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 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 with 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 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 two previous 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 was 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 administrating 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 recognize the importance 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.
First Contract Delivers Better Pay and Benefits

In October, workers at Zenetex Depot NW at Whidbey NAS overwhelmingly 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 an IAM Union representation after they saw other workers on the base benefit from IAM Representation. Their first union contract secured 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 their incentive plans so their employer cannot change them on a whim," said Richard Jackson, Chief of Staff who served on the union negotiating committee.

"This first contract reinforced why these workers sought IAM Union representation. It will put them on a path to a better life. If you know any workers or a path who would like to gain a voice and a path to better lives, have them visit IAMUnionYes.com and fill out the online form to have one of our union organizers contact them to begin the process.
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 was 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 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 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 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.

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.

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).
**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 included in the table below.

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

### Health Assessment Questionnaire 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 then direct to the Wellness Checkpoint portal to complete the assessment.

### 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 to compare drug prices and check the price of your particular medication. With formulary changes, some drugs may not be covered anymore.

### More Information

- **For more information:** 1-888-802-8776 www.bcbsil.com/boeing
- **IAM Press Information:** 1-888-901-4636 or IAM.service-now.com/worklife
- **Worklife:** 1-888-901-4636 or IAM.service-now.com/worklife
- **Kaiser Permanente HMO:** 1-888-901-4636 or IAM.service-now.com/worklife

### District 751 Members Working at Boeing in Puget Sound

- **Kaiser Permanente HMO (formerly Group Health)**
- **Traditional Medical Plan (TMP)**
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### District 751 Aero Mechanic

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- **Representatives from the medical, dental and vision plans will attend November local lodge meetings to answer questions you may have!"
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 1:00 p.m. and $5 per player. There will be a limit 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 machine tournament simultaneously with the poker tournament on Saturday, January 11. Slot tournament card sales begin at Noon; tournament begins at 1 p.m. $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. Registration is $100 per person. Flyers with details about the tournament are available at all Puget Sound union halls and on the website at www.iaw751.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. To order 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!

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

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.

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

Resources for Members & Info on USERRA

USERRA Legal Reference

1002.180 Reemployment  
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 period of 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 benefits, seniority, and other job perquisites, that he or she would have attained if not for the period of uniformed service.

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 continuously employed during the period of service. This includes anticipating the differential pay so it was important to address.

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USERRA regulations:

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

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

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 she had not been on a leave of absence. (NOTE: This language ensures employees receive their Seniority Progressive increases, COLA and GWA 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.

Reemployment Position

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Seniority Rights and Benefits

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

Rates of Pay

2019 is the employee’s rate of pay determined when he or she returns from a period of service?

Hold ‘Em Poker Tournament  
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• Must have one living parent with two years of continuous good-standing membership up to and including the closing date of Feb. 21, 2020. 

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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.

Team 751 Making Strides Against Breast Cancer

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.

Solidarity to Help an Ailing Member

Officers Accept the Oath of Office

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

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

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.

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.

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, Rescue Mission or Seattle Union Halls will also be accepted.

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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 utilized the IAM-Boeing Joint Programs Career Advisor Jodale Brinkley, as well as Vocational Rehabilitation Counselor (VRC) Kathy Ogle, to help her with her search.

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 Sheet 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 received a job offer and was 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

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 this information that was applicable to everyone not just crane operators.

Attendees heard a presentation on Winter Emergency Preparedness emphasizing early preparation that included applicable to everyone not just crane operators.

As always, the goal of IAM-Boeing Joint Programs is to ensure proper effort for Joint Programs to benefit Lake to ensure their safety and safe onboarding of employees in Moses Lake. Wilson is working to ensure safe here. Jerry Langley came up with the initial design.

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.

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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 $55. The Executive Board recommends sending eight delegates at a cost of $400. President Boschok mentioned the honorees this year will be Mike Knudson, 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 reaped 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 sent that appeared 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: John Assink, Becky Caldwell, Ronnie Cavin, WR Cloyd, Robert Culbertson, Dorothy Dutton, William Garber, Marino Garcia, Tanya Gurney, Leo Holshcer, Donald Howes, Thomas Merry, McAlvey, Earl Monk, Rosemary O’Reilly, Irvin Renfro, Philip Roberts, Ennis Siel, Bruce Sherman, Patrick Stevens, Ronald Torrey, Jette Turner, Donald Wanner, Ralph West, George Wolf Local C: Estes Adams, Richard Beneke, John Bernt, Roger Bowling, Rodney Chipman, Leslie Clark, Leonard Couch, Mary Dargan, David Doll, Roadolf Ewert, Darly Folsom, Gary Francis, Stephen Louis, HW MacNeir II, Rodney Wattum, James Winters Local E: Edward Backer, Donald Dreyer, William McElhannon, Richard Pederson. Local F: Lavone Bellinger, Bl Renter, Raymond Braun, Kenneth Brown, George Clark, Lelyn Clemens, Emma Denting, Harold Halheist, Bruce Fowler, Victoria Hamlin, Setsuko Hitech, Anne Hunt, Dorothy Kilts, Clifford Page, Marjorie Remy, Francois Richer, Margaret Timms, 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. She 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 Manager Jeffery Catterman dropped by and also spoke about the parade and invited all vets to participate.

60 is the Chair of the District Veterans Committee.

The Executive Board recommends catering a turkey holiday themed meal for the November Board 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 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 Temp. Meeting adjourned at 11:45 a.m.

RETIRED CLUB OFFICERS

President Jackie Boschok 206-890-1099
Vice President Helen Lowe 206-523-9526
Secretary Pam Harris 206-769-5179
Treasurer Tom Lux 206-551-1371
Sign-in-At-Renses: Vonneey Murphy 253-995-0951
Trustees Michael Keller 206-723-4972
Jim Hutchins 206-349-2309
A. J. Seibert 206-909-4870
Union Office: (1-800-763-1301) or 206-763-1300

RETIREEs

Arthur Arreola, Jr
John Assink
Neil Berry
Wendel Black
Brenda Curran
Gonzalo Dayawan
Christine Drewien
Dennis Edgar
John Flynn
Jody Freeman
Jack Gilbert, Jr
Mark Grantham
Randi Gobeille
Kevin Guice
Bruce Habenicht
Joseph Hartnagel, Jr
Kevin Hudson
Joseph Lesinski
Ingrid Ingersoll
Douglas Loisel
Ira Keizur
Joseph Maher, Jr
Robin King
Richard Knapp
Howard Mason
Donald Lamer
Joe Meaders
Jeffrey Leahy
Beatrice Moreno
Jack Nunees
Luisa Twhy
Phillip Rodriguez
Ryan Scherer
James Schneller
Michael Simmons
Andy Sommers
Michael Torgerson
Debra Tremko

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.

House Introduces Prescription Drug Legislation

House Democratic leaders introduced H.R. 3, the lower drug prices Now Act. The bill would allow the government to negotiate lower drug prices for people covered by Medicare and other payers. H.R. 3 repeals the so-called “noninterference” clause, which currently prohibits the government from negotiating lower drug prices. The bill also caps out-of-pocket spending. Savings from the negotiations will be used to expand benefits, such as providing Medicare and private insurance.

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 but it would 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. Schier 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 Schier for her support and encouraging others to support this bill.

Lavone Bellinger, Bl Renter, Raymond Braun, Kenneth Brown, George Clark, Lelyn Clemens, Emma Denting, Harold Halheist, Bruce Fowler, Victoria Hamlin, Setsuko Hitech, Anne Hunt, Dorothy Kilts, Clifford Page, Marjorie Remy, Francois Richer, Margaret Timms, James Tomlinson, Rosetta Whitney, Rose Williams, Fred Wilson. A moment of silence was observed. Sympathy cards were sent to the next of kin.

October Retirement Club Minutes

Mary Seibert and Betty Ness celebrated birthdays in October.

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AD RULES
Each ad single ad must be 25 words or less. Use a double piece of paper or add 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 more than 200 words. Ads are published for information required on request and blank.
Deadline For Next Issue Dec. 6th

ADVERTISEMENTS

MISCELLANEOUS

FREE HOUSE PLANTS: rooted plants and rooted plants $1 to $5 medium and large and ones. Diefenbachia 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. 525-852-6009

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 RETREES meet for breakfast on the 2nd Wednesday of each month at 10 a.m. at the Stumpsmen’s Room in Arlington. Come and join us.

CLEAN PLASTIC CONTAINERS 20 oz to 8 oz. Peanut butter jars 2 each, metal coffee cans, close with lid, 25 plastic ice cream lids and tubes, 25 cents. 525-852-6009

RECORD ALBUMS LYING AROUND? I will buy them! Rock and roll, blues, funk, metal, jazz, obscure. Those genres wanted. Fair price for good stuff. 206-361-6557

CHILD CARE AVAILABLE IN MARYSVILLE. Contact for information. 205-244-0220

BARGAIN SHOPPING FOR YOUR HOME EQUIPMENT, tools, lawn equipment, trucks, boats from the years 1950-1970. Call to find out the price. 253-852-6009

Vehicles

1995 HONDA ST1300 Sports Tourer motorcycle, 15,000 miles, one owner. Foot pegs, motorized windshield, removable bags, extended foregoing kit. Red. Garaged $7,000.00 OBNO Renton area. 425-241-9737 message.

1986 NISSAN ST 720. Runs good, needs heater work. Also needs battery, but it’s good for its age. Contact Don at karl95@comcast.com $1,000. 206-551-1148

BMW CLASSIC. MOTORCYCLE 1983 R90ST recently completely gone through: battery, carburetor, tires, gas tank & valves, tune up and changing system. Nice dependable ride. Asking $2200.00 OR. Mileage: 52,117. 206-848-7778

Circle One:  ANIMALS  BOATS  TOOLS  HOUSING  AUTO PARTS & ACCESSORIES  ELECTRONICS & ENTERTAINMENT  FURNITURE & APPLIANCES  MISCELLANEOUS  PROPERTY  PRE-1960  SPORTING GOODS  VEHICLES  COTTAGE INDUSTRIES

Phone (or Address)

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

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FINANCIAL SENSE: 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’ve 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.
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 as beneficiary. For example:
   • 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 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.

Events Deliver Green for Guide Dogs


2020 Labor History Calendar Just $5


SCOTT WEALTH MANAGEMENT GROUP of Wells Fargo Advisors

November 2019 751 AERO MECHANIC Page 11

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.

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 Keefeler, Rick Porter, Corbin Strader, Dustin Wells, Lawrence Jittu, Chris Powers and Steve Warren.

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.