Solidarity Brings Success in Second Cadence Contract

IAM 751 members working at Cadence Giddens in Everett built on the solid foundation from their first contract when they overwhelmingly approved a second contract on February 18.

After months of preparation, membership input and participation, members voted to ratify their second contract by 90 percent. A lot of hard work and preparation went into these negotiations. Input from the members through surveys and meetings was used to develop the proposals and ensure the proposals encompassed members’ priorities – with wages clearly the top issue.

Improvements were made in nearly every category. Highlights of the new agreement include:

• Solid General Wage Increases each year with the largest in the first year (4%, 2.5% and 3% respectively).
• Lead pay differential increased to $2 per hour.
• Cell Coordinator differential pay increased to $1 per hour.
• Minimiums for all classifications increased $2 per hour.
• Established IAM Savings Plan

IAM Family Members Are Cashing in on Free Online College Degree

Since our union announced free online college for IAM members, IAM retirees AND their family members late in 2017, a number of union members and family members have taken advantage of this unique union benefit.

Many were skeptical when the program was announced, but those enrolled and using the program are singing its praises and are excited to earn a degree with absolutely no out-of-pocket costs. You can take one class or several and to earn a degree with absolutely no out-of-pocket costs. You can take one class or several and

Union negotiators discuss proposals during a caucus. From front L to R: Business Rep Greg Campos, Gary Naple, John Combs, Mike Powell, Jon Holden, Richard Jackson, Steven Burch. Also part of the union committee but not pictured, staff attorney Spencer Thal.

Pat Beach is happy his adult daughter Serina is utilizing free college from her home in California.

Pat Beach joined the Machinists Union when he hired into Boeing in 2011, as a Grade 10 Precision Machine

Get Started on Your College Degree

Students' membership will be verified by the college allows you and your family members

IAM-Boeing Apprenticeship Graduates honored as next generation of journeymen

Masters of Their Craft

IAM-Boeing Apprenticeship

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

To talk with union represented assistants, call 888-590-9909.

Get Started on Your College Degree

Take a look at this exciting program and take advantage today to help grow your career. To learn more or enroll visit: freecollege.goiam.org.

Union Brings Improvements on Wage Disparity

Thanks to action taken by our union with effects bargaining and LOU #45 Joint Company/Uion Wages Committee, more than 16,000 of our members working at Boeing will see an increase in pay.

“Thanks are the result of effects bargaining, which is our legal right and responsibility under the law, to challenge what we saw as wage disparity issues regarding minimum rates of pay and promotion rates,” said District 751 President Jon Holden. “By challenging Boeing’s wage practices with effects bargaining and LOU #45, our union had an opportunity to discuss many issues we believe needed to be addressed in a positive manner for our members.”

In October 2018, our union demanded to bargain the effects of pay practice decisions Boeing was making, which included minimum rates of pay, promotional procedures for internal candidates (Category C ERT candidates), and specific wage evaluations regarding experience versus assessment metrics, as well as several other issues. Holden reported on our effects bargaining at local lodge meetings, the October membership

Free College for IAM Members & Their Family

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

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

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Broader Benefits for Laid-off Workers

Our Trade Act Petition was approved for laid-off workers from Jorgensen securing additional benefits to transition to their next job

Masters of Their Craft

IAM-Boeing Apprenticeship Graduates honored as next generation of journeymen
For every member of IAM 751, the revisions to the CBA are beneficial. By JON HOLDEN
IAM 751 District President

Membership engagement remains high in 2019, as we continue to see a positive change. An educated and active membership translates into strength at the bargaining table and contract enforcement.

This month I am proud of our members working at Cadence Gardens in Everett for standing together to send a strong message to their employer, which resulted in a positive second contract that members ratified by 90 percent.

These members demonstrated the power of solidarity in raising their wages and improving working conditions with union representation. Throughout the bargaining process, members were engaged and provided input on the issues that were important to them. Their shop floor committee passionately conveyed at the bargaining table how important it is for the company to recognize the hard work and value of our members.

In approving this contract, these members gained respectable wage increases each year (4%, 2.5% and 3%), improvements in overtime, wage differentials, increased minimum rates and established defined company contributions into a new savings plan that is in addition to their 401(k) company match. As is a contract they can all be proud of and one they can continue to build upon in the future.

Their story is one that I hope will resonate with others working at the hundreds of aerospace suppliers throughout our state. By succeeding, we are able to negotiate for our members: improvements we were able to negotiate in their pay. Below is a summary of the improvements we were able to negotiate for our members:

**New Minimum Wage:**
- $15 an hour ($1 increase)
- For our members:
- Increases we were able to negotiate
- Union Business Representatives

**Union Brings Improvements on Wage Disparity**

Continued from Page 1

In late February, we reached agreement with Boeing to address several wage issues (not issues we have brought forward). The end result is more than 16,000 members will see an increase in their pay. Below is a summary of the improvements we were able to negotiate for our members:

- Increase minimum rates for all classifications. Labor Grades 1-11 will see their minimum rates increased by $4 an hour.
- Grade A will increase $3 an hour to a new minimum of $15 an hour ($1 increase previously occurred over the last two years due to state minimum wage laws).
- Any current employees below the new minimums, will have their rate increased in line with these new minimums. This will impact more than 5,000 members and acknowledges that the past 10 minimum wage increases have fallen below market competitiveness levels.
- Increase second shift differential (Section 6.5 of the CBA) from current 75 cents per hour to $1 an hour. More than 10,750 members will receive the increase in shift premium.
- Increase base rates after reclassifications (Section 6.3(c)) by either 75 cents an hour for each labor grade they are promoted (currently 56 cents per labor grade) OR pay the same base amount a new hire is paid if the current employee has equivalent experience/qualifications as the new hire offer, whichever is greater.
- This addresses the disparity Boeing created when offering external candidates higher pay than equivalent internally promoted candidates. There will be no change to downgrades, which will remain at 50 cents per labor grade. This is for future downgrades.
- Experienced Candidate Offer Rate Increases. Company will ensure no previously hired employee’s current pay rate is below the revised offer amounts for equivalent experience. These pay rate adjustments will not be retroactive to original hire date of current members, but instead to the date at which Boeing started to bring in new employees at the higher amounts. Adjustments may be as high as $4, $6 or $8 an hour, depending on the job. Boeing will include those employees previously promoted into these positions and apply the equivalent experience factors to those employees that are below the revised external offer amounts. This will impact 200+ members with a pay adjustment.
- Facilities Assessment vs Experience Adjustment. Company will review for potential adjustment Facilities or Equipment Services members hired based on a pre-employment assessment, and then Boeing switched to experience. Those hired under the assessment will be individually reviewed to determine if experience would have afforded them a higher rate with pay adjustment that retroactive to May 25, 2016. This impacts more than 185 members.
- There were other wage issues we attempted to address the revised offer amounts for and for our members. We will continue to push for pay adjustments for our members at every opportunity and continue to utilize LOU 845 as a pathway to discuss wage disparity issues along with effects bargaining during this long-term agreement between bargaining cycles.

**Town Hall Meetings in March to Discuss Revisions to QA Transformation & Wage Disparity**

Another series of Town Hall meetings are scheduled in Everett, Renton and Auburn (see box below for dates and times) to provide members a chance to see the benefit of settling the negotiations and ways to talk to their employer, face-to-face two-way communication with union leaders. The meetings will explain effects bargaining and provide information on Boeing’s revised QA Transformation Plan or Verification Optimization plan meetings following meetings with the union. Union leaders will also present improvements to address wage disparity issues. Meetings typically last 60-90 minutes depending on questions.

Town Hall meetings offer a venue that is close to the workplace for members to air their concerns, brainstorm new ideas, ask questions, interact with union leaders and highlight significant improvements.

These meetings are one of the best forums for face-to-face communication with your union leaders and other union members. Plan to attend and don’t miss the opportunity!
Unionists Push Pro-Worker Legislation in Olympia

By DAVID GROVES
Washington State Labor Council
OLYMPIA (Feb. 1, 2019) — Hundreds of union leaders and rank-and-file members from across Washington state gathered in Olympia to attend the Washington State Labor Council, AFL-CIO’s 2019 Legislative Lobbying Conference in Olympia. District 751 sent a full delegation to ensure legislators knew 751 was present and heard personally from its constituents.

Delegates got quick briefings on several pro-worker legislative bills before heading to the State Capitol on Wednesday. Newly elected WSLC President Larry Brown welcomed the union activists and reported union membership is growing in our state.

Nothing Was a Gift: The History of Retiree Medical at Boeing

For any member who wants to retire from Boeing before age 65 (when they become Medicare eligible), early retiree medical is critical. Without this essential coverage, members would pay the high cost of medical premiums at a time when they need it the most and are living on a fixed income.

Boeing has made no secret of their desire to eliminate this benefit. More than a decade ago, Boeing eliminated retiree medical for its nonunion employees and for 45 of its 49 bargaining units. Only through membership solidarity (in both the 2005 and 2008 strikes) has IAM 751 maintained this benefit not only for existing members, but new hires as well. In fact, the IAM is the only union to maintain this benefit and insist that our members have the option of early retiree medical.

As we have said before, nothing is a gift. Retiree medical isn’t something Boeing gave us, but is the result of solidarity and sacrifices made from members who came before you. The following graphic shows the history of this benefit.

**NOTE:** The month of your 65th birthday, YOU MUST already be signed up for Medicare, as you will not have retiree medical the month you turn 65.

### Retiree Medical Benefits: Bridging the Medicare Gap

<table>
<thead>
<tr>
<th>Year</th>
<th>Contract</th>
<th>Changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1977</td>
<td><strong>Early Retirement</strong></td>
<td>1) Annual deductible of $125 per person per year with a family maximum of $375. 2) No vision benefits. 3) Prescription drugs paid at 80% except for mail order prescriptions which are paid at 100%. Employees also gained the option to stay in their HMO at time of retirement.</td>
</tr>
<tr>
<td>1980</td>
<td>$10,000 in benefits as needed.</td>
<td></td>
</tr>
<tr>
<td>1983</td>
<td>No changes.</td>
<td></td>
</tr>
<tr>
<td>1986</td>
<td>Early retirees and dependents entitled to the same medical plan as active employees paid for by the Company with the following changes: 1) Annual deductible of $25 per person per year with a family maximum of $575. 2) No vision benefits. 3) Prescription drugs paid at 80% except for mail order prescriptions which are paid at 100%. Employees also gained the option to stay in their HMO at time of retirement.</td>
<td></td>
</tr>
<tr>
<td>1989</td>
<td><strong>1995</strong> Coverage added for annual physicals, routine mammograms, pap smears, prostate exams and spinal manipulations.</td>
<td></td>
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<tr>
<td>1999</td>
<td>Company retrofitted their laboratory proposals and offered pre-surgery improvements to retiree medical as provided to active employees. In 2001, retirees began paying part of the monthly premium for traditional (same co-active employees, as follows): 1) Retiree only - $1,00 per month 2) Retiree + spouse or retiree + child - $20 3) Family - $30</td>
<td></td>
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<tr>
<td>2002</td>
<td>Retiree contributions increased for monthly premiums as follows: 1) Traditional Medical Plan 2) Retiree only - $20 3) Retiree + spouse or retiree + child - $40 4) Family - $60 Deductible went from $125 to $150 for single and $250 and family deductible $325 to $500. 5) Twice on Sedation or a Group Health pay the following premium: 6) Retiree only - $10 7) Retiree + spouse or retiree + child $20 8) Family $30</td>
<td></td>
</tr>
<tr>
<td>2003</td>
<td>A 28-day strike successfully defeated Company’s proposal to eliminate retiree medical for new hires. Coverage remains the same as 2002 contract.</td>
<td></td>
</tr>
<tr>
<td>2005</td>
<td>District 751 Secretary-Treasurer Susan Palmer (2nd from right) and 751 Steward John Orcutt (far right) joined other union representatives on those and other bills.</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>Eliminate retiree medical for new hires. Coverage remains the same as 2002 contract.</td>
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District 751 at Human Rights and African American Legislative Day

By HAZEL POWERS, Human Rights Committee

Members of the 751 Human Rights Committee attended the 9th Charles Rolland African American Legislative Day in Olympia Washington on Monday, February 18th. This annual event is sponsored by the Washington Christian Leaders Coalition (WCLC) and the A. Phillip Randolph Institute (APRI) and highlights current issues facing minorities in our community and how we can work with state legislators to make beneficial changes in our laws to rectify these issues.

After an opening prayer by the WCLC sponsors, Governor Jay Inslee addressed the group and thanked them for all their hard work lobbying for issues that help everyone.

One of the major issues the WCLC is working on is YES on I-1000, which is the updated version of the 1-1000 act of 2006. It is YES on I-1000, which is the updated version of the 1-1000 act of 2006. The act was the vote to legalize marijuana in Washington State. IAM District 751 is one of the community organizations supporting this Initiative and joined in the lobbying to call Legislators and tell them to vote YES on it.

Local A Human Rights Committee member Matt Hardy stated he was glad for the opportunity to attend the African American Legislative Day for a second year in a row. Hardy commended the continued work the WCLC and APRI are doing to advocate for economic equality for all minorities. “It takes a lot of dedication and commitment to do this year after year” Hardy stated. Local F committee member Princie Stewart echoed Hardy’s statements and reiterated the importance of getting I-1000 into law. “We all need to call our politicians and tell them to vote YES for it so it becomes law!” Stewart said.

Family Members Are Cashing in on Free Online College Degree (visit freecollege.goiam.org)

Continued from Page 1

“The loans and student debt I saw people racking up while working at the credit union scared me away from college,” said Serina. “This program relieved all the financial stress, because it really is absolutely free. The fact that it extends to in-laws and adult children is pretty unique and shows how broadly the family definition is applied.”

As she works toward an accounting degree, she is hopeful the program will expand to a four-year degree option.

“I love this program and it came at a perfect time for me. The classes are really interactive and different than any other school experience. I am really enjoying this and encourage others to take advantage of it,” Serina added.

Member at JBLM Enjoys Flexibility of Online Free College

751 member Chris Poynor, who works as a DOD structures mechanic on the 747 program, told his wife Brandi about the free online college for union members and their family.

For Brandi, the free online college offered the perfect way to go back to school and acquire additional training. After working more than 20 years in the dental field, Brandi quit in January to be a stay at home mom and utilize this free program to gain skills for a new career. The online format is convenient and gives her the flexibility to plan and organize around her busy schedule.

She talked with the program counselors to determine the program that would best fit her goals and which classes she needed; then filled out the entry form and FAFSA application and registered for classes. Currently, she is working on a two-year business degree with a focus on marketing. Currently, she is working on a two-year business degree with a focus on marketing.

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She talked with the program counselors to determine the program that would best fit her goals and which classes she needed; then filled out the entry form and FAFSA application and registered for classes. Currently, she is working on a two-year business degree with a focus on marketing.

“I can move at my own pace,” she added. “Initially I took four classes, which was a little overwhelming since they condense 16-weeks of information into an 8-week course – making them pretty intense. My second quarter, I took two classes, which is a lot more manageable.”

She enjoys the feedback and interaction with other students of this online program. She noted the recent snowstorm, which gave many of us more at home time, allowed her to work ahead on assignments and projects for the classes.

“The online format is very user friendly, and there truly is no cost. I would encourage others to take advantage of this union program,” said Brandi. “I hope they will expand to a four year degree program because that is something I would definitely utilize.”

Eastern Washington Members Utilize Free College

Jeff White has worked at Triumph for 12 years and is currently one of the only members in Eastern Washington utilizing this benefit for his family.

His son, Tyler, graduated from high school last year, but was undecided on what he wanted to study for a potential career path. The free online college through our union was the perfect option to obtain a two-year associates degree that can either focus on a specific field, an Associates of Arts degree or a general transfer degree to a four year school.

“Rather than racking up college debt, I decided to try the free online college. I’m working toward my general AA degree that can transfer and haven’t had to pay for anything,” said Tyler.

This is his second quarter using the program, and he is happy with the results. To date, he has completed courses in five different areas of study – all of which apply to a two-year degree.

For many members or retirees who have children or grandchildren, this free online degree is the perfect transition after high school, especially if they are unsure of what program to pursue. A person can try several fields of study or change their focus without worrying about the cost or feeling they had wasted money.

To take advantage of this unique union benefit or learn more about the program, visit freecollege.goiam.org.
Union Secures Trade Act Benefits for Laid-off Jorgensen Forge Workers

When Jorgensen Forge announced it was closing last year, Machinists District 751 sprung into action to secure the broadest safety net possible to transition those workers to their next employer. District 751, with help from the Washington State Labor Council, filed a Trade Act petition last year and learned it was approved in January.

Members of the pro-active work done by District 751, any worker laid-off from Jorgensen is eligible to draw on a wide range of benefits through Trade Act Assistance (TAA).

Navigating the Trade Act benefits system is complicated so the Union held an informational workshop on Feb. 21 with representatives from the Trade Act Unit of WorkSource and the Washington State Labor Council. Attendees were encouraged to attend a TAA workshop and complete their application while meeting with a Trade Act Case Manager, who is the key to ensuring access to all the TAA benefits. Members asked many questions including how it impacts those who have already found new work.

The TAA program offers a variety of benefits and reemployment services to help workers prepare for and obtain suitable employment. Those benefits include up to two years of free training for a new career at a college or other training provider; payments similar to unemployment insurance benefits while workers are retraining; tax credits for health insurance; and allowances for job search expenses and to cover the cost of moving to a new job in a different location.

“Trade Act benefits give these folks the best opportunity to make a good choice on their next job,” said 751 Business Rep Ira Carterman. “Even if people have found other work, there are TAA benefits they may want to utilize now or in the future. I hope all will attend a Trade Act orientation through WorkSource and submit their paperwork so they can utilize these benefits.”

To learn about upcoming TAA workshops, call the NW Region Trade Act hotline at 425-861-3704.

Bill Messenger, WSLEC Trade Act Liaison

Members asked questions on the TAA process.

Above: Members from Jorgensen Forge learn about the extensive benefits available through TAA.
Right: District 751 President Jon Holden explains why the union filed the TAA petition to give our laid-off members the broadest safety net possible to transition to their next job.

Solidarity Brings Success in Second Cadence Contract

Continued from Page 1

on the foundation of wage increases and rights secured in the first contract,” said District 751 President Jon Holden. “Members can be proud of the new agreement and continue to build on it in the future.

“The passionate input by shop floor bargaining committee members conveyed how important it was to address the top issues. Thanks to their input at the table, we were able to secure this agreement,” Holden added.

The new contract also removed language that waived the Union’s right to bargain about non-contractual changes the employer makes and expressly affirmed that the Company would bargain the effects of those changes. There were other positive changes such as two days paid bereavement leave (previously unpaid), prescription safety glasses, improved language on promotions and demotions, pay protection in recalls, and removed the previous requirement to work both the day before and the day after a holiday in order to receive holiday pay.

“The members are happy we addressed their concerns over weekend overtime rules, with the scheduled GWI percentages, and the strengthened imminent danger language. Members are excited to be part of the 751 Savings Plan, as well,” said Gary Naple who served on the bargaining committee. “At negotiations, we were able to see the company looking at the partnership between the IAM and Cadence Giddens as a positive experience, and together we will both benefit.”

The contract covers about 125 workers at two Cadence-Giddens plants in Everett who produce precision-machined aerospace components, subassemblies and kits, and do sheet-metal forming for parts that go on Boeing, Airbus and Gulfstream jets.

Prior to voting for IAM representation and securing a first contract in 2015, the work environment was very different. Raises were rare and non-existent for many for years. When Cadence suddenly decided to terminate the 401(k) match, that served as the catalyst for workers to seek IAM union representation.

Unionization also put a stop to the company’s arbitrary firing of workers for any or no reason. The union contract requires just cause for any disciplinary action, progressive discipline, and lays out a process to challenge and reverse any unjust discipline.

By approving the second contract, members reaffirmed their decision to gain union representation three years ago was good for themselves and their families.

District Safety Awards Recognize Service

The District Safety Committee presented service awards earlier this year at their annual banquet to honor our members who ensure the workplace is safe.

This year’s banquet honored two long-time site committee members for the decades they have dedicated to promoting safety in the workplace. Mark Rogers has served on the site committee for 29 years, and Mark Little has served for 22 years. With both of them retiring, it will be a huge loss on the DC Kent Site Committee.

Current members recognized for 5 years of service: Sarah Rollins, Craig Sheets, and Rachel Sarzynski. Others who left the committee for various reasons recognized for their service: Todd Campbell, Amanda Hines, Scott Parker, Phil Vok, Kevin Vacquez and David Wyatt.

District 751 President Jon Holden thanked all our Site Committee members past and present for their hard work. “Our Site Committees are who members turn to for help with a safety issue or to file a SHEAR form. You create the trust so they can utilize these benefits after loss of a location.

To learn about the SHEAR application while meeting at a workgroup workshop and complete their TAA workshops, call the NW Region TAA hotline at 425-861-3704.

District Safety Coordinator John Lopez, Dist. President Jon Holden and Sec-Treasurer Susan Palmer congratulate Mark Little and Mark Rogers (2nd and 3rd from right) for the decades they have served on our safety committee.

COLA Formula Generates -8¢ Effective March 8

Effective March 8, 2019, cost-of-living adjustment (COLA) resulted in a minus 8¢. However, only the 4¢ generated in December will be deducted from the hourly wage rate for IAM members at Boeing since COLA was rolled into the base rates last September. Therefore, current accumulated COLA to date is minus 4¢.

The minus 8¢ was generated for the quarter November and December 2018 and January 2019. The minus 8¢ was generated for the quarter November and December 2018 and January 2019. The COLA Formula is based on the Federal government’s Consumer Price Index.
Apprentice graduates attending the banquet pose for a group photo. L to R: Greg Bueche, Scott Roed, Paul Ryckman, Bryan Sonday, Maxwell Mann, Jon Qualls, James Gunn, Tim Cox, Anthony Bonn, Simon Tekeste, Alan Martin, Denise Frank, Petras Ramanaukas, Tuan Nguyen, Scott Greivell, Joonho Lee, Alex Barley, Fortune Chali, Jeff Balkus, Yonas Fsiha, Gerry Corpuz, Chris Johnson, and Jeff Brentson.

Graduates Honored as Best in Their Trade

On Feb. 15, twenty-seven union members were honored for a commitment of more than 8,000 hours of work to complete the IAM/Boeing Joint Apprenticeship Program. These members have earned the highest honor in our union, which is to be called journeyperson signifying they are the best in their trade. It was fitting to hold the apprenticeship graduation at the Museum of Flight — home to so much aviation history.

Most people are unaware of the rigorous schedule and standards these members endure to finish the program. For four years, these individuals rotated plants, learned a new machine every few months, and attended class after work — while having their progress regularly reviewed by a group of people every step of the way. The mixture of on-the-job training and classroom instruction covers courses such as shop theory, trigonometry, physics, metallurgy and machine programming. This is just a small sample of what an apprentice goes through during the program.

Just getting into the program is an accomplishment, which requires meeting stringent criteria and demonstrating certain skills. Many take classes for years simply to qualify and compete against hundreds of applicants to enter the prestigious program.

This year’s graduates represented eight different trades (see boxed list below).

The highlight of the evening was the presentation of the Arnie Durall Achievement Award to Joonho Lee, who graduated from the NC Spar Mill program. This award, named after an apprentice-related instructor who taught for more than 40 years, is presented to the graduate receiving the highest marks in both shop work and classroom work over the life of the program.

Class of 2019 representative Jeff Balkus spoke for the graduates to convey the incredible experience of completing this apprenticeship. He noted that this graduation is only a milestone and one of the best skills learned wasn’t a direct part of the curriculum.

“You’ve learned to make inroads and every time things got comfortable, it was time to move on. You’ve learned how to make the best out of things and get the most out of each area that you worked in and learn,” said Balkus.

He encouraged continual learning and pushing yourself to grow.

“Continue to assess your goals and redefine them,” Balkus added. “Follow your passion for you are a journeymen. Your passions will change, let them grow and perhaps along the way, try to gain some wisdom. The rewards will be a more vibrant and fulfilling life.”

Leaders from both the Union and Company congratulated the graduates.

District 751 President Jon Holden addressed the crowd and thanked the instructors, previous graduates, apprenticeship committee and family members who provided help for the graduates every step of the way.

“I’m proud to celebrate with you and acknowledge the tremendous effort you have put forth to become the best and brightest in your field,” said Holden. “Your dedication to continual learning will keep America, Boeing and our union strong. Because of your hard work, you control your destiny and your future is bright,” said Holden. “The skills you learned in this program are valued throughout aerospace and around the world.”

IAM General Vice President Gary Allen also offered congratulations.

“It wasn’t easy to finish this program, and it wasn’t meant to be. You were selected to participate in this program based on your intelligence, your perseverance, your character, and your desire to gain knowledge and better care for your future,” said Allen. “You have my admiration and appreciation for your efforts and your success in getting to this point.”

He encouraged graduates to continue the tradition of sharing their tribal knowledge with others.

“Each person who shared some of their knowledge, expects it to be taken forward and used in the finest tradition of a skilled craft. These skills are not for you to keep and hold, but they are for you to hone and improve, and then share with the next generation,” said Allen.

Congratulations to all the graduates for a job well done!
2019 Apprenticeship Graduates

Tuan Nguyen
Simun Tekeste
Petras Ramanauskas
Chris Johnson
Fortune Chali

James Gunn
Gerry Corpuz
Greg Bauhe

Scott Roed
Denise Frank
Jeff Balkas
Alex Barley

Maxwell Mann
Jeff Brentson
Richard Sanchez

Scott Roed
Denise Frank

Scott Roed
Denise Frank

Paul Ryckman
Joonho Lee
John Davis
Alex Wong
Tim Cox
Yonas Fsiha

Bryan Sonday

Anthony Bonn
Gerry Corpuz
James Gunn
Fortune Chali

Scott Grievel
Alan Martin
Jonathan Jorgenson
Jon Qualis
Volunteers with a Mission

751 volunteers continue to prepare and serve meals at both the Everett Gospel Mission and Tacoma Mission several weekends each month.

Fun to Spare at Bowling Tourney

March 31, 2019

Strike up a good time with food, fun, friends and prizes while raising money for the Machinists Non-Partisan Political League (MNPL).

Local F’s annual Unity Bowl fundraiser will again be held at two locations, in Everett and Federal Way, on Sunday, March 31.

Five-person teams will bowl from 1 to 4 p.m. at Secoma Lanes, 34500 Pacific Highway S., in Federal Way, and Glacier Lanes, 9630 Evergreen Way in Everett.

Two locations allows more people to participate closer to home. Registration costs $50 per person, which includes shoes, lunch and bowling fees, plus a chance at door prizes. Lane sponsorships are available for $100. All money collected will go to MNPL, which is the political action arm of the Machinists Union.


Unionists Push Pro-Worker Legislation in Olympia

Unions and friends will be out in force to lobby lawmakers in Olympia to support pro-worker legislation. There will be some work — in Olympia and across the state.

“We are working for better lives,” Sims said. “We are fighting for an economy that works for people of all colors and backgrounds. An economy where we raise wages, where we value women and children, where we enhance economic security, where we invest in things that matter in our community, and where we protect and strengthen democracy. Truly we can change the rules and together we will change the rules, so that we can live in a Washington that is prosperous for us all.”

A panel of labor lobbyists gave attendees a quick summary of some WSLC priority issues. Then, Sen. Karen Keiser (D-Kent) offered some tips on how to be most effective in lobbying their elected officials.

Union activists then traveled to the Capitol, where they gathered in groups by legislative district, met with their legislators to discuss the pro-worker legislation and other bills of concern to their unions.

Delegates then returned to the conference for debriefing and a panel of legislative leaders that included Sen. Hans Zeiger (R-Puyallup), Rep. Mike Sells (D-Everett), and David Postman, Gov. Inslee’s Chief of Staff. They described what each of their priorities are for the session and all emphasized the need for bipartisan cooperation to make progress for Washington’s working families.

Below are updates on where pro-worker bills stand as the AeroMechanic went to print on Feb. 25:

**Machinists Volunteer Program Awards Banquet**

District 751’s MVP Committee and Women’s Committee are partnering with the group Do The Right Thing to collect diapers and baby wipes for families in crisis from around Puget Sound. Through March 31, diapers and wipes can be brought to any IAM 751 union hall.

The diapers and wipes will be donated to families living in women’s shelters as well as organizations that support low-income families in King, Pierce and Snohomish counties through Mary’s Place in Seattle, Multi-Service Center of Federal Way, DAWN Domestic Violence Shelter, CareNet Pregnancy Centers of Puget Sound, Nourish Food Bank Edgewood, Two Hearts Pregnancy Aid Snohomish County, Hand in Hand Everett, Foster Champs of Maple Valley, Communities in Schools, Parent Child Assistance Program Tacoma, South King County Food Bank (aka FW Senior Center in Auburn), and Sumner Food Bank.

All of who are parents know that diapers are essential. But diapers aren’t paid for by any of our social safety net programs. That means families who are living in domestic violence shelters, or in extreme poverty, have to make do as best they can.

Your donations of disposable diapers and wipes can make a huge difference in the lives of some of our little neighbors in need. Help us as we make a difference, one little tushy at a time!

Diaper Drive Through March 31

**Join Us for a Day of Fun**

Sunday, March 31 – 1 p.m. to 4 p.m.

Two Locations:

Secoma Lanes, Federal Way

OR Glacier Lanes, Everett

Choose your location and strike up a good time for a worthy cause!

751 leaders Jeremy Coty (2nd from left) and Don Donovan (far right) lobbied 30th District Senator Claire Wilson (front middle) on worker issues.

751 activists join other union members on the steps of the State Capitol after lobbying legislators on pro-worker issues while attending the Washington State Labor Council Convention in early February.

751-Machinists Volunteer Program Awards Banquet Saturday, April 6 - 3 to 7 p.m. Seattle Union Hall - 9135 13th Pl. S.

Join us to honor 751’s volunteers. Members and their families welcome. Bring a side dish or dessert to share. Casual dress.

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Retirement Club Legislative Report

By CARL SCHWARTZ, Retiree Legislative Chair

While the February business meeting of our Retirement Club fell victim to the weather, the work of our committee members continued.

• Thanks to all the federal employees at airports, government offices, the Coast Guard, and others who faithfully served the American public during the “shutdown,” not knowing when or if their pay would be forthcoming.

• Democrats in the House of Representatives have introduced a measure that would create a major upgrade of Social Security, House Act 2100. This will increase benefits, raise the “cap” to $400,000, which assures funding into the future by actually cutting the portion of benefits that is subject to tax and improves access for beneficiaries. We will be urging support for this measure.

• Also introduced in the House is HB 1046, which permits Medicare to negotiate for lower drug prices.

• The Washington State Senate is working on HB 592, which is aimed to improve “long time care” provisions for our state’s seniors. Your delegates to the Senior Lobby Day will discuss this with legislators.

• We will discuss House Bill 1491, which would require advance notice to employees on overtime.

• We remind our members that our Representatives do respond to our input. We need more retirees and members to write or e-mail them on these and our other issues. Only with input can we help influence the bills that are passed in both our state and federal government.

50-Year Awards

Union Member Service Milestones Reached in 2018

Below are the veteran members honored with 50+ years service pins in 2018 to acknowledge their service. Note that service pins are given for every 5 years of service starting at 15 years seniority. Members below received their milestone for their union anniversary in the year 2018 and were unable to attend the Retirement Club Holiday Luncheon to receive it.

50-Year Awards

Robert Anderson
Donald Amats
Larry Baumgardt
George Benes
David Benveniste
Gilbert Blazon
Carl Case
Robert Dickinson
Ronald Dotson
Darlene Edwards
Robert Elliott
Quentin Fagerlie Jr
James Fleming
Norvell Ford
Paul Fredrickson
George Hanchett
J C Hess
John Houston
James Howden

Johnstone
Regina Carter
Venancio Chan
Larry Chavez
Ronn Collins
Brian Davis
Donna Davis
Frank Daly
Ronald Davis
Maryann Devine
Jeffrey Bowles
Kenneth Bowne
Debra Briyden
George Brown

55 Year Awards

June Johnston
Kenneth Kosche
Gary Lijnenberg
Larry Nelson
Edwin Maxwell
Ronald Miller

Joseph Kristek
Florence Wolf
Merle Yoney
William Young
Robert Zengel

Joseph Naranico
Gary Lijnenberg
Livingston
Mark Young
Robert Zengel

Carrie Newcome
Gary Young

Karl Norberg

Richard Novak

Frankie Rice

Theodore Daniels

Richard Nelson

Theresa Davis

Joyce Young

William Rangel

Karen Johnson

Richard Young

Richard Worsley

Kathleen Rawlins

Carolyn Reddick

Leslie Pettigrew

Dario Mierzwinski

James Rochford

Mary Cmson

Evelyn Heggen

John Paul

James Foster

Larry Baumgardt

James Ford

Larry Nelson

Donald Daniel

Raymond Spanier

Richard ration

Maryann Devine

David Scott

Loren Sev

George Maks

Merle Yoney

William Young

Robert Zengel

60 Year Awards

Louis Fote

Jack Fench

Wesley German

Richard Girard

Patsy Pierre

James Potter

Richard Gerber

Richard Good

Arthur Gaskin

Louis Fote

Jack Fench

Wesley German

Richard Girard

Patsy Pierre

James Potter

Richard Gerber

Richard Good

Arthur Gaskin

Louis Fote

Jack Fench

Wesley German

Richard Girard

Patsy Pierre

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Richard Gerber

Richard Good

Arthur Gaskin

Louis Fote

Jack Fench

Wesley German

Richard Girard

Patsy Pierre

James Potter

Richard Gerber

Richard Good

Arthur Gaskin
AUTO PARTS & ACCESSORIES

6'5 MERCURY COMET PARTS, 427 cen- ter, side, valve covers, waterpump, NOS, 41LH gears 31 spline trac-loe. 360-563-2422

BRIDGESTONE H/T 255/70 R17 tires. 5 for price of 4, 300 miles on them. 1 spare. $500 cash. 253-386-3789

COTTAGE INDUSTRIES

HEALTH – a – BEAUTY want better focus, sleep, energy, strength, fat loss? Model 253-358-6302 or call carla@experiencekelto.com

NEED A MORTGAGE LOAN? We can help you get pre-qualified for a home, need to refinance or cash out? Call me 253-977-3878 or email Kimberly.peterson@guildmortgage.net

A HAPPY HOME. Could your home use TLC? A new deck, fresh paint, flooring or lovely- ly uncolored molding, home cleaning services and more! Dennis, Hammer-n-Aulls 253-668-4030

THINKING ABOUT SELLING YOUR HOME? Problems? No problem! Julie Small will do a free market analy- sis. Licensed real estate broker Will- demore Property Group 911-790-0961

HEALTHY MIND, BODY, FAMILY, SO- CIETY & FINANCES. Part or full time, your choice. Call me for details. Entrepre- neurial written work. Call Jerry 253-389-8384

MAPLE POINT APHIS in Bonney Lake private has open pay parking specializing in de- mentia and mental health deficiency. Call 253-447-8306 to schedule a tour.

FISH WITH A GUIDE FOR red fish in New Orleans now or fly fish for trout in Idaho. Contact Clint Bonnie@hotmail.com

HOUSING

VIEW HOME 4, bedroom, 3 bath, full basement, attached 4 car garage, 5600 sq. ft. acres. Culverton, MT plus 30+40 shop. $399,000.00. 10 acres plus more ac- tached. 460-787-5242 or 460-790-0383


RETIREE – WELCOME! We meet ev- ery Monday (except holidays) at 11 a.m. in the Stewart’s Hall. Seattle Union Hall. Bingo, get-together, light lunch. Busi- ness meeting 2nd Monday of the month.

RETIREE WHO WORKED AT KSC NC MACHINE SHOP 18-62 Bldg. Join us for breakfast once a month at Emerald Downs Cafe. More for info contact clintbonnie@hotmail.com

FREE AUTO PARTS & ACCESSORIES

AD RULES
Each single ad must be 25 words or less. Use a separate piece of paper or ad blank. Attach your completed ad in- classified physically. Ads are free only to members - active, retired, or make improvements for our members. As a result, more than 16,000 of our members will be hearing we will be increasing our rates. There were other wage issues we attempted to address and will continue to do so for any opportunity for our members when the opportunity arises.

Some of the issues we made improvements on included, minimum rates of pay, increasing second shift differential by 25 cents, and increasing pay when members accept a promotion.

In addition, Boeing will review current members who may have been paid below the wage disparity issues, new hires with equivalent experience for rate adjustments retroactive to when they started bringing new employees in at the higher rates. Members in Facilities or Quality Services will also be reviewed to see if they were impacted by a change in company hiring from an assessment test to experienced hires.

We are also finishing our effects bargaining on Boeing’s QA Transformation or Verification Optimization plan. To share information and explain revisions on this, we have scheduled town hall meetings at the Everett, Auburn and Renton halls.

We want to provide an opportunity for members to hear first hand the outcome of those efforts, as well as wage disparity improvements and have the ability to ask questions and give feedback.

The town hall meetings are also an excellent way to promote candor, face-to-face two-way communication between members and union leaders. We will hold multiple town halls to make three shifts to give more members an opportunity to participate.

Each week more new hires enter the shops at Boeing. Take a moment to welcome a new member. If you have been through a traditional bargaining cycle, convey the impact we have when we all stand together.

Our union will continue pushing for improvements at every employer, challenging company policy changes and utilizing every available tactic to most effectively represent our members, along with trying to bring these rights and benefits to other workers. It is something we can all be proud of and work toward together.

NEW ORLEANS now or fly fish for trout in FISH WITH A GUIDE FOR red fish in

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Every Gain for Workers Is Tied to Union Representation

Continued from Page 2

Our talks on the wage disparity issues and

LOU #45 came to a resolution in late

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wage disparity issues, our union

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FINANCIAL $ENSE:
Conquer Your Digital Addiction

Mobile devices have revolutionized the way we communicate and access information. Yet as we constantly communicate with others via social media sites and cellphone apps, it sometimes comes at the expense of face-to-face interactions, which are so crucial to establishing and maintaining meaningful personal relationships. Below are five tips to help you enjoy your favorite gadgets without sacrificing quality time with the people you care about most.

Free up your hands. Licensed clinical social worker and relationship therapist Rhonda Milrad says most of us are more deeply connected to our mobile devices than we realize. In fact, according to a recent study by Deloitte, people in the United States collectively check their smartphones more than 9 billion times per day! To truly unplug, you have to eliminate all temptation. “The phone has to be turned off and put in a place where you cannot see or hear it,” Milrad says. “Only then are you free to be more mindfully present to yourself, your surroundings, and others.”

Physically separating from your mobile device also frees you to engage in important nonverbal activities that nurture human connection. A 2015 study published in the journal Social Psychological and Personality Science indicates that touch-related gestures strengthen the bond and feelings of closeness between couples. Similar studies indicate that touching can improve and protect adult relationships—romantic and otherwise.

Schedule a quitting time for devices. “It’s impossible to bond with the people who are in the room with you when your attention is elsewhere,” says Milrad. “Mealtimes are a time to connect with one another.” She suggests putting a phone in a common area of your home, or disconnecting during dinner time. “Dinner is a time to be present and connected,” she says. “You might find yourself eating more slowly, enjoying the aroma of food, and engaging in more meaningful conversation.”

Give yourself permission to disconnect. Addicted to your mobile device because you have a job where it’s the norm to respond to email and text messages outside of business hours? Life coach Amy Hall says that you’re in charge of where you access to vital information, news, and tools. Yet as we constantly check our smartphones more than 9 billion times per day, according to a recent study by Deloitte, mobile devices may give you a sense of anxiety that powering down your digital devices will rule your day if you reach for the phone first thing. “Take time for yourself in the morning: meditate, have a screenless breakfast as a family, set positive intentions for your day before you access to vital information, news, and tools, you’re in charge of where you place your attention.”

Local Lodge Officers Accept the Oath of Office

Officers in various local lodges accepted the oath of office at their February Local Lodge meetings.

Beckendorf Scholarship Accepting Applications

The Jerry Beckendorf Community Service Scholarship Fund is now accepting applications for 2019. The applicant must be a high school student in Pierce County, Washington. Parent(s) or guardian(s) must be a member of a labor union. The student must plan to attend college or university community college or junior college, trade or technical school in the fall of 2019. Applications are available at www.pclaborcares.org and must be submitted by March 15. This scholarship is to reward graduating seniors who are dedicated to giving back to their community through community service.
Poker Tournament Deals a Good Time for All

Eastern Washington locals dealt a good time on January 26 at their poker tournament held at Northern Quest Casino while raising money for the 2020 Grand Lodge Convention.

With sponsorships, raffles and players, the event brought in more than $10,425, which will help offset the Western Territory costs as the host Territory for the 2020 Grand Lodge Convention in September of 2020.

Locals 86, 1951 and 1123 worked together to recruit participants, sponsors and raffle prizes. The top 10 poker players shared in the winning (see box below right). Following are some of the top raffle prizes and who they were won by: Henry Rifle - Shari Boggs; Generator - Jon Holden; 1 night stay at CDA Resort & Wolf Lodge dinner - John Warren; Stand Mixer - Darrin Truitt. Many other prizes were won, as well.

Thanks to all who helped to ensure the event was a success by participating, sponsoring and recruiting others.

Top five finishers in the tournament were L to R: 1st Scott Habenicht, 2nd Les Mullen, 3rd Kyle Staley, 4th Alan Adams and 5th Tony Wade.

Formal Talks for Nationwide Agreement with DRG

Members working for DRG at Fairchild AFB Spokane have been preparing for their next contract and speaking with one voice. In addition to our members at Fairchild AFB in Spokane, the contract covers multiple sites nationwide (Hickam AFB, Hawaii; March AirB California, and Milwaukee WI ANGB). Members at all sites will be voting in early March.

Union negotiators from Fairchild (Holly Johnson, Tim Weber and Business Rep Steve Warren) joined representatives from other sites around the country for formal negotiation bargaining sessions for a master agreement Feb. 12-14.

Progress was made on several issues; however, when DRG presented their last, best and final offer, union negotiators unanimously recommended rejection since they believe the offer fell short of members’ economic expectations. Ultimately, it will be a decision that each individual member must decide.

These members have been demonstrating their solidarity leading up to formal talks. In mid-January, members at Fairchild voted 100 percent to approve strike sanction – sending a strong message they support their negotiators. Members were surveyed and their input helped identify which issues were most important and were incorporated into the formal proposal our union presented.

These specialized experts at Fairchild work as Simulator Maintenance Technicians and Pilot Instructors and utilize sophisticated full flight simulators to train flight crews on all aspects of flying for the KC-135s. Our members perform scheduled and unscheduled maintenance on simulators, computers and other Aircrew Training System (ATS) equipment, as well as providing customer support, which is a vital function for our military services. Their positions are essential to keep the fleet of KC-135 tankers in the air and a well-trained flight crew ready and available.

Above: Union negotiators from sites around the U.S. examine a PowerPoint explaining DRG’s proposal.

Left: Business Rep Steve Warren and DRG Steward Holly Johnson review survey input to craft our union proposal.