) — Scammers pose as government officials requiring their victims to wire cash or use prepaid debit or gift cards to pay a bogus tax bill. Or they may provide sham Medicare services at makeshift mobile clinics in order to bill the insurance and pocket the money.

Granny scam — Fraudsters play to the emotions of grandparents by identifying themselves as grandchildren calling or emailing about an emergency situation. They may say, "I've been arrested and need money wired quickly" or "I need cash cards for bail."

Prize and sweepstakes fraud — Under the guise of a telemarketing call to notify the winner of a lottery or sweepstakes, the victim is told he or she must pay taxes on the jackpot via mail or wire before claiming the prize.

Sweetheart fraud — With the false promises of love and companionship,

elders are conned into trusting a new "friend" that they meet in person or through social media. The romantic partner then swindles them out of money and/or property before disappearing.

When the abusers are known:

According to the 2018 Wells Fargo Elder Needs Survey, most older investors (68%) believe that a stranger would be the most likely perpetrator of financial exploitation against them. But the reality is very different – 66% of elder financial crimes are committed by family members, friends, or trusted persons.²

One typical type of financial abuse by trusted individuals includes using ATM cards and stealing checks to withdraw monies from victims' accounts. Another type involves in-home care providers charging for services they did not provide, keeping change from errands, paying bills that don't belong to the vulnerable adult, asking the vulnerable adult to sign falsified time sheets, spending their work time on the phone, and not doing what they are paid to do.

Where to find help:

For more information on what to do if you, loved ones, and others you suspect are victims of an elder financial abuse

crime go to <https://www.wellsfargo.com/privacysecurity/fraud/bank-scams/>.

¹Investor Protection Trust (IPT) elder Fraud Survey, 2016.

²Jewish Council for the Aging, National Center for Elder Abuse. Paley Rothman article, "Who Commits Elder Financial Abuse and Why Isn't It Reported?" 2016.

Proudly Serving the I.A.M.A.W. for over 30 years

This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group in Portland, OR at 1-800-923-6399 or www.scottwealthmgmt.com.

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2019 IAM Scholarship Accepting Applications

Obtain an IAM Scholarship application and guidelines online by visiting www.goiam.org & search 2019 IAM Scholarship or call 301-967-4708 to request an application

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. 22, 2019.

- Must be planning to graduate during the winter or by the end of the spring 2019 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. 22, 2019.

Administering the Oath of Office

Photo right: District President Jon Holden (l) administers the oath of office to Local F District Council Alternates Dave Bryant and Tom Keller.



Photo left: Local C President Jim McKenzie administers the oath of office to Local C Communicator Ariel McKenzie at the November 8, 2018 6 p.m. meeting.

751 Retirement Club Nov. Business Minutes

Continued from Page 8

Committee for the Providence Regina House in South Park. The drive ends December 12.

President's Report: In honor of Veteran's Day President Boschok gave an interesting talk about World War I and in particular women's participation in the war. She mentioned there is no WWI memorial in Washington DC. She also reported that several members of District 751 Veteran's Committee marched in the Veteran's Parade in Auburn for the first time this year. Contact Kay Michlik at kaym@iam751.org if you would like to join the Veteran's Committee.

She also spoke about Initiative 1000 which District 751 has endorsed. This ballot measure overturns Tim Eyman's I-200 and reopens the doors of education, employment and procurement opportunities for qualified women, the disabled, minorities and all honorably discharged veterans, without any quotas or preferential treatment. Copies of the initiative are available to take and gather signatures.

New Business: none
Unfinished Business: none

Nov/Dec Birthdays: Dan and Ardis Stachlowski, John Robinson, Helen Lowe and Mike Keller. The club sang happy birthday to them.

Betty Ness won the Fred Meyer gift. Meeting adjourned at noon.

Seattle General Strike Bus Tour

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

PNLHA - Join the Pacific NW Labor History Association on a bus tour of the important 1919 General Strike Sites – marking the 100th anniversary of the strike. Starting and ending at the Seattle Labor Temple. 9:30 am - 12:30 pm

UW Labor Archives is hosting

a free event at 1 pm at the Seattle Labor Temple. There will be discussion, entertainment and a soup kitchen.

General Strike Bus Tour free for PNLHA members. \$25 for non-members (includes membership and calendar). Space is limited, reserve a seat 206-367-0288 or pnlha2@gmail.com.

LABOR HISTORY HAPPENINGS

December in Labor History:

- Dec. 1, 1930** – Kellogg Cereal adopts 6 hour day
- Dec. 5, 1955** – AFL/CIO
- Dec. 9, 1869** – Knights of Labor
- Dec. 15, 1791** – Bill of Rights
- Dec. 29, 1925** – IBEW 77



Information taken from PNLHA Labor History Calendar

EASTERN WASHINGTON

New Agreement at Kenworth Sales

Machinists Union members working as diesel mechanics at Kenworth Sales accepted a new three-year agreement by default in early December.

The new three-year agreement had many positives including all members will receive \$1.35 an hour raise (between 5 and 7 percent depending on the job classification); a new \$2 an hour premium for road work off property during regular working hours; a minimum of 4 hours pay for call out road work outside their shift at 1.5 times regular pay plus \$2 an hour premium; \$100 per calendar year toward the purchase of boots; increased vacation accrual and swing shift premium increased from \$.75 per hour to \$1 an hour.

Thanks to all the members who provided input throughout the process and turned out to vote.

Union negotiators review some of Kenworth's proposals.



Members from Kenworth Sales voted a new three-year agreement on Dec. 3.

2020 Grand Lodge Convention Poker Tournament Fundraiser Jan. 26 at Northern Quest Casino

Eastern Washington local lodges are holding a poker tournament that promises to be a fun deal while raising money for the 2020 Grand Lodge Convention. The tournament will be held Saturday, January 26, 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.



Saturday, Jan. 26
Registration 5 p.m.; Tournament at 6 p.m.
\$80 entry fee - get more info by visiting:
www.iam751.org/easternwaevents

Individual entry is \$80 per player. \$1,000 cash final table payout and \$1,000 in prize drawings. Any player registering by Jan. 18 will receive an additional \$500 tournament chip.

Entry/registration forms are 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 \$199 per night; while the Hampton Inn Spokane Airport is offering DL 751 room rates of \$102 per night (Saturday, Jan. 26 and Sunday, Jan. 27).

Union Volunteers Help in Spokane

Spokane Machinists volunteers have been building a better community in recent months working on several projects.

When the Masonic Temple in Spokane had a wheelchair request from an area resident, they knew who to call to get it done - Machinists Local 86.

Machinists volunteers turned out in force and built the ramp to ensure the resident can now easily come and go from her house.

Machinists in Spokane also helped ensure many area families will not go hungry during the holidays with a food and donation drive. Local 86 members raised \$740 and District 751 donated \$500 for a total cash donation of \$1,240. Members also made donations of canned and non-perishable food. Volunteers delivered the money and food to Second Harvest Food Bank on Dec. 19.



Above: Local 86 Machinists volunteers pose on the wheelchair ramp they built for an area resident. Left and above left: Volunteers cut the wood and build framing for the ramp.



On Dec. 19, Union Stewards Tony Wade, Bill Olson, Allen Eveland and Darrin Truitt delivered \$1,240 to Second Harvest, as well as more than 150 pounds of donated food. Thanks to all who contributed canned food or money that will provide food for 6,200 meals. The food and cash will ensure many families don't go hungry this holiday season!

Celebrating Joe's Retirement



Congratulations to IAM member Joe Venzlowsky on his retirement after 20 years as a Union member at Penske Spokane! Joe (center dressed in black) talks to members at the event. Above he thanks members, coworkers, friends, and family who showed up at the Spokane Union Hall this evening for an excellent retirement send off.

Irrigation Lunch Promotes Interaction



Workers from the three irrigation districts interacted and shared information at a lunch hosted by their unions through the Columbia Basin Trades Council.

The three irrigation districts that comprise the Columbia Basin Project (South Columbia Basin, East Columbia Basin and Quincy Columbia Basin) recently came together for a yearly recertification for herbicide spraying. The four unions representing the workers (Machinists Union, Operating Engineers,

Teamsters and Laborers' Union) welcome the opportunity to share information and discuss issues and concerns. The unions, who work as a team under one collective bargaining agreement at each location, hosted a lunch to allow members from the three districts to interact and share information.

RETIREES

Congratulations to the following members who have retired, their employer is noted in parenthesis.

Local 86

Scott Daugherty (UPS)
Russell Deming (DRG)
Ted Hogeweide (Cummins)
Lucie Pham (Triumph)
Debbie Ronquille (Triumph)
Douglas Schmeginski (Triumph)
Joe Venzlowsky (Penske)

Local 1951

Earl Kuhnhausen (Republic Services)
Roger Pearce (Republic Services)
Sam Redding (So. Columbia Irrigation Dist)
Robert Wells (Republic Services)
John Wilde (Republic Services)