Steward Ensures Loaned Employees Get Upgrade Pay

With many members on loan to other shops and programs, it is important to ensure every member is receiving the proper pay for the work performed.

Recently, Everett Unit Steward Derrick Christiani did just that. His efforts resulted in two members receiving temporary upgrade pay for the higher graded work they were performing.

The Company had loaned lower graded employees into the 777/777X mid bodies area to help catch up on behind schedule work that is normally performed by higher graded employees.

As a third shift Steward, Derrick noticed two Grade 4 members from Renton were loaned into the shop, which is comprised of only Grade 5 and Grade 6 employees. He realized pay could be an issue and began investigating. After learning the members were still receiving grade 4 pay, Derrick educated the members that they must be paid the same labor grade as others performing the higher grade work per our Union contract.

Derrick noted this was a contractual issue that the manager should address, or he could elevate it to labor relations to get it corrected. After Derrick presented the facts and did some gentle nudging, the manager agreed and the two members received temporary upgrade pay for the work they performed.

“Derrick does a great job representing our members and helping educate them and management on contractual rights,” said Business Rep Howard Carlson.

“Odds are there are other members on loan in the same situation. Therefore, all members should verify that they are being properly compensated for work in a new or loaned shop.”

The members appreciated having an advocate to pursue the matter on their behalf. In his 8 years at Boeing, Derrick has developed a passion for enforcing the contract after personally experiencing the benefits of union membership. When there was an opening for a Steward in his area, Derrick stepped up.

“I became a Steward to help our new hires develop into their roles as members and ensure my shop as a whole gets fair and equal treatment,” said Derrick.

COLA Delivers 14¢ Effective Sept. 6th

IAM members working at Boeing on the active payroll on September 6, 2019 will receive a 14-cent cost-of-living adjustment (COLA) based on the months of May, June and July 2019.

The new 14-cent COLA (along with the 11 cents COLA generated since the fold in last September) will be permanently added into the base wage.

COLA is generated quarterly under the IAM-Boeing contract and is based on the federal government’s Consumer Price Index.

The value of the quarterly COLA, even when it is only a few pennies, has a significant impact on our maximum rate over time. As of Sept. 2019, $16.52 of the maximum rate is a result of COLA payments being folded into our base rates.

Union Has Delivered Improvements During Long Term Agreement

With Labor Day this month, it seemed like a good time to recap some of the improvements we have been able to achieve at Boeing in recent years. Because we are in a long-term agreement with Boeing (10 years), our union has had to look for creative ways to make improvements in a contract that expires in Sept. 2024.

Below is a list of some of the contract improvements our union has secured during this long-term agreement without opening the contract and putting us at risk for Boeing to push concessions.

As a result of union efforts, there are several sections of the contract that have seen improvements that are not always visible but members should be aware of. We will continue to push Boeing every chance we get to make additional improvements. The fact we obtained these improvements mid-contract demonstrates our union is fighting for members every day.

• 2016 – Memorandum of Agreement: following a downgrade, seniority progression steps earned by an employee in a higher labor grade will be combined with seniority progression steps earned by the employee in the lower labor grade. Before this agreement, progression would reset on a downgrade – meaning a member could wait additional years to reach the maximum rate.

• 2017 – by filing an unfair labor practice charge and demanding to bargain over changes in how Boeing was taxing the Learning Together Program benefits, we had a positive outcome for members. The agreement ensured different programs in all fields under a wide variety of circumstances are taxed only above the $5,250 per year tax-free tuition threshold. While it is not contractual, it is a monetary benefit that must be bargained when that decision resulted in a change in our working conditions.

• 2017 – Retirees subsequently rehired by Boeing or any of its subsidiaries can continue to draw pension payments

Useful Resource for Injured Workers
Project Help offers one-on-one guidance and advice to navigate the workers' comp system

Recently Ratified
New contracts bring improvements throughout Eastern Washington

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That is why Senator Patty Murray and Representative Pramila Jayapal have introduced the Protecting the Right to Organize (PRO) Act to help to ensure that workers do have the right to join unions without interference, intimidation or retaliation from their employer. This Act would establish penalties on predatory corporations that violate workers’ rights, strengthen workers’ rights to strike for better conditions and make a mandatory mediation process so newly formed union groups reach a first contract with the employer.

It would be nice if corporations would respect existing law and let employees exercise their federally-protected right to organize for a better life, but more often than not, that is not the case. Because there are no real enforceable penalties for corporations violating workers’ rights, corporations anywhere with their illegal activity can ensure more profit for their top executives.

We see this activity even at Boeing in regards to workers at their South Carolina plant. Even though the flight line technicians there voted overwhelmingly for union representation in May of 2018, Boeing refused to sit down and negotiate a contract and honor their vote, but instead chooses a long drawn-out legal battle. In addition, Boeing has attempted to ‘chill’ union support there by illegally taking away a handful of union supporters. The IAM continues to fight for these workers’ rights and in August we received a ruling in our favor that will advance that case to an administrative law judge. Being GURL could only focus their effort on negotiating an agreement for those workers and honoring their rights, we would all be better off.

Workers at the military bases employed by Boeing have attempted as contractors are stepping forward and asking for union representation. We had more success in the past month with another group saying IAM Unions yes. The same is true for aerospace subcontractors in our region and other employers. At Boeing here in Puget Sound, we strive every day to make improvements for our members. We have had to be creative in accomplishing this since we are locked into a long-term agreement that doesn’t expire until Sept. 2024. Through solidarity and utilizing all our legal options, we have made improvements in wages and benefits. And in August we received a ruling in our favor that will advance that case to an administrative law judge. Being GURL could only focus their effort on negotiating an agreement for those workers and honoring their rights, we would all be better off.

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If the employee has reached 128 hours in a quarter, is allowed for any reason under the contract and honor their vote, but instead chooses a long drawn-out legal battle. In addition, Boeing has attempted to ‘chill’ union support there by illegally taking away a handful of union supporters. The IAM continues to fight for these workers’ rights and in August we received a ruling in our favor that will advance that case to an administrative law judge. Being GURL could only focus their effort on negotiating an agreement for those workers and honoring their rights, we would all be better off.

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NAS Whidbey Workers Vote IAM Union Yes

In August, Zenetex Depot Maintenance workers at NAS Whidbey are the latest group to join IAM Union Representation. The workers are now identifying issues they would like to see addressed in a first contract and nominated shop floor leaders.

“We welcome these workers into the IAM family and are proud to represent them in their quest for a better life. They understand the best way to improve wages and benefits is through collective bargaining,” said IAM District 751 President Jon Holden. “Word of our success with other groups is spreading and more workers are reaching out to gain a voice on the job and a better future.” (See story, page 5 for contract success with another group of newly unionized workers at Zenetex NAS Whidbey).

Boeing announced on August 20 to the media its plan to temporarily increase staffing levels at its facility in Moses Lake to assist and support 737 MAX storage and pre-delivery. The Company also noted their plans call for all 737MAX airplanes stored outside Puget Sound to return to Seattle and Everett for delivery.

For one-on-one guidance, call 1-800-255-9752.

Moses Lake Boeing Will Be Union Members Covered by our Contract

Members who have suffered an on-the-job injury do not have to navigate the complicated Workers’ Compensation Claim process alone. Project Help is available to provide one-on-one guidance because each worker has a unique situation.

Project Help is a cooperative effort between IAM District 751, the Washington State Labor Council and Washington State Labor Council, as well as working with Boeing.

Project Help – Simplifying Workers’ Compensation Process with One-on-One Guidance and Advice

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This build up is in preparation for when the 737MAX grounding ends, is certified to fly and be delivered. There isn’t a specific date the Company is targeting, as the grounding has not been lifted yet.

Our union was proactive to ensure all workers at the Moses Lake facility will be union members and covered by our contract, as well as working with Boeing to provide incentives to accept this temporary assignment that will take our members away from their families for an extended period of time.

Injured on the Job? Helpful tips:

Report it as quickly as possible. If you have been injured on the job or witness another injury, report it to your employer as well as your immediate supervisor, union representative and/or coordinator if applicable.

Write down what happened. Make sure you have as much information as possible: date, time and location. Write down a detailed description of how the accident occurred, and include names of any witnesses. This will help when the time comes to file a claim.

If your injury requires treatment, see a provider. You may see a non-network provider for your initial visit. After your initial visit, your ongoing care must be with a health-care provider from the Labor and Industries (L&I) Medical Provider Network (MPN).

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Murray Meets with Local Unionists on PRO Act

REPRINTED FROM THE STAND: Sen. Patty Murray talks with union leaders, including 751 member Adrian Camez, about the importance of the PRO Act to ensure workers have the right to join a union.

The PRO Act ensures workers have the right to join a union, a critical step to ensuring workers can collectively bargain for better wages, benefits, and working conditions. Murray and Rep. Pramila Jayapal are lead sponsors on the PRO Act. All seven of Washington’s Democratic Congressional delegation are among the 190 co-sponsors of the PRO Act, and Sen. Maria Cantwell (D-WA) is among the 40 co-sponsors in the U.S. Senate. Not a single Republican in Congress is co-sponsoring the act.

"The PRO Act helps ensure workers get to decide if they want union representation," said Adrian Camez, 751 Apprentice Organizer. "Without this bill, organizing efforts are hindered and corporations can violate workers' rights with no consequence."

BACKGROUND ON THE PRO ACT — As wage inequality continues to leave workers and middle-class families behind, the PRO Act would empower millions of Americans to stand together and ensure hardworking people are getting their fair share of economic growth. Today, unlike previous generations of Americans, they clearly are not getting their share.

A recent study published in the National Bureau of Economic Research found that unions have consistently provided workers with a 10- to 20-percent wage boost over their non-union counterparts over the past eight decades.

Unions helped create the middle class in this country, but decades of attacks by corporate special interests have left many workers struggling to make ends meet and without a voice to advocate for themselves," Murray said. "Our economy should work for everyone, not just corporate CEOs and billionaires — and that’s why I’m proud to introduce the PRO Act to strengthen workers' bargaining power and their right to join a union for safer working conditions, better pay, and a secure retirement."

"Under GOP rule, we have seen countless policy changes that have resulted in an economy of inequality and instability for working families and the average worker," Jayapal said. "The Protecting the Right to Organize Act will help reverse the years of damage done by policies stripping workers' rights and bargain for themselves. I am proud to co-lead this legislation that will restore fairness to an economy that has turned its back on the lower class and strengthen federal laws to protect workers’ rights."

Specifically, the PRO Act would:

• Establish penalties on predatory corporations that violate workers' rights, and combat misclassification of workers as supervisors and independent contractors.
• Strengthen workers’ right to strike for basic workplace improvements, including higher wages and better working conditions.
• Create a mandatory mediation and arbitration process to ensure corporations and newly formed unions reach a first contract.
• Authorize unions and employers to negotiate agreements that allow unions to collect fair-share fees that cover the costs of representation.
• Streamline the National Labor Relation Board’s (NLRB) procedures to secure worker freedoms and effectively prevent violations.
• Protect the integrity of union elections against coercive captive audience meetings.

Union Action Helps Preserve Jobs at Fairchild AFB

Continued from Page 3

needed to operate in combat environments. The training is so rigorous that the 36th Squadron UH-1N Huey helicopters provide routine rescue support for trainees. The unit also provides rescue support for the civilian healthcare industry.

On Aug. 22nd, 751 took part in SEIU Healthcare 1199NW rallies and pickets at Swedish Medical Center.

"Patients before profits" was the rallying cry as caregivers picketed at all seven Swedish- Providence campuses, calling for safe staffing levels, wages that recruit and retain top talent and racial justice and respect for all.

District 751 President Jon Holden joined in their picks and之声 that the 33,000 IAM 751 members support nurses in their efforts and appreciate the amazing care they have provided our members and their families.

Bargaining began in April with the current agreement expiring June 30 and workers agreeing to a contract extension as bargaining continues.

Nurses are worried that staffing cuts will prevent them from providing patients the best quality of care. This is a problem throughout the healthcare industry.

District 751 members also recently joined UFCW 21 members for their rally at Providence Headquarters in Renton to support UFCW 21 members in their quest for a fair contract.

751 Solidarity with Other Unions

IAM District 751 continues to stand in solidarity with workers throughout the region.

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At Providence Headquarters in Renton, the message was the same “Patients Before Profits.” Workers throughout the region are standing up for quality patient care and good jobs and appreciate the Machinists standing in solidarity.

Union Steward Jim Damicco (center) and Business Rep Steve Warren (r) meet with Charlie Duranona from Congresswomen Cathy McMorris Rodger’s office on maintaining the 36th Rescue Squadron.

On Aug. 22nd, District 751 President Jon Holden stands in solidarity with healthcare workers at Swedish Medical Center who are pushing for patients before profits.

Weis Heard, Chris Guyor and Jason Redrap attending a Patients Before Profits Rally at Providence Headquarters in Renton to support UFCW 21 members in their quest for a fair contract.
Michael Aubrey: Promotes His Native Heritage Daily

751-member Michael Aubrey has always been one to speak up and advocate for others. When his shop had an opening for a Steward, he applied and is looking forward to taking on this role. However, Michael has held other important leadership roles at the Auburn site, serving for two years as a leader for the Auburn Site Diversity Council, currently serving as Vice President of the Boeing Native American Network and a member of Council FIRE (First Inhabitants Rights and Equality).

Michael’s Native American culture is an important part of his life and becoming active in various organizations helps promote his culture and its rich history. He has been a key figure in his involvement in the Diversity Council and Boeing Native American Network; however, Michael was stunned when Boeing denied him leave to take part in the tribal canoe journey – 2019 Paddle to Lummi in late July. This event is a strong part of the local Coastal Native American culture. It brings the tribe from throughout the Northwest send canoe families to visit other tribal lands on their way to the host tribe. It is cultural immersion and a tremendous learning and spiritual experience bringing all involved much closer.

“I was shocked Boeing initially denied my time off. The Company celebrates Native American month, but did not support me to participate in this religious/spiritual ritual. That just wasn’t right,” said Michael.

Local C President Jim McKenzie learned Boeing denied Michael’s leave and successfully convinced the company to grant the leave based on his religious beliefs.

“I appreciated having our union and Jim stand up for me – demonstrating the importance of having union representation and rights on the job,” said Michael. “I am grateful to have been a Steward so I can help other members and ensure their rights on the job are protected and our contract is enforced.”

“Native American culture is my life; it is who I am. It is easy for me to share that with people and encourage others to get active,” said Michael, tribal member of the Blackfeet Nation but who also has Cree and Alaskan blood.

“The tribal canoe journey is a sacred event that serves as a cultural revival with a different tribe hosting it each year. While the public can view the event, participants are by invitation only. It was very important in my life to be a part of this journey,” said Michael also a member of the Sacred Water canoe family an *intertribal *made up of several tribes) canoe family. “The annual canoe journey, with its many stops, allows the public to see the true beauty of our culture rather than simply the casino or driving by the reservation. It is a spiritual/religious celebration that shares our native culture and traditions with our people, including traditional meals, clothing, songs, dances, and stories. We also discuss issues of importance to the various tribes.”

Michael is eager to help others learn about his culture and get more participating in the various organizations, including the Boeing Native American Network, which increased by 14 percent last year. Promoting his Native American heritage to others is most definitely a labor of love.

First Agreement for Zenetex NAS Whidbey Delivers Strong Foundation

Workers at Zenetex NAS Whidbey who perform maintenance on the P-3 Orion planes for the Navy Reserves are already seeing the value in their vote for IAM representation with the ratification of a first contract in August. The first contract created a strong foundation of rights, pay, benefits and working conditions they can build on in the future.

The first contract offered substantial wage increases each year, an increase in the health and welfare opt out payment each year, and established a seniority based system in regard to layoffs, demotions, recalls and promotions. The contract also secured a true grievance procedure that includes binding arbitration, and delivered two additional holidays each year. In addition, the contract combined both vacation and sick leave into paid time off to maximize flexibility of utilizing paid time away from work. The agreement also secured many things in writing these workers already enjoyed so they cannot be changed or eroded during the contract.

These talented mechanics sought IAM representation to improve their wages and benefits and gain rights on the job.

“The IAM was proud to help raise the standard of living for these workers who stepped forward to secure a better future,” said IAM District 751 President Jon Holden.

“Their first contract made significant improvements in wages and other issues they identified as important. We are excited to have them as part of the IAM family.”

New Contract at BAE Brings Improvements

District 751 members working at BAE Systems Controls, who test and install flight decks for Boeing, ratified a three-year contract on August 14.

Union negotiators made improvements in wages and benefits. The new contract provided General Wage Increases in all three years of the contract, as well as a $1,500 lump sum payment. In addition, the contract has new weekend/holiday standby pay for when the Company assigns employees to be available on weekends or holidays.

Under the contract workers will maintain the current medical plan cost share of 85/15 split. Union negotiators were able to defeat company efforts to eliminate the pension for current and future hires. The first contract created a strong foundation of rights, pay, benefits and working conditions they can build on in the future.

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Service to the Community

751 Volunteers Help Build Better Communities

In August, 751 volunteers continued to make a difference throughout the region by helping with a variety of community service projects. Volunteers built two wheelchair ramps for area residents in Puyallup and Renton, cleaned up our stretch of road in Auburn, and prepared and served meals at both the Everett Gospel Mission and Rescue Mission in Tacoma. In addition, 751 volunteers assisted with the Salvation Army White Center’s Back-to-School Shopping event and assisted with the Toys for Tots program at the Taste of Edmonds. Check the calendar on the District website (www.iam751.org) for upcoming projects.

Human Rights Committee members Princie Stewart and Matt Hardy represented IAM District 751 at the 50th A. Phillip Randolph Institute (APRI) National Educational Conference in early August. They joined hundreds of other attendees and union representatives who celebrated the golden milestone of this conference.

The 50th Annual National Education conference was dedicated to reinforcing the training and political action needed to organize and mobilize our communities to expand upon the work done previously. The necessity to educate and share the common message of fighting against social and economic injustice was emphasized.

Local F Human Rights Committee member Princie Stewart was impressed with the entire conference from the location to the opening session to the closing ceremonies. “It was a great sight to see and an honor to represent District 751 at such a momentous conference. I learned a lot and was glad I could be there to experience it” said Stewart.

One of the keynote speakers, Congresswoman Ilhan Omar, delivered an inspiring message highlighting the Human Rights issues at the US borders and the current Executive policy of separating children from their families. She also echoed the sentiments of the conference motto of “Staying Woke…Still Fighting” by emphasizing that we must continue the activism work and support of APRI and other like-minded constituent groups.

Matt Hardy, Local A Human Rights Committee member noted, “It was a great conference with good training for all of us to soak up. All the speakers were outstanding and very inspirational.” Hardy went on to say, “It’s clear the social and economic injustice fight is still at hand but attending an event like this conference it gives us hope we are making a difference. I’m thankful I was able to attend.”

751 Human Rights Committee Members Attend the 50th APRI Annual National Education Conference

By HAZEL POWER
751 Human Rights Committee

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District 751 Human Rights Committee members Princie Stewart (l) and Matt Hardy (r) pose with Retired IAM GVP Dianne Babinoux between training sessions at the APRI 50th Annual National Education Conference.
Local A Car Shows Drives In $$ for Guide Dogs

Cloudy skies couldn’t dampen the spirit of those attending Local A’s Annual Bill Baker Steel & Wheels Supershow on Aug. 17. Hot rods, muscle cars, classics and more helped generate thousands for Guide Dogs of America (see winners box below). Donations were still being tallied as the Aero Mechanic went to print.

Volunteers grilling up delicious food. Steward Paul Richards persuaded Otis Sistrunk, former Oakland Raider & Superbowl champ, to attend and help raise money for this worthy cause. Mr. Kleen 76 had a prize wheel to win discounted and free car washes and donated the proceeds to Guide Dogs. Two round trip tickets on Alaska Airlines up to $1,000 was won by Travis Williams.

Thanks to all the car show committee members, volunteers and sponsors who ensured the event was a success.

All types of cars and trucks filled the Everett Union Hall parking lot for Local A’s Bill Baker Memorial Steel and Wheel Car Show on Aug. 17 to raise money for Guide Dogs of America. Thanks to the following pit sponsors: Travis Williams (2nd from left) won the 2 Alaska Airlines gift certificates valued at $1,000. Presenting the award Paul Schubert, Williams, Kristi Kidrick and Paul Richards.

2019 Car Show Winners

People’s Choice: Duane Johnson 1966 3000 Austin
President’s Choice: Greg Martin 1955 Oldsmobile
Best Classic: Ira Carterman 1956 Chev Shorty Wagon
Best Factory: Dave Scherer 1959 Edsel Bermuda
Best Motocycle: Duane Johnson 1966 3000 Austin
Best Rat Rod: Peter Kinch 1965 Chevy
Best Truck: Vince Geddes 1966 Chevy
Best Import: Bruce & Sue Jackson 1960 Austin Healey

Thanks to Our Car Show Sponsors

District 751 - Local 751A - Local 751C - Local 751E - Jon Holden - District 751 President Jon Holden (center) congratulates the first place team of Tim Trombley (l) and Guerdon Ellis (r).

District 751 President Jon Holden (center) congratulates the first place team of Tim Trombley (l) and Guerdon Ellis (r).

Pitching In for Guide Dogs

Participants in the 16th annual Shoes for Puppies Horseshoe tournament pitched in for a worthy cause bringing in thousands for Guide Dogs of America.

The annual event hosted by Local 751-E was held at the Red Dog Saloon in Maple Valley on Saturday, Aug. 10 provided a good time for all. Teams competed for the top three spots. Thanks to all the volunteers and sponsors.

Thanks to the following pit sponsors:

• Jon Holden
• Susan Palmer
• Jason Chan
• Greg Campos
• Andrew Schier

• Richard Jackson
• Ira Carterman
• Terri Myette
• Chelsea Mason
• Red Dog Saloon

• Mark & Peggy Clark
• Spencer Burriss
• Connie Kelliher
• The Polynesian Resort

Thanks to all the car show committee members, volunteers and sponsors who ensured the event was a success.

More of the custom and classic cars in the 2019 Local A Car Show.

More of the custom and antique cars and trucks on display.
Joint Programs Career Advisors Help Members Every Day

A Career Advisor helped Stone file an Employee Requested Transfer (ERT) for the job, and last year he received and accepted an offer for a 34107 job. In an e-mail to the Career Advisor Stone said, “I appreciate all your assistance with my transition! Changing jobs has been an excellent decision for me. I am much happier now!”

VRCs – a Resource for our Members

Vocational Rehabilitation Services are provided to our members as part of our Contract Letter of Understanding (LOU) with Boeing. The IAM C.R.E.S.T. Vocational Rehabilitation Counselors (VRCs) work within collaborative interdisciplinary teams to assist our members in staying at work or helping them return to work following an injury or illness. VRCs are available for your questions and support throughout the Puget Sound area.

IAM C.R.E.S.T. VRCs are subject to strict rules of confidentiality so they won’t discuss your issues with anyone else. They are also registered with the State and nationally certified.

Some recent examples of VRC’s helping members:

In Auburn when a concern came up about physical demands and push/pull requirements of a certain job code, a VRC worked with a team of partners including the Disability Manager Representative (DMR) and others to review the physical job demands. While performing a deep dive review into the job requirements, it was determined that ergonomic devices, physical job demands for this job code were lightened. This allowed three members to remain in their current positions given the lower physical job demands, by utilizing ergonomic devices.

In Everett, a VRC assisted a member by completing an ergonomic evaluation of the employee’s current work station. It was recommended the member use a different keyboard and desk. The VRC also suggested micro breaks during computer usage. The member was very appreciative and noted, “I am impressed and grateful for your knowledge, evaluation and suggestions, especially in helping me overcome my initial angst on replacing my basic keyboard – I’m so glad! I look forward to receiving my new keyboard and desk!”

Happy Retirement

In August, Phil Rodriguez, a 15-year Auburn/Central VRC, retired from IAM C.R.E.S.T. Phil provided counsel and touched numerous lives with his caring and knowledgeable approach.

In Everett, a VRC assisted a member by completing an ergonomic evaluation of the employee’s current work station. It was determined that ergonomic devices were available but weren’t being utilized. The VRC worked with a member to ensure they are being utilized.

Financial Planning Workshops

District 751 members who work at Boeing can learn how to maximize their retirement benefits at free retirement-planning workshops. The workshops will cover a range of topics to help you calculate your real post-Boeing income, including:

- Options for your Boeing VIP, potential taxes and penalties;
- Maximizing your Boeing pension options;
- Tax-favored investing and proper asset allocation;
- Creative budgeting techniques and dealing with debt.

See schedule below for times and locations. The workshops are offered by Money Management Educators. Jan Larsen, a financial advisor, has given free financial education workshops several times a month.

Have a Blast at the Local A Trap Shoot for MNPL - Sat. Oct. 5 - Seattle Union Hall

Join us for an evening of fun and a delicious crab feed on Saturday, Oct. 5 at 4 p.m. at the Seattle Union Hall (9135 15th Pl. S, Seattle, WA 98108).

Tickets are $20 per person. The event will raise money for the Machinists Non-Partisan Political League (the political arm of our Union). The event will also honor Larry Brown on his election as Washington State Labor Council President and recognize him as the leader of the labor movement in Washington state.

Tickets can be purchased at any of the 751 Union Offices. Beer and wine will be available to purchase. Mark your calendar and join us for a night to remember of good food and great company!
Retirement Club Summer Potluck

Retirees brought their favorite side dish or dessert to share at the annual 751 Retirement Club Summer Potluck at the Seattle Union Hall on August 12.

Retirees reconected with old friends, made some new friends and reminisced about their time working in the shop.

751 Retirement Club President Jackie Boschok welcomed the group and invited them to attend more Retirement Club meetings, which are every Monday at 11 a.m. at the Seattle Hall.

District 751 President Jon Holden thanked the retirees for their hard work that built the foundation of our union – one we are still building on today. The battles they fought translate into higher pay and better benefits for those still working today.

Retirees also won various door prizes donated by the staff and 751 to end the event.

The potluck ensured that all who attended had a great variety of food to choose from in the buffet line.

Retirees fill their plates in the buffet line.

Remembering an Outstanding Volunteer - George Braun

In August, District 751 lost one of its most stellar community service volunteers with the passing of George Braun.

George hied into The Boeing Company in 1972 and worked as a Machined Parts Inspector for more than two decades. While George retired from Boeing in 1995, soon after he started his next “career,” which was a labor of love, helping out others in the community with his volunteer work. His goal was to help others and have fun while making a difference.

He quickly became a regular at both the Rescue Mission in Tacoma, the Toy Mission and Northwest Harvest Warehouse. He also helped build dozens of wheelchair ramps throughout the region for area citizens.

At a NW Harvest event, George Braun (center) laughs with Rob Carman and the Thunderbird mascot.

After retirement, George Braun dedicated himself to community service projects – often volunteering more than 1,000 hours a year.

Retirees who arrived early got seating up front.

All smiles at the Retirement Club Potluck event on August 12.

District 751 President Jon Holden talks with a couple retirees at the event.

At a NW Harvest event, George Braun (center) laughs with Rob Carman and the Thunderbird mascot.

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Just one of the table of retirees at the 751 Retirement Club annual Potluck Summer luncheon.

Right: Ken Dining and Betty Ness were all smiles at the Retirement Club Potluck event.

At a NW Harvest event, George Braun (center) laughs with Rob Carman and the Thunderbird mascot.

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FINANCIAL SENSE: Consider a Simple Investment Strategy to Help Reduce Guesswork

For most investors, the key to success is simple: Buy low and sell high. But how often have you seen this scenario played out? (You may have done it yourself.)

• When the market is up, an investor feels good and buys stocks.
• When the market is down, that same investor gets scared and sells.

Although reacting like this may feel instinctively right at the time, buying high and selling low is unlikely to result in a profit.

Why do investors do this? This may be a result of doing what we might call "dollar cost averaging".

Using dollar cost averaging in a fluctuating market

Investing $500 per month over one year

<table>
<thead>
<tr>
<th>Month</th>
<th>Price per share</th>
<th>Shares purchased</th>
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<tbody>
<tr>
<td>January</td>
<td>$24</td>
<td>$20.83</td>
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<tr>
<td>February</td>
<td>$25</td>
<td>$20.00</td>
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<tr>
<td>March</td>
<td>$28</td>
<td>$17.86</td>
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<tr>
<td>April</td>
<td>$30</td>
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<td>May</td>
<td>$27</td>
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<td>June</td>
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<tr>
<td>July</td>
<td>$24</td>
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<tr>
<td>August</td>
<td>$27</td>
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<td>September</td>
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<td>October</td>
<td>$29</td>
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<td>December</td>
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<td>$18.52</td>
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The sum of the market prices ($317) divided by the number of purchases (12) is $26.42. However, the average price per share (the total invested [$6,000]) divided by the number of shares purchased ($228.81) is only $26.22. While you’re mulling dollar cost averaging, consider this: You may well be using the strategy already. If you participate in an employer-sponsored retirement plan, such as a 401(k) or 403(b), and contribute the same amount each payday, you’re using dollar cost averaging.

Get help for when the going gets tough

One of the dollar cost averaging’s challenges is you have to stick with the strategy even when the market declines, and that can be difficult (see our previous discussion about emotional investing).

However, during times like these, dollar cost averaging can be most useful by letting you purchase shares at bargain prices.

Because dollar cost averaging can be simultaneously more difficult and advantageous when the going gets toughest, consider turning to a professional financial advisor for help. He or she should offer a voice of reason during these times as you grapple with whether to adhere to the strategy.

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Like any investment strategy, dollar cost averaging doesn’t guarantee a profit or protect against loss in a declining market. Because dollar cost averaging requires continuous investment regardless of fluctuating prices, you should consider your financial and emotional ability to continue the program through both rising and declining markets.

Investing in securities and insurance products are: NOT FDIC-INSURED, NOT BANK-GUARANTEED, MAY LOSE VALUE. Wells Fargo Advisors is a trade name used by Wells Fargo Clearing Services, LLC. Member SIPC, a registered broker-dealer and non- bank affiliate of Wells Fargo & Company. ©2018 Wells Fargo Clearing Services, LLC. All rights reserved. 0718-01391.
New Contracts Bring Improvements Throughout Eastern Washington

Machinists Union members at several employers in Eastern Washington recently ratified new contracts.

Spokane Valley Fire Department
The three talented mechanics, who work at Spokane Valley Fire play an important role in keeping our community safe. These mechanics are charged with maintaining all vehicles for 10 Spokane Valley Fire Stations. This includes maintenance and repairs on 11 front line and four reserve fire trucks, as well as about 40 support vehicles.

Recently, these Machinists ratified their second contract, which reaffirmed their choice to go union was the right one for their future. The new four-year agreement included a General Wage Increase in both the first and second year and a cost-of-living adjustment in year three and four. The members also secured new on call pay, as well as a new tool allowance. Just as important, they maintained their current public employees medical plan and pension plan.

“We are glad to have IAM union representation so our wages, benefits and working conditions are in writing,” said Wayne Tuttle, who served on the bargaining committee. “We get to sit down and make presentations and discuss what is important to us with our employer. We made some improvements in this contract, but the main thing was we didn’t lose anything. Too many employers are focused on reducing costs by squeezing their employees. Union representation is the best way for workers to get a better future.”

Business Rep Steve Warren (l) discusses the new 4-year contract with members at Spokane Valley Fire Department.

United and Strong Entering Formal Bargaining at Penske Truck Leasing
IAM members working at Penske Truck Leasing are gearing up for their next contract. In August members turned out for membership meetings and overwhelmingly approved strike authorization – demonstrating their support for union negotiators and sending a strong message to the Company that these members are united in their efforts to obtain a fair contract.

In addition to voting the strike sanction and talking issues, members received the Negotiation Survival Handbook that union negotiators put together while attending a week-long training session in Maryland earlier this summer. The indepth booklet explains the negotiation process, how to stay informed, the members’ role in the negotiation process, coping with the pressures of negotiations, rights under the National Labor Relations Act and much more.

Formal bargaining begins on September 3 – with the current contract expiring on Sept. 30. The contract covers 23 members at two locations in Eastern Washington and approximately 80 members of IAM District 160 working in the Seattle area.

IAM negotiation committee for Penske includes Randy Syrange, Pete Hedemark, Marcus Warden and Jeffrey Dobaish, along with 751 Business Rep Steve Warren and District 160 DBR Paul Miller.

Monarch Machine & Tool Company
Our 14 members working at Monarch Machine & Tool Company in Pasco recently ratified a new three-year agreement. Members will see a pay increase each year of the contract. Another top issue was protecting the exceptional health care that has their employer paying 100 percent of the monthly health care premium. In addition, the Company will continue to pay 100 percent of the Western Metals Pension surcharge.

Monarch is a full-service fabrication facility. Our skilled craftsmen can tackle a wide assortment of work and perform complex metal fabrication, manufacture industrial machinery and produce Hanford prototype work.

Edwards Equipment
Machinist members, who work at Edwards Equipment in Union Gap, also ratified a three-year agreement. These ten members also enjoy outstanding health care benefits with the company paying 95 percent of the monthly premium. Members will see a wage increase each year of the contract, as well as having their employer continue to pay 100 percent of the Western Metals Surcharge.

Members at Edwards learned first hand how valuable their good health care coverage is. His wife was pregnant and had to quit work so our contractual insurance became the only plan coverage. When their baby was born two months early, they suddenly had hundreds of thousands of dollars in medical bills that insurance was able to cover – eliminating the financial worry so they could focus on their family and bringing the baby home.

It pays to be union and secure your pay, benefits and working conditions in a written contract.

Members at ASC Engaged in Early Prep for Upcoming Contract
Members working at ASC Machine Tools Inc. are already preparing for negotiations and focused on securing a fair contract when the current agreement expires December 31.

Meetings were held in August with all three shifts – recognizing that the single most important factor in negotiations is two-way communication. Keeping all members informed and engaged is a top priority.

The group has selected their Negotiation Subcommittee, which will consist of Casey Sdao, Bill Olson, Allen Eveland, Rick Coffman and Kevin Coburn. The group has examined the logistics of the bargaining group, discussed a communication plan that includes parking lot meetings, general membership meetings and solidarity t-shirts.

Members are starting early so ASC Machine Tools will see their unity and determination to have their issues addressed.

Above: Business Rep Steve Warren (l) talks with ASC members. Meetings were held with all three shifts in August to keep them informed and provide an opportunity for their input.
Left: Business Rep Steve Warren (l) reviews negotiation timeline with the ASC Negotiation Subcommittee.