

DISTRICT 751

# AERO MECHANIC

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## Union Ensures Retiree's Pension Checks Are Delivered Timely

It pays to be union is true even after you retire. 751-member Kiri Ingram learned the value of union membership when he ran into an issue getting his monthly pension check from Boeing. Despite numerous attempts on his own, the issue was not resolved until he got assistance from our Union.

"Our union was really there when I needed them. They ensured that the matter with my pension check was corrected and did not simply accept Boeing's initial answer that I would still have to wait over a month longer for my checks," said Kiri. "I've always appreciated our union, but was impressed they are there for us even after we retire. Health & Benefits Rep Lester Mullen did a great job advocating for me so the matter was corrected and the two checks I missed were overnighted to my house."

Earlier this year, Kiri's bank account was hacked. He closed the account to be sure his money was protected and opened an account at a different bank. During this same time period, he also moved. When he tried to change his bank and address with the Boeing pension office, it was during their transition to Worklife. As a result, he missed two pension checks, which he depends on to help with his living expenses. Making the situation even more challenging is the fact that Kiri is deaf so he was trying to get this corrected via email.

Recognizing he needed an advocate to clear things up, he contacted Machinists Health and Benefits Rep Les Mullen who immediately began working to fix the matter. Les helped him submit the proper change of address form and banking information on two different occasions, as well as using his contacts at Boeing to explain the situation. However, with the issues from the change over from TotalAccess to Worklife, this was not easy and was rife with considerable delays.

Les continued to push the issue with the company who confirmed in mid-October all the proper paperwork was in place; however, they noted that Kiri wouldn't get his

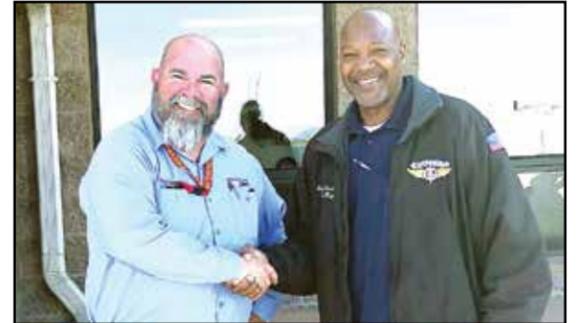


751 Retiree Kiri Ingram (r) thanks Health & Benefits Rep Les Mullen for his assistance in clearing up an issue in receiving his pension checks.

pension checks until Dec. 1. Les immediately emphasized this was unacceptable as Kiri relies on the pension for many of his living expenses. With more than two weeks left in the month, there is no reason Boeing can't simply issue a check for the previous two months and get his next monthly pension check on time on Nov. 1.

Les succeeded in getting Boeing to cut the two pension checks that were missed and overnight them to Kiri, as well as ensuring his Nov. 1 pension check would be automatically deposited since the paperwork would be correct more than two weeks before that date.

"Without help from our Union, I couldn't have resolved the issue with my pension checks after changing my bank account. Boeing simply wanted to give me a new password without understanding how complicated it is to work through their system. The Union was very helpful," said Kiri. "I believe all retirees need to depend on our Union for help with their retirement rights and any issues they may encounter."



Scott Darnell (l) thanks Chief of Staff Richard Jackson for ensuring an unjust 3-day suspension was overturned in arbitration.

## Union Reverses Unjust Suspension

Thanks to Union efforts, an arbitrator overturned an unjust three-day suspension and vindicated 751-member Scott Darnell.

While the arbitrator's decision proved our Union was right in taking the case to arbitration, union leaders were left wondering why Maytag Aircraft Corporation (the contractor on Whidbey Naval Air Station) went to such extremes when they clearly had violated just cause language in administering this unjust discipline.

Scott had been a model employee throughout his 12 years working at NAS Whidbey Island. He had never been written up or disciplined at Whidbey or anywhere else he has worked. Our Union tried to reason with Maytag before embarking on the expensive path to arbitration, but the Company was intent it was their right to suspend him, ignored the progressive discipline/just cause section of the contract, and even went so far as to say they could have terminated him.

"It was great to have our Union as my advocate. Spencer Thal and Richard Jackson were awesome. The union recognized the discipline was wrong and fought it all the way through arbitration. It took a year, but it was well worth it to clear my name," said Scott. "It was overwhelming to know my union worked so hard and invested so much time and money to defend me on an unjust 3-day suspension. It was very cool. The Union moved forward on the principle of it and didn't back down one bit."

Other workers at NAS Whidbey recognized the significance of a company spending tens of thousands of dollars to go after one of their senior employees with an outstanding record; simply to flex their muscle.

This case was a prime example of just how far an employer will go to prove a point and show they are in charge.

"I went from never being written up or disciplined my whole life to an employer wanting to terminate me, which they said was reduced to a 3-day suspension," said Scott. "This case showed why it's important for every worker to have union representation and rights on the job. If not, you are simply at the will of your employer."

The arbitrator ruled the employer did not have just cause to suspend Scott for three days without pay, rescinded the suspension, and ordered Scott be made whole for lost wages and benefits and reduced the minor incident to a Documented Verbal Warning.

If you know someone working at a non-union shop that would like to gain union representation and rights on their job, encourage them to visit IAMUnionYes.com and fill out the information form. It is the first step toward a better life.

## Veterans' Pay and Rights Protected While on Active Duty – It's the Law!

Veterans should be respected for the service they give to our country, which involves incredible sacrifice. Therefore, it was important to ensure Boeing recognized this and to enforce the law defending our members' rights as veterans.



IAM Work Transfer Rep Patrick White (l) and Grievance Coordinator Dan Swank pushed Boeing to follow the law for members deployed on active duty - specifically referring to the "escalator clause" and the impact on Progression Steps under USERRA.

Union membership provides members with an advocate to ensure all members' rights are protected under the contract, as well as applicable state and federal laws. Recently, one of our members contacted our Union to ensure the Uniformed Services Employment and Re-Employment Rights Act (USERRA) was followed after spending more than a year on active military duty.

Thanks to our Union, the member's rights under the law were protected. Our member accepted a job offer to a higher labor grade just prior to being deployed for military service, with the report date a few weeks after the deployment. This was significant because, with a little over a year-long deployment, the member began accumulating progression steps on the original report date, earned two progression increase steps while on active duty and is that much closer to reaching the new maximum. The law also ensures that any COLA earned during the deployment is received and seniority

See page 5 for References on rights of members called to active duty

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### Union Yes

First contract delivers improvements and solid foundation to build on for workers at NAS Whidbey **2**



Choosing Your Plan at Boeing  
See page 4 for info



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## REPORT FROM THE PRESIDENT

# Working for our Membership on Many Fronts

By JON HOLDEN  
IAM 751 District President

I'd like to give members an update on some very important issues we are working on.

We are making progress in creating our Aerospace Machinists Institute (AMI). This will be the training arm of District 751, which I reported on previously.

In October, we hired Shana Peschek as AMI Director. She is now working full-time to turn our vision into reality and is focusing on programs we will offer to our members, the employers we represent and the next generation of aerospace workers in our community. Shana brings extensive experience in curriculum development, leadership skills, and is well known and respected in community and technical colleges, the labor community and throughout industry.

We are first putting together pre-employment training that we can offer to those looking to get hired into the aerospace industry. Many of our employers are continuing to hire new workers and are in desperate need of workers holding the skills necessary to work in their facility.

We also have goals of providing classes for our current members who are looking to gain skills in order to move up the ladder to higher skilled and higher paying jobs. We are starting discussions on how to offer accredited training where members could take classes leading to a two year degree or certificate program – with the goal of potentially expanding to help members earn a four-year degree.

With Shana's leadership, we are well on our way to making this vision a reality.

Our Benefits Committee has been



proactive in working to hold down medical costs for our members at Boeing and ensure our members' total share of health care costs do not exceed 16 percent across all plans, all members and dependents.

Up until this year, we have been below the 16 percent cost share. However, now in 2020 our costs are projected to be above 16 percent, which gives us the ability to hold down increases in the monthly premium. As a result of our proactive efforts, the monthly premium for each plan will only go up 1.35 percent (for each plan and tier).

This is important as our monthly premiums were set to increase 10 percent this year and each year throughout the life of this long agreement.

Because our contract language calls for the premiums to be adjusted prospectively, it was important to challenge this early, long before it is time for open enrollment. This is a very important topic to our membership and why our Benefits Committee worked hard to make information requests and evaluate the data throughout the year.

I also want to talk about our AMPP incentive plan. We have received a lot of calls regarding Boeing's announcement that their salaried incentive plans won't be receiving a payout this year.

The positive thing for us is our AMPP incentive plan is secured in our collective bargaining agreement and is based on metrics we can have an impact on: safety, quality and productivity.

Our AMPP incentive program is not based on Boeing's financial performance. Therefore, even if the Boeing Company's stock price or profits decline, we are still eligible to earn our contractual incentive plan, based on our performance within

the negotiated metrics.

AMPP numbers aren't currently being published, as there are many outside factors impacting the metrics we are held to. We continue to meet on a monthly basis to identify areas outside of our members' control that should be removed from the metrics. Should you have issues in your shop that negatively impact the metrics and are out of our members' control, be sure to use the blue button on our webpage ([www.iam751.org](http://www.iam751.org)) to report those issues so we can bring them up in our monthly meeting.

We appreciate your hard work and dedication, and our goal remains to obtain the highest possible AMPP payout for our members.

Finally, I am proud of everyone who participated and pledged to contribute to our recent Machinists Non-Partisan Political League (MNPL) card drive. It is one of the most successful drives in recent years and will lead to more power and clout for our union to ensure that we make gains for all our members and all workers in our community. Our Stewards did a great job educating fellow members on the importance of having a voice in the legislative and political arena and the results speak for themselves.

As the MNPL drive came to an end, we held a crabfeed at the Seattle Union Hall for a fundraiser. More than 300 people attended for a night of fun, solidarity and a delicious crab dinner. We hope to make this an annual fundraising event in the fall and hope to have an even bigger turnout next year.

Thanks to all who attended the crabfeed and especially to those who stepped up and volunteered to help prepare the food for our members and their families.

In closing, I want to thank all our

members of the 751 Club for their contributions to MNPL (those who make monthly contributions of \$7.51 or more per month to MNPL). Our 751 Club Dinner Dance on October 26 was in appreciation of your support, and we hope all had a good time.

It was wonderful to see so many new members signing up to be a part of this group and getting engaged with their union. I hope more members will choose to be 751 Club members so when we hold the dinner dance in 2021, we need to find a bigger venue to accommodate the crowd.

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

**Jon Holden**  
President, Directing  
Business Representative

**Paul Schubert**  
Vice President

**Susan Palmer**  
Secretary-Treasurer

**Mike Hill**  
Sergeant-at-Arms

**Steve Warren (Eastern WA)**

**Dan Swank**

**Paul Veltkamp**

**Dena Bartman**

**Greg Campos**

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**Spencer Burris**

**André Trahan**

**Ira J. Carterman**

**Patrick Bertucci**

**Grace Holland**

**Robley A. Evans**

**John Lopez Jr.**

**Howard Carlson**

**Jason Chan**

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](http://www.iam751.org)



## First Contract Delivers Better Pay and Benefits

In October, workers at Zenetex Depot NW confirmed why they voted for IAM Union representation in August as they approved a first union contract.

These talented mechanics work on the EA-18 Growler doing depot level maintenance at NAS Whidbey Island. They reached out to gain rights and a better standard of living by having IAM Union representation after they saw other workers on the base benefit from IAM Representation.

Their first union contract provided generous General Wage Increases in each of the four years; increased their health and welfare allowance each of the next three years; increased paid time off (PTO); increased company matching contribution up to first 4 percent (previously 2 percent) and provided two additional holidays each year.

In addition, these workers are no longer at will employees and their employer must follow just cause progressive discipline. The contract

secured a true grievance procedure that includes binding arbitration.

"This first collective bargaining agreement created a strong foundation of rights, pay, benefits and working conditions that these members can build on in the future. Along with improvements in wages and benefits, this agreement also secured in writing many things they already enjoyed so their employer cannot change them on a whim," said Richard Jackson, Chief of Staff who served on our union negotiating committee.

This first contract reinforced why these workers sought IAM Union Representation....to put them on a path

to a better life.

If you know any workers who would like to gain a voice and a path to a better life, have them visit [IAMUnionYes.com](http://IAMUnionYes.com) and fill out the online form to have one of our union organizers contact them to begin the process.



Above: Workers at Zenetex Depot NW at Whidbey NAS overwhelmingly approved a first contract giving them solid wage and benefit increases and rights on the job.

Photo left: Union Negotiating Committee discuss proposals L to R: Jerad Jeffries, Staff Attorney Spencer Thal, and Chief of Staff Richard Jackson.



## 751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild,  
CWA #37082

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# Peschek to Lead Aerospace Machinists Institute

In October, IAM District 751 moved one step closer to launching the Aerospace Machinists Institute (AMI).

District 751 welcomed Shana Peschek as the first Executive Director of the Aerospace Machinists Institute. Shana comes to the role with extensive experience in workforce education and training, organizational leadership and employer and union engagement. She most recently served for more than a decade as the Director of the Construction Center of Excellence, one of eleven industry-specific centers developed by the State Board of Community & Technical Colleges.

Shana came highly recommended by representatives from the Washington State Labor Council, AFL-CIO, and the Pierce County Building Trades Council, AFL-CIO, among others. She is regarded as visionary, collaborative and highly effective in expanding training and education opportunities across Washington.

Additionally, Shana has a strong track record



Shana Peschek

of leveraging grant funding to support workforce development and building partnerships via the various boards and committees on which she serves or leads. Her educational

background includes a Bachelor of Arts from Washington State University and a Master of Business Administration from City University. She is also a Marano Fellow from the Sector Skills Academy, a part of The Aspen Institute's Workforce Strategies Initiative.

The Aerospace Machinists Institute is a separate 501(c)(3) charitable organization recently created by IAM District 751. When fully developed, it will offer specialized training, pre-apprenticeships, apprenticeships and more to IAM members and members of the broader community looking to gain skills for



Mike Nielsen from Green River College, AMI Director Shana Peschek (center) and District 751 Jon Holden (r) discuss initial training programs to be offered by our Aerospace Machinists Institute (AMI).

aerospace and manufacturing careers. Services will be delivered in alignment with union values and with the goal of raising the standard of living for workers across the state.

"The Aerospace Machinists Institute has been in the works for over a year. It is exciting to now have Shana on board to help guide the vision further into a reality," said IAM District 751 President, Jon Holden. "I have every confidence Shana will be an excellent founding Executive Director for our Institute and, with her leadership, I look forward to our union leading in providing world class training for current and future aerospace and manufacturing workers."

## 751 Club Members Honored at Event

Machinists 751 Club members (those who contribute \$7.51 a month or more to Machinists Non-Partisan Political League (MNPL) were treated to a night of fun as a thank you for their voluntary support of our legislative and political program. Many members dressed in costume since it was Halloween weekend. The event included a delicious dinner, dancing and a mock casino. To view more photos, visit IAM District 751 Facebook page.



Dist. 751 President Jon Holden addressed the crowd.



All smiles at the 751 Club event.



Members and their guests filled the dance floor after dinner.



Characters at the blackjack table.



Morticia & Gomez Adams joined Mayhem and Flo.



Members were all smiles at the 751 Club event.



Members enjoy Texas Hold 'Em in the poker room.



Members enjoyed a delicious dinner before enjoying dancing and a mock casino later in the night.

## MNPL Crabfeed Packs Seattle Union Hall

Saturday, October 5, members and their families packed the Seattle Union Hall for a delicious crab dinner complete with caesar salad, red potatoes, corn on the cob and a variety of desserts.

The volunteer crew did an excellent job and cooked

770 pounds of fresh crab to ensure that no one went home hungry.

The event honored our long-time political director Larry Brown, who was elected President of the Washington State Labor Council and took office this past January.



Above: District President Jon Holden serves some of the 700+ pounds of fresh crab at the event.



Left: Members, family members and friends packed the Seattle Hall for a delicious dinner and a fun evening of solidarity.

# CHOOSING YOUR HEALTH PLANS AT BOEING

## Boeing Open Enrollment for Health Plans through Nov. 26

District 751 members working at Boeing will be asked to select their health and dental insurance coverage for 2020 during the annual enrollment period, which runs Nov. 5 through Nov. 26.

This is the only time you can make routine changes to your health care. If you select a new medical or dental plan, changes take effect Jan. 1, 2020.

IAM members at Boeing in Puget Sound can choose from the following medical plans:

- Traditional Medical Plan (TMP)
- Selections Coordinated Care Plan (CCP)
- Kaiser Permanente HMO (formerly Group Health)

**If you don't take action during open enrollment, your current benefit choices will continue**

**automatically and the new monthly contributions will apply.**

Our contract with Boeing spells out your health care benefits, including deductibles, office co-pays and prescription coverage (see chart below for summary).

Thanks to proactive efforts by our Union, the monthly premium contribution rate will be a smaller increase of 1.35 percent rather than the contractual 10 percent increase to ensure that members do not exceed the 16 percent cost share cap on health care. 2020 contribution rates for Puget Sound are noted in the table below.

**Complete the Health Assessment Questionnaire** to avoid additional paycheck contributions in 2020 (see article at bottom of page).

**No action is required unless you want to change coverage plans**

**Dental Options:** District 751 members in Washington State can also choose between two dental plans: the Network Plan (Delta Dental PPO) or Prepaid DeltaCare Plan. The annual dental maximum increases in 2020 to \$2,500 per person (up from the current \$2,000).

Annual open enrollment is your opportunity to rethink your current plan. Be sure you're in the plan that's best for you and your family. Boeing has mailed an annual open enrollment packet to each member's home.

**To log on to Worklife to change plans or look at Boeing's comparison information visit: <https://boeing.service-now.com/worklife>.**

**Again, no action is required unless you want to change coverage plans.**

Even if you are not planning to make a change to your benefits, you can take this opportunity to:

- Review your Health Care Cost Summary (review of out-of-pocket costs)
- Estimate your medical costs for next year;
- Compare plan details;
- Research hospitals and providers;
- Review and update your dependent information.
- Complete the online Health Assessment Questionnaire to avoid additional paycheck contributions.

**If you have any questions on open enrollment or plan comparisons, contact Worklife at 1-866-473-2016 and ask for Health & Insurance.**

Your union recommends that you study the plans carefully before selecting coverage, review how different plans affect your out-of-pocket costs and check lists of network providers to see which networks your doctor is in. It is also a good idea to verify prescription medication costs in the upcoming plan year.

### Comparing Your Plan Costs for Puget Sound

Service/Care	Traditional Medical Plan	Selections CCP	Kaiser Permanente
Monthly Premium	<b>*NOTE: Monthly contribution assumes completion of health assessment questionnaire</b>		
Employee Contribution	Effective 1/1/2020-12/31/2020	Effective 1/1/2020-12/31/2020	Eff 1/1/2020-12/31/2020
Employee Only	\$ 49.05*	\$ 85.84*	\$ 85.84*
Employee & Spouse	\$ 98.10*	\$171.68*	\$171.68*
Employee & children	\$ 98.10*	\$171.68*	\$171.68*
Family	\$147.15*	\$257.52*	\$257.52*
Office Visits (network) <i>(NOTE: 2019 \$20 co-pay for primary care; \$25 co-pay specialist)</i>	\$30 co-pay per visit primary care; \$40 co-pay specialist (including chiropractic)	\$30 co-pay per visit primary care; \$40 co-pay specialist (including chiropractic)	\$30 co-pay per visit primary care; \$40 co-pay specialist (including chiropractic)
Deductible			
Network	\$400 individual/ \$1,200 family; <i>(2019 was \$300 ind/\$900 family)</i>	None if within network.	None
Non-network	\$600 individual/\$1800 family	\$450 per individual if non-network used	
Network services (your share)	10% after deductible	10%	10%
Non-network services (your %)	40% after deductible	40%	40%
Hearing Aid Benefit	\$1,000 per ear every 3 years <i>(2019 was \$800 per ear)</i>	\$1,000 per ear every 3 years <i>(2019 was \$800 per ear)</i>	\$1,000 per ear every 3 years <i>(2019 was \$800 per ear)</i>
Prescription coverage	<b>** MEMBER PAY THE DIFFERENCE GENERIC INCENTIVE PRESCRIPTION PROGRAM.</b> For brand formulary and brand nonformulary prescription drugs from a retail pharmacy or the mail-order program, you'll be encouraged to choose generic over brand-name options. That means if you purchase a brand-name drug when a generic equivalent is available, whether at your request or your physician's, you'll pay the generic copayment plus the cost difference between the brand-name and generic drug. <b>ALWAYS ASK FOR GENERIC!</b>		
Retail (up to 30 days)			
Generic	\$5 co-pay	\$5 co-pay	\$5 co-pay
Brand formulary	\$25 co-pay**	\$25 co-pay**	\$25 co-pay**
Brand non-formulary	\$40 co-pay**	\$40 co-pay**	--
Mail (up to 90 days)			
Generic	\$10 co-pay	\$10 co-pay	\$10 co-pay
Brand name formulary	\$60 co-pay**	\$60 co-pay**	\$60 co-pay**
Brand non-formulary	\$100 co-pay**	\$100 co-pay**	\$100 co-pay**
	**if no generic OR approved after review, if not you pay generic copay plus cost difference between brand-name & generic.	**if no generic OR approved after review, if not you pay generic copay plus cost difference between brand-name & generic.	**if no generic OR approved after review, if not you pay generic copay plus cost difference between brand-name & generic.
NOTE: Formulary is changing for 2020. Some drugs may not be covered anymore. Check the website ( <a href="http://express-scripts.com/boeing">express-scripts.com/boeing</a> ) to price your medication.			
For more information	1-888-802-8776 <a href="http://www.bcbsil.com/boeing">www.bcbsil.com/boeing</a>	1-888-802-8776 <a href="http://www.bcbsil.com/boeing">www.bcbsil.com/boeing</a>	1-888-901-4636 or <a href="http://www.kp.org/wa">www.kp.org/wa</a>

### Things to Remember

- ◆ Make changes by visiting <https://boeing.service-now.com/worklife>. Or call 1-866-473-2016. Hearing impaired use the 711 Relay Service.
- ◆ If you have questions on open enrollment or plan comparison, contact Worklife at 1-866-473-2016 and ask for Health & Insurance.
- ◆ Review enrollment materials, examine monthly premium paycheck contributions, co-pays and out-of-pocket expenses, check list of network providers.
- ◆ Any members & spouse/partner who does not complete the health assessment by Nov. 26 will face an additional \$20 a month paycheck deduction (or possibly \$40) for health care in 2020.
- ◆ After you enroll, print the confirmation and keep the copy until the hard copy comes in the mail; if you have an email address on file, you'll also receive an email confirmation.
- ◆ Representatives from the medical, dental and vision plans will attend November local lodge meetings to answer questions you may have!

### Double Check Your Prescriptions for Formulary Changes in 2020

Before getting prescriptions filled in 2020, be sure to check the website to ensure it is one of the formulary drugs. Login to [express-scripts.com/boeing](http://express-scripts.com/boeing) to compare drug prices and check the price of your particular medication. With formulary changes, some drugs may not be covered anymore.

## Health Assessment Required to Avoid Added Surcharge

IAM members will be asked to complete the Boeing online health assessment before Nov. 26 to avoid higher monthly premiums for the coming year (up to \$40 per month if both employee and spouse/partner fail to complete the assessment). **Retirees do not need to take the health assessment.**

Keep in mind there are no wrong answers on the health assessment and to avoid the higher monthly cost, you DO NOT have to provide any numbers. "I don't know" is an acceptable answer.

For members, the health assessment questionnaire is available online. Members can fill it out at work or home by logging



into Worklife and entering "Step by Step" in the search bar. Within the knowledge article, click "Complete your health assessment." You will be directed to the Wellness Checkpoint portal to complete the assessment.

Spouses or domestic partners enrolled in a Boeing-sponsored medical plan must go online to <https://boeing.wellnesscheckpoint.com>. Spouses or domestic partners will need to register by entering the employee's BEMSID, the first three letters of the spouse's first name and the spouse's birth month and year.

**Union members who would rather not answer the questionnaire online**

**have the option of calling Wellness Checkpoint at (833) 998-9355 to request a paper form to be mailed or to answer the questions over the phone.**

Keep in mind: Information from health screenings could be beneficial for you and your doctor to discuss your personal care; however, health screenings have no impact on what IAM members will pay for medical contributions.

**REMEMBER: IAM members and their spouses/partners are not required to get ANY screenings, and you are not required to report any numbers to Boeing on the Health Assessment.**

## Free Online College for IAM Members and Their Family

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

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

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

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

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

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

**Get Started on Your College Degree.** Take a look at this exciting program and take advantage today to help grow your career. To learn more or enroll visit: [freecollege.goiam.org](http://freecollege.goiam.org).

To learn more or enroll visit:  
[freecollege.goiam.org](http://freecollege.goiam.org)

## 2020 IAM Scholarship Now Accepting Applications

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the United States and Canada.

Awards to members are \$2,000 per academic year. They are granted for a specific period from one to four years leading to a bachelor's degree or a two-year vocational/technical certification.

### Awards to Children of Members are:

College: \$1,000 per academic year. All awards are renewable each year, until a bachelor's degree is obtained or for a maximum of four years, whichever occurs first.

Vocational/Technical School: \$2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

### Eligibility for Competition

Any applicant must be either:

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



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

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

- Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;

- Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of "continuous good-standing membership" at the time of death.

For information on all rules of eligibility or to obtain an application form, visit [www.goiam.org/iamscholarship](http://www.goiam.org/iamscholarship). NOTE: Completed Application Packets must be postmarked no later than Feb. 21, 2020.

Obtain an IAM Scholarship application and guidelines online by visiting [www.goiam.org](http://www.goiam.org) & search 2020 IAM Scholarship or call 301-967-4708 to request an application

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

### Hold 'Em Poker Tournament

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

Registration starts at Noon. Tournament begins at 1 p.m.

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

All proceeds from the tournament go to Guide

Dogs of America.

### Slot Machine Tournament

For those who prefer to play the slots, Local C will host a slot tournament at the Muckleshoot

simultaneously with the poker tourney on Saturday, January 11. Slot tournament card sales begin at Noon; tournament begins at 1 pm. \$5 per game and individuals can purchase 1 or up to 15 slot game cards. Final payout to the top 5 based on individual's highest score.

Flyers with details about the tournament are available at all Puget Sound union halls and on the website at [www.iam751.org](http://www.iam751.org).

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

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

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



## Veterans' Pay & Rights Protected While on Active Duty – It's the Law!

*Continued from Page 1*

continues to accrue as if the person was at work.

Our member attempted to address this on her own by contacting HR and providing copies of the law, but was unsuccessful in reaching resolution. The Company put the promotion date as the day our member reported back to work – over a year after our member's report date on the original promotion paperwork.

"The law is clear and it is also part of Boeing's LOA policy handbook. I should be treated like I was continuously here and at work every day. This was the issue I attempted to have HR understand and acknowledge. It wasn't until I contacted the Union, who engaged the Company at a higher level that resolution occurred," said our member. "I appreciate our union taking up this fight and working to make sure it was corrected. This also affects the differential pay so it was important to address."

"Veterans and military personnel under this law (USERRA) enjoy not just protections from discrimination like other protected classes, but they also enjoy re-employment rights that are much broader and more significant. Basically, a person gets credit for all purposes as if they had been working during the time of active duty – including earning Progression Step Increases," said 751 Staff Attorney Spencer Thal. "This includes anticipating certain kinds of improvements and promotions that could have occurred during that time. This law favors veterans and puts the burden of proof on the employer."

Credit goes to IAM Work Transfer Rep Patrick White, who worked the issue before elevating it to Business Rep Robley Evans, Staff Attorney Spencer Thal, and Grievance Coordinator Dan Swank.

"We hope to educate other members who are

called to active duty so they understand their rights under USERRA. If this happened in one area and was being misinterpreted, it could potentially happen to other members, as well," said Grievance Coordinator Dan Swank. "As Union reps, we want to ensure our members' rights are protected under the contract and the law."

USERRA was enacted to ensure job rights of individuals who voluntarily or involuntarily leave their job to undertake military service or certain types of service to assist in the National Disaster Medical System.

## Resources for Members & Info on USERRA

**Boeing Leaves of Absence Policy Handbook – Section 8 – Military Affairs Administration. (page 37).**

- Escalator Position is under 8.2 Definitions (first bullet)

### IAM Contract Reference:

6.2(e) – Returns from Leave of Absence. An employee on approved leave of absence who returns to the active payroll will have the following base rate:

6.2(e)(1) If the leave of absence was granted due to industrial injury or industrial illness, military service, or to accept a full-time Union position, the employee's base rate will be equal to the base rate he/she would have had if he/she had not been on a leave of absence.

(NOTE: This language ensures members receive their Seniority Progression Increases, COLA and GWI while on leave for military service).

14.1(b) Accumulation of Seniority. The time after such effective date that he/she is on the active payroll of the Company within any bargaining unit to which this Agreement relates; plus

14.1(b)(4) time on leave of absence granted for the purpose of serving in the Armed Forces of the United States.

### USERRA Legal Reference

**USERRA statute:**

<https://www.law.cornell.edu/uscode/text/38/part-III/chapter-43>

**USERRA regulations:** <https://www.law.cornell.edu/cfr/text/20/part-1002>

Within the USERRA law, following are the sections defining employee rights.

### Reemployment Position

**1002.191 What position is the employee entitled to upon reemployment?** As a general rule, the employee is entitled to reemployment in the job position that he or she would have attained with reasonable certainty if not for the absence due to uniformed service. This position is known as the escalator position. The principle behind the escalator position is that, if not for the period of uniformed service, the employee could have been promoted (or, alternatively, demoted, transferred, or laid off) due to intervening events. The escalator principle requires that the employee be reemployed in a position that reflects with reasonable certainty the pay, benefits, seniority, and other job perquisites, that he or she would have attained if not for the period of service. Depending upon the specific circumstances, the employer may have the option, or be required, to reemploy the employee in a position other than the escalator position.

### Seniority Rights and Benefits

**1002.210. What seniority rights does an employee have when reemployed following a period of uniformed service?**

### Rates of Pay

**1002.236 How is the employee's rate of pay determined when he or she returns from a period of service?**



Wes Heard and Paul Richards were decked out in pink and proud to walk for loved ones affected by breast cancer.



Team 751 members and family members braved the rain to take part in the Making Strides Against Breast Cancer Walk on Oct. 19 in Seattle.

## Team 751 Making Strides Against Breast Cancer

Rain couldn't dampen the spirit of 751 members who turned out for the Making Strides Against Breast Cancer Walk at Gas Works Park in Seattle on October 19. More than 30 members turned out for the walk donning pink rain gear and Machinists Team 751 shirts.

Thanks to all who turned out to take part in this worthwhile event that has personal meaning for so many of our members and their families.



Above: Debbie & Marissa Donnel on the route.



Left: Team 751 members finishing the 3 mile walk.



Right: Posing for a pic mid-walk.

## Solidarity to Help an Ailing Member

As a Union Steward for more than 20 years, Joel Walker has worked tirelessly to help others whether it is a contractual issue or something in their personal lives. When he suffered a stroke recently, co-workers and management alike stepped up to help.

A group of Union Stewards in the 40-56 building put together a lunchtime hotdog feed that also included a baked goods table. Members lined up down the main transportation

aisle in a tremendous show of solidarity to give a donation to help their Union brother in need. Management was also very supportive of the effort.

"It is truly amazing what belonging to a Union family means and this is a prime example. The group donated more than \$4,100 to help Joel in his time of need," said Business Rep Grace Holland.



Above: Joel Walker was moved by co-workers donating more than \$4,100 to help after he suffered a stroke. L to R: Wes Heard, Business Rep Grace Holland, Joel Walker and Ben Reimann.



Members lined the main transportation aisle in the 40-56 building for a hotdog feed and gave generous donations.



District President Jon Holden thanks some of the members helping with the hotdog feed Ben Reimann, Ashley Krogstadt, Charlie Jhong, Joe Ruth, Jason Singletary, Jason Cummins, Wes Heard, Ryan Rivas and Bill Herrmann.



Denise Strike, Terry Johnson, Melissa Bucklin and Jennifer Song helped with the baked goods table and members generously offered donations.

## Officers Accept the Oath of Office

Below: Business Rep Ira Carterman (l) administers the oath of office to Local E Trustee David King (r).



Above: Local A President Paul Schubert (r) administers the oath of office to Local A Auditor Bridgette Hardy, Conductor-Sentinel Levi Wilson, and Recording Secretary Derek Gottschalk at the October 6 p.m. Local A meeting.

Below: Local A President Paul Schubert (r) administers the oath of office to Local A Audit Committee member Kimberly Gifford (l).



# SERVICE TO THE COMMUNITY

## Volunteers Make a Difference Throughout the Region

From Everett to Tacoma and everywhere in between, 751 volunteers have been donating their time on community service projects to make life better for area residents. Several weekends each month our volunteers prepare and serve meals at the Everett Rescue Mission and Tacoma Mission. Our members cleaned up our stretch of the road in both Auburn and Everett. Volunteers also helped organize toys for the Snohomish County Toys for Tots program, and packaged 700 pounds of both pasta and oats at Northwest Harvest Warehouse.

On Dec. 7, 751 is again planning to take part in the King 5 Northwest Harvest Home Team Harvest food collection. Look for information on our website [www.iam751.org](http://www.iam751.org) on the calendar.



Rob Curran preparing breakfast at the Tacoma Mission.



Everett road clean up L to R: Wes Heard, Adrian Camez, Mike Molsee, Richard Pollack and Mark Hartman.



Above: Wes Heard and Adrian Camez cleaning up our Everett stretch of the road.

Left: At the Auburn road cleanup l to r: Dallas Thornton, G.W. Schmidt, Princie Stewart, Michelle VanMeter, Carolyn Romeo, Tim O'Hara, Terri Myette and Jason Chan.



Adrian Camez and Paul Schubert help organize the Toys for Tots Warehouse.



Right: Helping to organize the Toys for Tots Snohomish County (L to R): Joe Ruth, Phet Bouapha, Wes Heard, Adrian Camez and Paul Schubert.



At the White Center Salvation Army Anthony Barnes (l) thanks Business Rep Rich McCabe for the hundreds of pounds of candy 751 donated to their harvest festival. Special thanks to Steward Paul Richards for his outstanding effort to deliver a truckload of candy from his crew.

At the NW Harvest Warehouse Robert Petty, Andy Peltola and Art Reyna recently packaged 700 pounds of both pasta and oats.



Helping at the Everett Gospel Mission L to R: Carter Wolbaum, Cliff Balka, John Allen, Stan Larsen, Ben Petersen, and Brian Abernathy.

## Introducing Area Students to the Trades

751 members Wes Heard and Joe Ruth recently helped introduce area high school students to potential Machinists Union jobs at Boeing. The "Trade Up" program from the Snohomish County Labor Council is designed to introduce area students to good union jobs in the trades.

For students, who may not be planning to attend college, this is a great introduction to other pathways leading to good middle class jobs they can obtain without incurring thousands in college debt.

The October event included Carpenters, Laborers, Electricians, Machinists, Sheet Metal, Concrete Masons and Snohomish County PUD, Community Transit and many others.

Students were issued uniforms and took part in hands-on activities in a variety of trades. Students learned the

benefits of unionized trade jobs, that include liveable wages, medical and dental benefits and retirement security.

"It was exciting to get a chance to introduce high school students to a good career as a Machinists Union member. With Boeing continuing to hire, it is a good option many should consider," said Joe Ruth.



Wes Heard and Joe Ruth talked to area students about Machinists jobs at Boeing.



Area students take part in the Trade Up event learning more about the craft trades and union jobs.

## 1-Day Turkey Drive on Nov. 26

A one day Turkey Drive will take place on Tuesday, Nov. 26 for the missions in Tacoma and Everett. Frozen turkeys will be accepted between 8 a.m. and 3 p.m.



on Nov. 26 at the Auburn, Everett, Renton and Seattle Union Halls. Note: Except for Seattle, all halls close for lunch between noon and 1 p.m.

All turkeys donated will be used for the Thanksgiving meal at the missions.

Checks made to either the Everett Gospel Mission or Rescue Mission will also be accepted.

# IAM-BOEING JOINT PROGRAMS

## Member Earns Promotion Through ERT with Help from Career Advisor

Hard work and initiative paid off for 751-member Donica Hammons, who was recently upgraded to a Grade 8 Inspector Tooling and Machined Parts position.

As a 28-year member, when Donica found herself with permanent medical restrictions, she immediately became proactive in finding a more suitable job she could perform to continue her career at Boeing.

Rather than trying to navigate the Employee Requested Transfer (ERT) system alone, she utilized both IAM-Boeing Joint Programs Career Advisor Jodale Brinkley, as well as Vocational Rehabilitation Counselor (VRC) Kathy Ogle.

Working with Jodale and Kathy, Donica set her sights on a Grade 8 QA inspection job that was much less physically demanding than the grade 6 Shot Peening Operator she had held for years.

For more than a year, Donica worked hard to

systematically turn all her lights green—taking classes and various challenge tests to qualify for the 54808 position.

During that time, she discovered issues with one of the challenge tests, and brought it to the attention of IAM-Boeing Joint Programs. After reviewing the Reading Tooling Blueprint challenge test, revisions were made. Donica took the revamped test, passed, and promptly filed her ERT for the QA position. Within a few weeks, she had received a job offer and is happy.

She is excited about her new position and hopes others will utilize the services of the IAM-Boeing Joint Programs Career Advisors. These talented individuals possess a wealth of knowledge to help our members meet their educational and career goals. Career Advisors can help members:

- Assess your skills and develop a training or new career plan



Career Advisor Jodale Brinkley talks on the phone with member Donica Hammons, who she helped navigate the ERT system to a new higher graded position.

- Explain how to use Career Guides;
- File Employee Requested Transfers
- Assist with special needs learning
- Help with resume and interviewing skills
- Computer classes and refresher materials in math, writing and more.

To schedule an appointment with an IAM-Boeing Joint Programs advisor, please call 1-800-235-3453.



IAM-Boeing Joint Programs hosted a one-day offsite with Site Safety Committees to share information.

## Offsite Offers Safety Resources and Sharing of Information

In October, IAM-Boeing Joint Programs hosted an offsite for the Site Safety Committees at the Museum of Flight. The day-long meeting was packed with useful information to ensure our Site Committees have the resources to promote safety and address hazards that arise across Puget Sound.

One of the highlights of the meeting was hearing from 751-member Rick Morris, a Renton crane operator, who is passionate about promoting safety throughout the factory. He emphasized that no one should take safety for granted at home or at work. He recently cut his fingers while working in his garage because he was complacent about safety at home. Rick conveyed the emotional story about his father, Dean Morris, a Renton crane operator who was killed in a fatal crane accident 20 years ago. Rick shared great safety information that was applicable to everyone not just crane operators.

Attendees heard a presentation on Winter Emergency Preparedness emphasizing early preparation that included



Crane Operator Rick Morris talks safety.

and the emergency hotline website <http://www.boeing.com/employee-and-retiree.page>. Each plant's website has a snow/ice plan, which includes maps of walkways and parking lots that will be cleared and de-iced during an event.

Another segment emphasized pedestrian safety with a focus on forklifts and pedestrian right of way. Attendees also heard updates to existing safety policies and processes presented by EHS.

Additionally, Site Committee members who attended the National Safety Council and Washington State Governor's Industrial Safety and Health conferences shared information and resources from those meetings.

The Development/Communication team fitted all Site Committee members for new high-visibility jackets that will make it easy for IAM members to locate a Site Committee member. Program Coordinators Hazel Powers and Annie Battles coordinated this project with jackets scheduled to arrive by year end.

Overall, this successful event was made possible by every member of the Joint Programs Development/Communication team working together and helping out as needed.



Dave Hopkins, Program Coordinator.



Committee members check out the latest personal protective equipment.



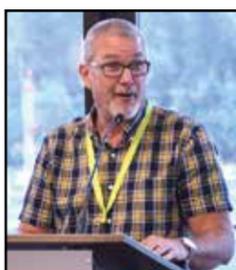
Program Coordinators Hazel Powers and Annie Battles facilitated brainstorming ideas on parking lot safety.

## Ensuring Safety at Moses Lake Facility

The IAM/Boeing Joint Programs has been asked to assist with the onboarding of employees in Moses Lake to ensure their safety and safe working conditions. Co-director Tommy Wilson is heading up this effort for Joint Programs to benefit our members. Efforts at Moses Lake include working to ensure proper

equipment is on site and other safety measures are followed or implemented to align with Boeing safety standards.

As always, the goal of IAM-Boeing Joint Programs is to ensure Boeing employees have a safe and healthy work environment.



Tommy Wilson is working to ensure Moses Lake meets all safety standards.

## Cards Raise Awareness on Cell Phone Safety

As a Safety Coordinator for the 737 Final Assembly in Renton, 751-member Jerry Langley is passionate about making the workplace safer. He noticed some folks (hourly, salary and management) were using their cell phones (either talking or texting) while walking through the factory or parking lot and noted the distraction presented a safety hazard.



751 Member Jerry Langley

Jerry wanted to make a difference and devised a cell phone safety card that highlighted the issue while reminding employees of Boeing policies and PRO. Joint Programs approached Jerry about using his card site wide to have a bigger impact.

"We want to thank Jerry for sharing his idea and commitment to safety with others to make us all safer," said IAM-Boeing Joint Programs Administrator Tony Curran.

Jerry hired into Boeing 15 years ago in wing build up and worked in several shops before landing in final assembly. He became a Safety Focal when he was working interiors and eventually was asked to be a Safety Coordinator.

"Part of my role as Safety Coordinator is walking the floor to look for potential safety issues. I noticed employees (including managers) walking around talking and texting on their phones throughout the day," said Jerry. "When I would approach them about the use of electronic devices, I didn't always receive a favorable response. The site already had several incidents with cell phone use, but nothing we were doing seemed to be working."

"I thought about utilizing a slightly different approach with cards. I looked up all the Policy and PRO information and added it to the back to highlight the policies," said Jerry.

Initially when Jerry shared his card idea with Environmental Health & Safety (EHS), they weren't interested and felt a conversation was a more effective method, but Jerry was not deterred. He waited until he saw a person he knew walking and talking on their phone and then left one of the cards on their keyboard. A person from Joint Programs saw him leave the card, asked about it and eventually adopted it to raise awareness.

"Most people who receive a card, stop walking to finish their text or call and many have thanked me," said Jerry. "I've started getting requests for these cards in various shops to help get the word out. It is all about being aware and being safe."



Cell phone safety cards used at Renton to raise awareness.

**WE CARE FOR YOUR SAFETY, PRO-910 RA-062G**

Per Pro-910 Use of electronic device is prohibited when driving or walking.

You are part of the Boeing culture. Please be safe and PAY THIS FORWARD

Jerry Langley came up with the initial design.

## RETIREMENT NEWS

# October Retirement Club Minutes

The meeting was called to order on October 14, 2019 by President Jackie Boschok. She led the club in the flag salute and God Bless America and T.J. Seibert led the prayer.

**Roll Call:** All officers were present or excused.

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

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

**Legislative Report:** Carl Schwartz gave the report. Local election ballots will be mailed this week. Members are urged to check recommendations in the October *Aero Mechanic* and then be sure to vote. Ballots can be returned in postage paid envelopes and must be sent in by November 5.

Washington State's Senior Foundation convention will be in Tacoma on October 24. Our club will be sending two delegates, plus our President Boschok. Senior issues, especially those who will face our state legislature next year, will be considered.

On November 12, the Washington State Alliance of Retired Americans will hold its Senior Champion Awards Luncheon at the Seattle Union Hall. The tickets are \$50. The Executive Board recommends sending eight delegates at a cost of \$400. President Boschok mentioned the honorees this year will be Mike Kriedler, State Insurance Commissioner and Carl Schwartz, our own Legislative Chair. They will be recognized for their support

of senior issues. **M/S/P**

Our Retiree Club, our District 751 Legislative Committee and senior groups from around our state and indeed from around the country, strongly support House Resolution 3 (HR 3). This measure will work to control the excessive costs of prescription drugs. It will be literally a matter of life or death for many Americans. Some drug corporation executives are funding a dis-information campaign against this measure. Apparently the profits they reap are not high enough. Support HR 3.

Sunday, October 27 at 1 p.m. there will be a town hall meeting at the Seattle Union Hall with Adam Smith, 9th Congressional District.

Lastly, Carl mentioned a thank you letter he submitted that was published in the October *Aero Mechanic* thanking President Boschok for her efforts to plan the various summer activities for the club. Everyone gave her a round of applause.

**Health and Benefits:** Vice President Helen Lowe read the deceased list: Local A: Sigurd Berg, Bruce Caldwell, Ronnie Cavins, WR Cloyd, Robert Culbertson, Dorothy Dutton, William Garber, Marino Garcia, Tanya Gurney, Leo Holscher, David Hoogen, Michael Laws, Timothy McAlvey, Earl Monk, Rosemary O'Reilly, Irvin Renfro, Phillip Roberts, Emma Siel, Bruce Sherman, Patrick Stevens, Ronald Tomy, Jettie Turner, Donald Wanner, Ralph West, George Wolf Local C: Estes Adams, Richard Benek, Edwin Berger, Elbert Bowling, Rodney Chipman, Leslie Clarke, Leonard Couch, Mary Dargan, David Doll, Rudolf Ewert, Darly Folsom, Gary Francis, Stephen Louis, HW MacNeir II, Rodney Wattam, James Winters Local E: Edward Backer, Donald Dreyer, William McClenahan, Richard Pederson. Local F:

Lavonne Bellinger, BL Bender, Raymond Braun, Kenneth Brown, George Clark, Lrlyn Clemans, Emma Derting, Harold Halseth, Bruce Fowler, Victoria Hamlin, Setsuko Hitch, Anne Hunt, Dorothy Kilts, Clifford Page, Marian Remy, Francois Richer, Margaret Timmons, James Tomlinson, Rosetta Whitney, Rose Williams, Fred Wilson. A moment of silence was observed. Sympathy cards were sent to the next of kin.

**Good & Welfare:** Tom Lux said the Harry Bridges Center at the University of Washington will hold an awards dinner for students on Sunday, November 10 at 5 p.m. There is no charge for the event. Let Tom know if you would like to attend.

**President's Report:** President Boschok stated the District Veterans Committee will be participating again this year in the Veterans Parade in Auburn on Saturday, November 9. It is one of the biggest veterans parades in the country. See the article in the October *Aero Mechanic* for more information. Later in the meeting Business Rep Ira Carterman dropped by and also spoke about the parade and invited all vets to participate. Ira is the Chair of the District Veterans Committee.

The Executive Board recommends catering a turkey holiday themed meal for the November Business Meeting instead of the usual chicken. However, it will cost a little bit more. A motion to purchase the holiday meal was seconded and passed.

Jackie acknowledged and thanked Betty Hutchins, Mary Seibert and Ernestine Thomas who volunteer to help with the meals at the club meetings. Their services are very much appreciated.

Jackie then opened up nominations



Mary Seibert and Betty Ness celebrated birthdays in October.

from the floor for a 3 year trustee. She stated that Jim Hutchins was nominated last month and asked if there were any additional nominations. No other nomination was made so a motion to elect Jim Hutchins as trustee by acclamation was made. **M/S/P** He will be sworn in during the January 2020 Business Meeting.

**New Business:** none

**Unfinished Business:** none

A discussion began about flu shots, selecting Medicare plans and prescription costs. There was a request to have a speaker come to the club to discuss some of these issues. President Boschok said we have had a speaker in the past that covered the basics of Medicare plans but she can look into obtaining a speaker who can address more in depth issues related to senior health care.

**Birthdays:** Betty Ness and Mary Seibert celebrated their birthdays. The club sang happy birthday to them. There were no anniversaries.

The \$20 Fred Meyer gift card was won by Max Templin.

Meeting adjourned at 11:45 a.m.

### RETIRED CLUB OFFICERS

President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	Pam Harris	206-769-5179
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Vennie Murphy	253-985-0951
Trustees:	Michael Keller	206-723-4973
	Jim Hutchins	206-369-2309
	T.J. Seibert	206-909-4870

Union Office: (1-800-763-1301) or 206-763-1300

## RETIREES

Congratulations to the following who retired from our Union:

Arthur Arreola, Jr	John Flynn	Kevin Hudson	Joseph Lesinski	Jack Nunes, Jr	Luisa Twohy
John Assink	Jody Freeman	Steven Ingraham	Jeffrey Lindsey	Phillip Rodriguez	Lisa Van Kooten
Neil Berray	Jack Gilbert, Jr	Kate Jaeger	Douglas Loisel	Chris Scherzer	Grady Wimberly
Wendel Black	Mark Grantham	Donald Keizur	Joseph Maher, Jr	James Schneller	
Brenda Curran	Randi Gobeille	Robin King	Olga Marihugh	Michael Simmons	
Gonzalo Dayawan	Kevin Guice	Richard Knapp	Howard Mason	Andy Sommers	
Christine Drewien	Bruce Habenicht	Phuong Lam	Joe Meaders	Michael Torgerson	
Dennis Edgar	Joseph Hartnagel, Jr	Jeffrey Leahy	Beatrice Moreno	Debra Tremko	

## House Introduces Prescription Drug Legislation

House Democratic leaders introduced H.R. 3, the Lower Drug Costs Now Act. The bill would allow the government to negotiate lower drug prices for people covered by Medicare and private insurance.

HR 3 repeals the so-called "noninterference" clause, which currently prohibits the government from negotiating lower drug prices and requires that the Secretary of Health and Human Services negotiate on up to 250 of the most expensive drugs, including insulin. The negotiated amount would be available to all payers, thus allowing workers covered by employer sponsored plans to also benefit from the price reductions.

Americans pay the highest prescription drug prices in the world. H.R. 3 would bring drug prices in the U.S. more in line with those in other industrialized countries. Prices would be limited to 120% of the average costs of the drug in six other countries (Canada, United Kingdom, France,

Germany, Australia and Japan).

The proposal will also limit the increase in drug prices under Medicare Part B and D to the cost of inflation.

The bill also caps out-of-pocket spending for Medicare beneficiaries at \$2,000 a year. Currently, there is no cap on out-of-pocket spending. Savings from the negotiations will be reinvested into Medicare and could be used to expand benefits, such as providing hearing, dental and vision coverage.

Committee consideration and a markup session was held in the House on Oct. 22.

Ask your Representative to support this bill. As the *Aero Mechanic* went to print, Dr. Kim Schrier was the only Washington Representative to co-sponsor the legislation. Retirement Club Legislative Chair Carl Schwartz wrote a letter to the editor that was published in the Seattle Times on Oct. 28 thanking Representative Schrier for her support and encouraging others to support this bill.



### Casino Trip!

**I-5 Emerald Queen Casino  
Wednesday,  
November 20**

Join other 751 retirees for a day of fun at the Emerald Queen Casino.

Be at Seattle Hall by 8:45 a.m.; bus leaves at 9 a.m. Bus will leave casino at 2:30 p.m.

**Call Betty on 206-772-5331 to reserve your seat for the free bus ride.**

## Retirement Club Holiday Lunch -

**Monday, Dec. 9th**

**Doors open at 11 a.m.;  
Lunch at noon**

**Seattle Union Hall, 9135 15th Pl. S.**

**\$10 for members/assoc. members  
\$15 for guests**

**Lots of fun and a chance to wish each other happy holidays while enjoying a catered hot lunch.**

**Purchase tickets by Dec. 2 at Retirement Club Meetings or send your check, made payable to: District 751 Retirement Club, 9125 15th Place S. Seattle, WA 98108**

# FREE WANT ADS

FOR MEMBERS ONLY

## BOATS

ALUMAWELD 16' 2019 YAMAHA 70 HP used 5 hours. Paid \$30,000 will sacrifice death/estate forces sale. 425-255-2992

## TOOLS

PORTABLE 125 AMP, mig wire feed welder, with cart, full argon tank, 2 rolls wire, helmet, tools stored, low use age. \$125.00 Renton 425-241-9370 leave message.

PROFESSIONAL PARTS WASHING TANK, 10 gal upright portable on wheels, drain baskets, foot pedal for lid. Bottom shelf for solvent storage and drain. 425-241-9370 Message. Renton area \$100.

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

## AUTO PARTS & ACCESSORIES

2012 JEEP RUBICON ENGINE, \$1400, Trans \$700, Transfer Case (4:1 ratio) \$800. 100,780 miles. \$2,600 for all. 4,000 mile oil changes with records. 425-359-5337

TIRES - SET OF 4 STUDDER TIRES. Used one season. Size P205-55R 16 off Elante. \$150.00 cash. 253-862-4033

MICHILEN LIGHT TRUCK TIRES 75% plus tread mounted on 15" chrome wheels 31X 10.5 R15 lug nuts and center covers fits 80's Ford F150 5 lug. 425-241-9370 Leave message \$200 OBO

ROLL UP TONNEAU COVER. Fits 1994-2002 Dodge with 6 ft bed. Made by Pace Edwards in Centralia, WA. Brand new. \$400 Part #TR2007. 425-652-2819

## ELECTRONICS & ENTERTAINMENT

TELEVISION 70" LG from Video Only. Wall mount or stand - bought early in 2019. Death forces sale \$300. 425-255-2992

## FURNITURE & APPLIANCES

WASHER & DRYER white, top loader, Whirlpool (W), Maytag (D). Good condition. 253-797-8957

TWIN LONG NUMBERS BED very new, was used for six months, has vibrator remote. You will have to put it together. Has all the paperwork. Price is FREE. Must get rid of it. 206-719-1990

FREE! 2("Fixemup")RIDINGLAWNMOWERS. Come and get them both. 253-777-5707

## RECREATIONAL VEHICLES

SPRINGDALE TRAVEL TRAILER 19 feet. Used three times - 2017. Death requires selling. \$12,000. 425-255-2992

PARTING OUT 1989 HONDA GOLDWING with only 67,000 miles. Partially disassembled. All good parts. Bad electrical problems. \$700.00 takes all. Will piece out. Renton area. 425-902-1399. Leave message.

## COTTAGE INDUSTRIES

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

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

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

## 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 Dec. 6th**

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

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

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

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

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

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

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

## HOUSING

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaaliicove.com. Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 31 days. 10% discount to Boeing employees. Pays the taxes. \$2850-3500/month. Amenities include designated parking, DSL for Wi-Fi, pool, Jacuzzi and much more. 206-459-3444

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

LIVEABLE FIXER UPPER HOME 3 br, 1 bath, large yard. All appliances. Walking distance to elementary school. Three miles east of Renton Boeing plant. Death/Estate forces sale. \$330,000 425-255-2992

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

## MISCELLANEOUS

2006 HARLEY DAVIDSON Soft Tail Heritage, 11,800 miles, 2 stage upgrade gear drive, tranny and extras. \$7,000. 425-255-2992

WANTED: Old UNLIMITED HYDROPLANE slides or negatives of Slo Mo Shun, Hawaii Kai III and other boats from the years 1950-1970. Please call with price. 206-557-0282

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

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

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

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

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

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

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

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

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

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

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

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

6 ft by 3 ft FOLDING RAMP. Used one year. 206-246-6490.

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

IRC RETIRES meet for breakfast on the 2nd Wednesday of each month at 10 a.m. at The StumprestaurantinArlington. Comeandjoinus.

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

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

10 ACRES, 575 ft. frontage on Teanaway River, 6 miles east of Cle Elum, WA. Private recreation. Securely gated. Three story house with views. \$495,000. 509-733-8836

ONE ACRE FLAT, no wet lands, power and phone fronts lot and cleared for home or any type of building you want to build, security gated community. \$60,000. 253-213-2472

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

## VEHICLES

2005 HONDA ST1300 Sports Tourer motorcycle 15,000 miles, one owner. Foot pegs, motorized windshield, removable bags, extended fairing kit. Red. Garaged \$7,000.00 OBO Renton area. 425-241-9370 message.

2006 CXS LUCERNE. Excellent condition, 74,700 miles - white with tan leather interior. 4.6 Northstar engine. Premium wheels. \$4,000.00 360-652-3650

1986 NISSAN ST 720. Runs good, needs heater work. Also needs battery, but it's good for its age. Contact Don at kqm050@yahoo.com \$1,000 206-551-1443

BMW CLASSIC MOTORCYCLE 1983 R80RT recently completely gone through: battery, carbs, tires, gas tank & valves, tune up and charging system. Nice dependable ride. Asking \$2200.00 OBO. Mileage 52,117. 253-848-0778

- |                    |                                     |  |                                |
|--------------------|-------------------------------------|--|--------------------------------|
| <b>Circle One:</b> | <b>ANIMALS</b>                      | <b>ELECTRONICS &amp; ENTERTAINMENT</b> | <b>PROPERTY</b>                |
|                    | <b>BOATS</b>                        | <b>FURNITURE &amp; APPLIANCES</b>      | <b>RECREATIONAL MEMBERSHIP</b> |
|                    | <b>TOOLS</b>                        | <b>RECREATIONAL VEHICLES</b>           | <b>SPORTING GOODS</b>          |
|                    | <b>HOUSING</b>                      | <b>MISCELLANEOUS</b>                   | <b>VEHICLES</b>                |
|                    | <b>AUTO PARTS &amp; ACCESSORIES</b> |  | <b>COTTAGE INDUSTRIES</b>      |

Ad (25 word limit. Please print). \_\_\_\_\_

Phone (or Address) \_\_\_\_\_

The following information must be filled in for your ad to appear:

Name \_\_\_\_\_ Clock Number \_\_\_\_\_

Address \_\_\_\_\_ Shop Number \_\_\_\_\_

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Dec. 6th!

# FINANCIAL \$ENSE: 10 Reasons Why Beneficiary Designations Are Important

Beneficiary designations can provide a relatively easy way to transfer an account or insurance policy upon your death. However, if you're not careful, missing or outdated beneficiary designations can easily cause your estate plan to go awry.

We often complete these designations without giving it much thought, but they're actually important and deserve careful attention. Here's why: Beneficiary designations take priority over what's in other estate planning documents, such as a will or trust.

For example, you may indicate in your will you want everything to go to your spouse after your death. However, if the beneficiary designation on your life insurance policy still names your ex-spouse, he or she may end up getting the proceeds.

### Where you can find them

Here's a sampling of where you'll find beneficiary designations:

- Employer-sponsored retirement plans [401(k), 403(b), etc.]
- IRAs
- Life insurance policies
- Annuities
- Transfer-on-death (TOD) investment accounts
- Pay-on-death (POD) bank accounts
- Stock options and restricted stock
- Executive deferred compensation plans

Because you're asked to designate beneficiaries on so many different accounts and insurance products, it can be difficult to keep up. However, it's worth the effort; failing to maintain the beneficiary designation on that 401(k) from three employers ago could mean money will go to the wrong place.

When you first set up your estate plan, go over all the designations you previously made and align them with your plan. After that, you should review

and update them regularly – at least once a year.

### 10 tips about beneficiary designations

Because beneficiary designations are so important, keep these things in mind in your estate planning:

1. Remember to name beneficiaries. If you don't name a beneficiary, one of the following could occur:

- The account or policy may have to go through probate court. This process often results in unnecessary delays, additional costs, and unfavorable income tax treatment.
- The agreement that controls the account or policy may provide for "default" beneficiaries. This could be helpful, but it's possible the default beneficiaries may not be whom you intended.

2. Name both primary and contingent beneficiaries. It's a good practice to name a "back up" or contingent beneficiary in case the primary beneficiary dies before you. Depending on your situation, you may have only a primary beneficiary. In that case, consider whether a charity (or charities) may make sense to name as the contingent beneficiary.

3. Update for life events. Review your beneficiary designations regularly and update them as needed based on major life events, such as births, deaths, marriages, and divorces.

4. Read the instructions. Beneficiary designation forms are not all alike. Don't just fill in names – be sure to read the form carefully.

5. Coordinate with your will and trust. Whenever you change your will or trust, be sure to talk with your attorney about your beneficiary designations. Because these designations operate independently of your other estate planning documents, it's important to understand how the different parts of your plan work as a

whole.

6. Think twice before naming individual beneficiaries for particular assets. For example, you establish three accounts of equal value and name a different child as beneficiary of each. Over the years, the accounts may grow unevenly, so the children end up getting different amounts – which is not what you originally intended.

7. Avoid naming your estate as beneficiary. If you designate a beneficiary on your 401(k), for example, it won't have to go through probate court to be distributed to the beneficiary. If you name your estate as beneficiary, the account will have to go through probate. For IRAs and qualified retirement plans, there may also be unfavorable income tax consequences.

8. Use caution when naming a trust as beneficiary. Consult your attorney or CPA before naming a trust as beneficiary for IRAs, qualified retirement plans, or annuities. There are situations where it makes sense to name a trust – for example if:

- Your beneficiaries are minor children
- You're in a second marriage
- You want to control access to funds

Even in cases like these, understand the tax consequences before you name a trust as beneficiary.

9. Be aware of tax consequences. Many assets that transfer by beneficiary designation come with special tax consequences. It's helpful to work with an experienced tax advisor, who can help provide planning ideas for your particular situation.

10. Use disclaimers when necessary – but be careful. Sometimes a beneficiary may actually want to decline (disclaim) assets on which they're designated as beneficiary. Keep in mind disclaimers involve complex legal and tax issues and require careful consultation with your

# SCOTT

WEALTH MANAGEMENT GROUP

of Wells Fargo Advisors

attorney and CPA.

### Next steps

• When creating, updating, or simply reviewing your estate plan, pay attention to your beneficiary designations.

• Remember, beneficiary designations take precedence over what you may have specified in a will or trust.

• Put a reminder on your calendar to check your beneficiary designations annually so you can keep them up-to-date.

*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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## Events Deliver Green for Guide Dogs

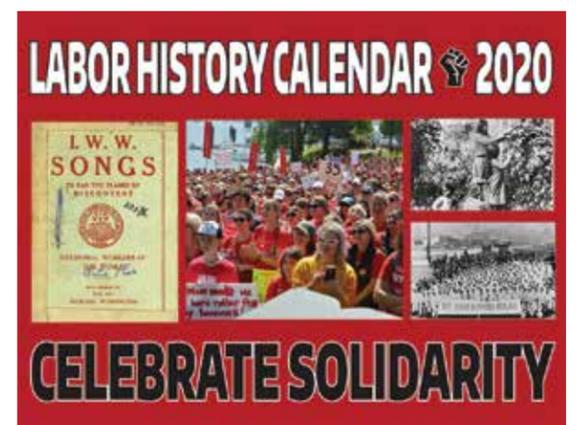
The Local E Horseshoe Tournament raised \$4,531.61 for Guide Dogs. L to R: Susan Palmer, Linda Ramos, Guerdon Ellis, Bruce McFarland and Jon Holden.



The Local A Car Show raised \$15,831.16 for Guide Dogs of America. L to R: Joel Hetland, Lester Mullen, Susan Palmer, Wes Heard, Kent Christian, Levi Wilson, Brian Butler, Adrian Camez, Paul Richards and Paul Schubert.

## 2020 Labor History Calendar Just \$5

You can get your labor history all year long by purchasing a 2020 Labor History Calendar for just \$5. Nearly every day of this full-color calendar features photos of events from labor's history. The District 751 Labor History Committee has these calendars available for purchase at the Local Lodge meetings and the Everett, Seattle, Renton and Auburn Union Halls.



**UNION  
YES**

# EASTERN WASHINGTON

## Member Solidarity at Pexco Brings Tentative Agreement

Members at Pexco Aerospace in Yakima will vote on a new tentative agreement for a new contract on Nov. 12.

Throughout this year, members have been unified in their efforts to obtain a fair contract. Members sent a strong message in mid-October with an overwhelming approval of strike sanction telling Company negotiators they support Union negotiators and expect to have a fair contract for their hard work.

Members provided two-way communication and input every step of

the way that was used to craft the Union proposal that covers these 157 members.

An informational meeting was scheduled for November 6th so members can ask questions and get more indepth information on the new contract before voting on November 12.

Special thanks to Union Bargaining Committee members Jerry Phillips, Benjamin Schlaich, Brett Travis, Jeremias Yharte, Chris Powers and Steve Warren for their hard work.



Union negotiators review proposals before passing them to the company during formal negotiations.



Members look on as volunteers count the strike sanction ballots. L to R: Jerry Phillips (committee), AJ (Anthony) Meyers, Jacob Cleveland, Brett Travis (Steward and committee member), Jeremias Yharte (committee).



Members at Pexco discuss issues after voting overwhelmingly to approve strike sanction in mid-October.

## Formal Negotiations Begin with Republic Services

Our Union negotiating committee met with Republic Services to kick off formal negotiations in late October for a new contract covering our 167 members.

Our union presented a comprehensive proposal to the Company which included non-economics and economics that reflected input from the general membership meetings, membership feedback and survey results. Progress has been made on some articles; however, since ultimately all proposals are only tentative, no details will be reported until a final agreement is reached. Negotiations continue on Nov. 13.

Members have been active and engaged throughout the process. In October, members delivered an overwhelming strike sanction vote to tell the Company they are determined in their

efforts to obtain a fair contract and fully support union negotiators. Members and union leaders have been preparing for these negotiations for over a year.

“Our members have demonstrated their solidarity and unity every step of the way. That message is more powerful than anything we can say at the bargaining table. Membership solidarity and strength is what gives your negotiating committee the ability to bargain with leverage on your behalf,” said Staff Assistant Chris Powers.

Thanks to the members and each member of the negotiating committee: Jack Armstrong, Laura Keffeler, Rick Porter, Corbin Strader, Dustin Wells, Lawrence Jittu, Chris Powers and Steve Warren.



The Union negotiating committee for Republic Services entered formal bargaining in October after members voted overwhelming for strike sanction. The overwhelming membership solidarity sends a strong message that these members are united in their efforts to gain a fair contract. The current contract expires on Nov. 21 and covers 167 members.



Union Negotiators Steve Warren (2nd from right) and Delane Williams (far right) discuss issues at the bargaining table with representatives from First Transit.

## Members Approve Contract with First Transit

First Transit has now become the new contractor for the Spokane Transit Authority paratransit services of Spokane, which was previously MV Transportation.

Business Representative Steve Warren and Union Steward Delane Williams met at the Spokane Union Hall with First Transit negotiators to bargain a new three-year agreement for the six members who work there.

Members overwhelmingly ratified the new agreement on October 18, 2019, which becomes effective January 1, 2020. The contract includes increases in wages, ASC bonus structure, matching 401(k) and an improved health care plan.

## Members at ASC Machine Tools Unite for a Day of Fun as Negotiations Approach

Members working at ASC Machine Tools recently took part in a solidarity bowling event, as they continue to build unity going into the next round of contract bargaining.

This group is united and organizes various events that carryout their contract theme “Members United, Can’t Be Divided.”

Our Negotiating Committee is currently drafting proposals based on membership input to present when formal bargaining begins. Their current contract expires Dec. 31.



Members taking part in ASC solidarity bowl.

Above and photo right: Families took part in the event. The event brought members together for solidarity and family fun.

