

# Aerospace Experts Panel: Boeing Needs to Launch New Airplane

The experts agree: Boeing can recover from this pandemic, economic downturn and their current loss in market share if they launch a new smaller mid-market airplane to fill the void in their product offering. And the best place to do that is right here in Washington State.

On Dec. 8th, 751 helped bring together a distinguished, independent panel of respected aerospace experts to discuss the future of Boeing and the U.S. aerospace industry. The 90-minute webinar featured three heavy weights in the industry: Richard Aboulafia – Vice President of Analysis at the Teal Group; Ronald Epstein – Senior Equity Analyst at Bank of America Merrill Lynch, and Kevin Michaels – Managing Director of AeroDynamic Advisory.

Each panelist shared their expertise on the subject with King 5 Aerospace Reporter Glenn Farley, who moderated the discussion. Nearly 500 participants, which included media, public officials, financial analysts, industry reps and suppliers took part and asked questions on the webinar. Members can view the panel discussion at [www.iam751.org](http://www.iam751.org) or via [TVW](http://TVW).

The panel discussed the impact the pandemic has had on airline travel and offered ideas on how Boeing could best rebound back to prosperity. While Boeing's recovery could take years, the panelists agreed the future must include launching a new airplane to fill the current void in Boeing's product lineup specifically where Boeing does not compete against Airbus in the market for an airplane with

a capacity and range above the 737MAX and below the 787. They noted the logical place with the highest potential success is right here in Puget Sound (confirming conclusions from the [2019 ACES study](#) that Aboulafia authored). They noted that Boeing understands the market they need to fill as the new plane should be similar in seating and range to the 757, but with new technologies, new materials and more efficient manufacturing.

"Boeing has to offer an airplane to remain competitive with Airbus," said Epstein. "Investors always get queasy around investment, but not when that investment is required to keep the company competitive."

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*Richard Aboulafia of the Teal Group was one of three aerospace industry experts discussing the future of Boeing and U.S. Aerospace. The experts agreed Boeing must launch a new airplane. View the 90-minute panel discussion at [www.iam751.org](http://www.iam751.org) or [TVW](http://TVW).*

## Town Halls Provide Access to Union Leaders

IAM District 751 members had three opportunities on Dec. 15th to speak candidly with union leaders on any topic at virtual town hall meetings held via Zoom. The virtual meetings were held at 7 a.m., 11 a.m. and 4 p.m. to give members working all three shifts an opportunity to attend.

More than 600 members participated. For many, this was their first union meeting. They appreciated the open format and ability to bring up any issues from their shop, contractual language, improvements they would like to see in the next contract, concerns about COVID and much more. Members could submit questions in the Q&A or raise their hand to

speak. No topics were off limits and members took full advantage of this opportunity. The line up of incoming questions continued to grow, and each meeting lasted 90 minutes.

Some common concerns brought up at each meeting included issues for the 2024 contract, layoffs, rumors of another VLO, COVID 19 and contact tracing issues within Boeing, a COVID vaccine, transfers between site locations, surplus/downgrade/retention activity, Boeing's ECAPR, 1-for-1 vacation hours during the Boeing shutdown, AMPP, designated overtime, the next airplane program, COLA, GWI's, and 787 South Carolina remote location grievance.

IAM District 751 President Jon Holden began each meeting with a 10-minute presentation on subjects he knew would spark discussion. These included preparing for the 2024 negotiations, Individual Strike Fund so members can stand on principle when voting a proposal, retirement security in the next contract

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*More than 600 members attended our virtual town halls to speak candidly with Union leaders. Top L to R: Jon Holden, Ed Lutgen, Connie Kelliher. Bottom L to R: Spencer Thal, Richard Jackson and Dan Swank.*

*751-Member Brian Mercer (r) knows the value of his union contract, which overturned his unjust termination.*



*Chief of Staff Richard Jackson (l) informs Brian Mercer his unjust termination was overturned. He returned to his job at NAS Whidbey.*

## Union Overturns Unjust Termination

Thanks to IAM Union representation, 751-member Brian Mercer was able to overturn an unjust termination, clear his work record and is back on the job at NAS Whidbey as a Mech II Power Plant Mechanic. He has seen first hand just how important it is to have a Union and an advocate fighting for you.

Perhaps the most valuable right union membership brings is that you are no longer an "at will" employee, which means your employer must not only show just cause for termination/discipline, but must follow progressive discipline that is fair and consistent.

Kay & Associates (KAI - a contractor at NAS Whidbey) terminated Brian for violating a Company policy and government regulations when he didn't utilize the tool that was called out in government documents.

Through the help of Union Stewards, it was discovered the tool listed on the government document had been obsolete for a number of years. In fact, no one was using that tool, not even the Navy. Yet no one else faced discipline. The Union demanded details that caused the Company to cite these violations, along with any and all QA reports/investigations, in an attempt to understand their decision.

While Brian was waiting for his case to go to arbitration, he was hired by Zenetex (another contractor on the base) but was subsequently laid-off when KAI took over that work package. KAI refused to hire Brian because of the previous termination that our union was still challenging.

"We felt strongly about taking Brian's case to arbitration, but it is always good to reach a positive resolution short of arbitration. We knew we had a strong case and that they couldn't fire everyone – including those in the Navy – for using a different tool. Once we presented our documentation and evidence, KAI decided not to proceed to arbitration," said Chief of Staff Richard Jackson, who worked the case along with Staff Attorney Spencer Thal.

The settlement included clearing the termination from Brian's work record, reinstating him to his job with back pay and his seniority.

"The Union did a great job. Richard checked in regularly, kept me up to date, and called to get my side of the story after each conversation with the Company. I had faith throughout the process our union would get this worked out," said Brian. "If it wasn't for our union, I probably wouldn't have a job right now, my record would still show I had been terminated, which would hurt my chances for future jobs."

"It pays to be Union is certainly true for me," said Brian.

### Yes, It's Free!

Spouse earns college degree with free IAM online program available to family members

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### Effective Advocate

Steward Kristi Kidrick ensures members are properly paid for the work performed

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## REPORT FROM THE PRESIDENT

# Challenges of 2020 Met Head On with Union Action

By JON HOLDEN  
IAM 751 District President

2020 has been a year like no other in so many ways.

I want to begin by thanking our Union Stewards, Union Officers, Business Reps and Staff for their dedication and determination to represent our members and take on challenges we have never faced. We have all learned to adapt and navigate keeping the workplace as safe as possible during a global pandemic.

I want to thank our members for the privilege to serve them. This year members have stepped up and become more vocal when an issue arises. Members have used their collective power to keep our workplaces safe and ensure contracts are enforced.

This year has been different than anything we have experienced in our lifetime. The lasting impacts of the global pandemic are still unknown.

In January, many of our members stood united with 7,900 area nurses at various Swedish-Providence locations in a three-day strike aimed at putting patients before profits. No one knew in January, the challenges this year would hold for health care workers.

We had some success in Olympia when helping ensure legislation made important investments in aerospace workers and workforce development. This legislation marked the first apprenticeship utilization standard in manufacturing in our state and is an important starting point to develop a more robust apprenticeship system in aerospace. The legislature also created a competitive grant that will



help our Machinists Institute further develop curriculum, classroom and lab space and childcare capacity. While we are now in a downturn in aerospace, we must ensure we have trained aerospace workers for the future.

In the spring, members had the added challenge of having children at home with online schooling while continuing to juggle the stress of a full-time job.

Boeing suspended operations for nearly a month – two weeks were paid and the other two weeks members could either utilize benefits or collect unemployment. This has never happened in the 104-year history of The Boeing Company.

Thousands of our members at various employers, including Boeing, were laid-off in 2020. Thousands more of our members at Boeing took advantage of the Voluntary Layoffs, which resulted in a tremendous drain of skills and experience, but gave more senior members up to 26 weeks of pay they might not otherwise have received.

For our laid-off members, we secured Trade Adjustment Assistance for workers at Boeing and Cadence Giddens – giving them a broader safety net after layoff. We continue to pursue these benefits at other employers.

The IAM free online college expanded to cover laid-off members and their family members for five years following layoff. In addition, the program expanded in June to offer three Bachelor's Degrees also free of charge for members and family members. With nearly all colleges

and universities switching to online, it is an option more family members should consider.

Members continue working in close quarters with concerns about the spread of COVID causing anxiety. Members have a right to a safe workplace and if there are concerns that your employer is not following COVID guidelines, talk to your Union Steward. At Boeing, you have the option to pull the red stop work card, which invokes our Imminent Danger contract clause that stops work until the safety concern has been addressed. When this was negotiated in the 2002 contract, we never envisioned it would be used to keep members safe during a global pandemic. It is proven language and available for all to utilize.

As we wrap up 2020, our union has also ramped up our representational activity.

The pandemic heightened awareness of the importance of having union representation. More workers from different industries reached out to us after realizing when they stand together, the power shifts to the workers. I want to personally welcome our newest members who said IAM Union Yes – two groups from CHI Franciscan Hospice Care Center – the Registered Nurses and the Master Social Workers and Bereavement Counselors. These health care professionals understood as their workplace concerns increased with the pandemic, gaining a collective voice was the best way to address this. We also welcomed workers from the Seattle Kids in Need of Defense (KIND) office, which includes attorneys, paralegals, social service coordinators and support staff.

These amazing individuals fight hard to help others and took action to give themselves rights and are now working toward a first contract.

Our Verification Optimization (VO) reps continue to fight to protect the quality of the build process and Boeing airplanes. Their efforts resulted in Boeing reinstating more than 6,600 close tolerance hole inspections mainly on the 767 and 777 airplane lines. We continue pushing for this in other areas, as we recognize the importance of having a second set of eyes to maintain the integrity of the build process.

Our Union continues to strive to  
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### District Lodge 751, International Assn. of Machinists and Aerospace Workers

**Jon Holden**  
President, Directing  
Business Representative  
*(vacant)*  
Vice President

**Susan Palmer**  
Secretary-Treasurer

**Mike Hill**  
Sergeant-at-Arms

**Steve Warren (Eastern WA)**

**Dan Swank**

**Paul Veltkamp**

**Dena Bartman**

**Garth Luark**

**Richard McCabe**

**Spencer Burris**

**André Trahan**

**Ira J. Carterman**

**Patrick Bertucci**

**Robley A. Evans**

**John Lopez Jr.**

**Howard Carlson**

**Jason Chan**

**Paul Schubert**

**Rod Sigvartson**

**Union Business Representatives**

#### Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
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  - 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)



## Steward Goes the Extra Mile to Ensure Justice

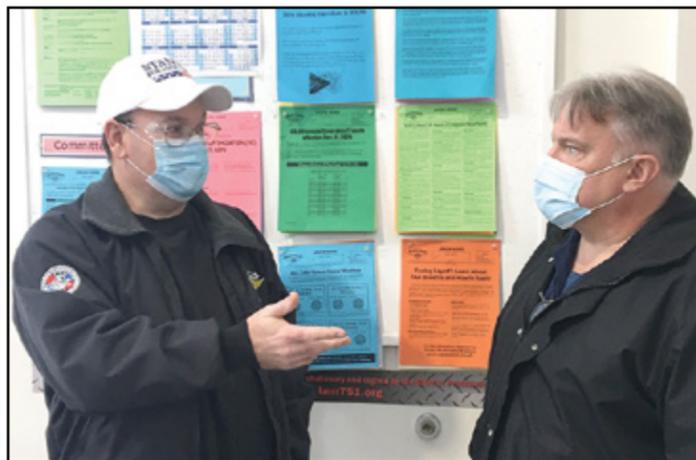
Recently, Everett second shift Union Steward Jeff Hart was successful in getting unwarranted high hazard violation Corrective Action Memos (CAMs) reduced to verbal warnings for three members.

Resolution required a lot of extra effort over several months due to COVID and other delays. Persistence paid off, as Jeff went over and above to expose the truth and overturn this unjust discipline that went to Corporate Investigations twice.

The unjust discipline occurred when a first shift supervisor accused three second shift members of moving a part with ground controlled overhead cranes and not watching the load. The supervisor watched “the move” from his office; even though from his view he could only see that the crane was moving, not whether or not it contained a load. A moving crane without a load has totally different rules/procedures and does not require spotters with 100 percent view.

Immediately after the CAMs were issued, Jeff began gathering documentation to corroborate our members’ side of the story. He interviewed all three members, looked at the time of the work order, which confirmed there was no load on the crane, which was going to pick up a part. When Jeff couldn’t get a straight answer on proper crane procedures, he took a crane operator training course to better understand the work.

Jeff also enlisted help from Union Steward Todd Campbell, who assisted



Union Steward Jeff Hart (l) talks with Business Rep Garth Luark on the action he took to remove unjust high hazard CAMs for 3 members that could have potentially cost them their jobs.

on his own time to sit in on a meeting and offer his expertise on cranes. Yet the first shift supervisor refused to look at the evidence and elevated the issue to Corporate investigations. Jeff then involved Environmental Health Services (EHS) to determine if there was a safety concern. All confirmed the process was correct when the cranes did not have a load.

Jeff then met with second level management. She reviewed all the facts, walked the floor to assess the situation, talked to members in the building and examined what the supervisor could see from his office. She concurred with Jeff’s assessment and agreed to remove the CAMs.

“At the end of the day, Jeff moved a mountain and did a great job representing our members by getting the second level manager and EHS involved, as well. Even after two of the members were

subsequently laid-off, he continued fighting to ensure the unjust CAMs were removed from their work records,” said Business Rep Garth Luark. “If the manager’s accusations had gone unchecked, we could have potentially seen three members fired for a high hazard violation. Jeff continued to push to ensure justice was served and our members were not falsely accused.”

While CAMs are generally not grievable, Stewards regularly challenge unjust CAMs to ensure our members are not subject to unjust discipline. Any time a union member is called in, phoned or emailed for corrective action or “discussions,” members should always request to have a Union Steward present. This is your federally protected right as a union member and ensures you have an advocate present to help clarify and question the actions.

# Union's Free College Program - An Option Worth Considering for You and Your Family Members

A little over two years ago, the IAM started offering a free online college program to members (active, retired and laid-off) and their families. The program has seen fast growth, and has changed to fit the needs of the members. As COVID-19 has changed the lives and work of IAM members, the IAM's free college program has continued to expand.

Starting as a two-year associate degree-only program, it has expanded to include a full four-year bachelor's degree program, as well as short-term certificate programs to help members find ways to change careers quickly after a job loss.

Recognizing that it has always been difficult for workers to find the time to further their education, this program through Eastern Community College Gateway in Ohio found that the online learning model worked well for union workers – making it easier to juggle work, family and other issues while going to college.

## Expanding to a Bachelor's Degree Program

As the free college program found success quickly with the associate's degree, it was clear IAM members wanted to expand the ability to get a bachelor's degree. The program's newest partner is Central State University in Ohio.

To take classes at Central State, members need 60 credits or an associate's degree. Class size is never more than 30 students in a class. Currently Central State offers bachelor's degrees in teacher education, business administration and criminal justice. New degree programs will be coming online in 2021 and beyond.

## Covid-19 Changes Everything

When the COVID-19 virus hit and lives were radically altered, Eastern Gateway was already an expert at online learning. Other colleges and universities scrambled to find ways to adapt, but Eastern Gateway already had the expertise and ability for proven online learning for adults.

This unique online benefit is perfect for members (active, retired and laid-off) with college-age children or grandchildren who need education, whether or not the family is short on funds for college. Eastern Gateway's course credits are easily transferred to colleges and universities across the country. So, children or adults with college plans and hopes can get the general education classes free and transfer them to the college of their choice.

The short-term certificate programs help those who need to acquire new skills quickly to get right back in the workforce. Certificates are available for new careers in health care, information technology and cyber-security areas.

Unions have always fought to improve the lives of our members – with rights on the job, better pay and benefits, weekends off, etc. If you think college for free is too good to be true, it's just another example of unions seeing a need and fighting to find a solution that works for its members.

## Learn More & Enroll

All prospective students must fill out a Free Application for Student Aid (FAFSA) form for possible federal aid and grants. If the student is eligible for grant

aid, the universities use that money to fund the program. If you aren't eligible, the college includes you in the program on a last-dollar scholarship. There is absolutely zero costs to the student. You will need to have your Union book number (which is above your address on the mailing label of your AeroMechanic).

To be eligible, you must be 18, have a high school diploma or GED equivalent, and not be delinquent on prior student loan debt. In applying, the member must be in good standing or on layoff (for up to 5 years following layoff). Family members must provide the membership book number of the sponsoring member.

Classes for winter quarter begin January 11 so



over the holiday members can explore this possibility with family members (which is broadly defined and includes kids, stepkids, foster kids, grandkids, parents, grandparents, siblings, nieces and nephews).

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).

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[FreeCollege.goiam.org](http://FreeCollege.goiam.org)

## Family Member Earns Free College Degree

Alisha Roberts is one of the hundreds of 751 family members, who utilized this free college benefit. Her husband Chris, joined the IAM when he hired into Boeing in 2011.

In May of 2020, Alisha graduated with her Associate of Arts Degree, with a major in Early Childhood Education.

She is excited to share her story and encourage others to take advantage of this benefit.

"It is 100 percent free – the books are digital so there is truly no cost. You graduate with an actual degree, not a certificate," said Alisha. "I encourage all members and family members considering college to take advantage of this benefit – especially now when nearly all colleges are online due to COVID. The program has many fields of study for a two year degree or you can earn an A.A. degree that transfers to a Bachelor's program."

In June of 2020, the IAM's free college program added Bachelor's Degree in three fields of study: K-5 Education, Business Management or Criminal Justice. This benefit can save IAM families thousands of dollars.

"I want to say thank you to the Machinists Union for this amazing benefit. Without it, I probably wouldn't have been able to go back to school," said Alisha

Alisha acknowledges it is hard to go back to school, but even those with the busiest lives can organize their



*Alisha Roberts proudly displays her A.A. Degree she earned this past May using the Union's free online college. Pictured with her husband Chris, daughter Madisyn and son Christopher. The online platform allows family members the ability to earn a college degree for free from home. To learn more visit [www.FreeCollege.goiam.org](http://www.FreeCollege.goiam.org)*

time and complete the work when it is convenient for them – whether that is early in the morning, mid-day or after the kids are in bed. Alisha worked full time when she started the online program, had two young kids in school and was getting a house built, which eventually meant moving the household. She left her job to focus on school so she could get her degree sooner and maintain good grades throughout the program. Her goal is to become a paraeducator in her local school district. With the pandemic, no district is currently hiring, but she is confident her degree will get her to her goal.

Her final quarter this spring was especially challenging after COVID

hit. Suddenly, her eight-year old daughter and 12-year old son had online school at home, which provided added challenges to manage and ensure the kids were staying on track with their classes. Alisha had planned to attend her graduation ceremony in Ohio, but because of the pandemic, like so many schools, there was no graduation. She proudly has her degree despite no in person ceremony.

"The free college classes are online friendly, the flow is good and the platforms were easy to use. There are weekly discussions in every class, good interaction and feedback," said Alisha. "I hope more people will take advantage of this. I've told so many others who are paying for their kids' college. It is a great program, give it a try, you have nothing to lose."

## Nothing Is A Gift: Paid Holiday History at Boeing

**1950** Paid holidays were first negotiated in 1950. Prior to that, a holiday was a day off without pay. There were eight paid holidays in 1950: New Year's Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the Friday following Thanksgiving and Christmas.

**1960** The last working day before Christmas was permanently substituted for Washington's Birthday.

**1968** Added one more paid holiday – the regular working day following Christmas was added.

**1989** All holidays and weekends consecutive to a holiday will be worked solely on a voluntary basis.

**1958** There were still eight paid holidays; however, a provision was included to the effect that in lieu of Washington's Birthday, the last working day before Christmas might be substituted.

**1965** Number of holidays expanded to nine with the addition of Good Friday for all locations except Michoud Plant and Mississippi Test Facilities, which had Mardi Gras Day.

**1971** Good Friday moved to the extra day off at Christmas. This contract marked the first time the holidays stretched from Christmas Eve through New Year's Day, which has continued ever since.

**1995** Eliminated requirement that employee must work either the day before or day after the holiday to qualify for holiday pay. Employee is eligible for holiday pay if on active payroll or if absent for medical reasons not longer than 90 days prior to holiday.

# IAM UNION YES - RIGHTS FOR WORKERS

## IAM Union Yes for More Than 100 CHI Registered Nurses

On December 11th, 114 Registered Nurses from CHI Franciscan Hospice Care Center joined hands to vote for the IAM by an 82 percent majority. Just two and a half weeks after their co-workers who work as Master Social Workers and Bereavement Counselors at the same facility chose the IAM as well (see story below).

The two successful organizing victories were made possible through the team work between the Organizing Department and the Western Territory. Due to COVID-19 restrictions, both were 100 percent virtual campaigns.

“These RN’s stuck together and overcame the adversity they faced because they knew that joining the IAM was going to give them the professional representation that they need,” said IAM Grand Lodge Representative Gabby Rogano, who led the organizing effort.

These dedicated health care professionals faced an anti-union campaign from an employer that has refused to address their most pressing issues during a global pandemic. The professionals realized union

representation provided a pathway to address their issues and give them a voice on workplace decisions.

The group has already elected their bargaining committee and began identifying top issues through the survey process. They continue to meet via Zoom to discuss issues encountered in their jobs, as they work to build a contract proposal that addresses their top concerns.

“We now represent approximately 160 health care workers at this location, and this latest victory sends a clear message that these front line workers want and deserve better,” said IAM Organizing Director Vinny Addeo. “These workers winning a voice on the job is a result of the hard work and dedication of GLR Gabby Rogano, with the assistance of District 751 President and Directing Business Representative Jon Holden and District 751 Organizing Director Jesse Cote.”

“I couldn’t be happier for these nurses and healthcare professionals who worked so hard to join the Machinists Union and have a seat at the table,” said IAM International President Robert Martinez Jr. “I am so proud of this organizing team that helped these workers join together and have their voices heard.”

“Our efforts to fight for healthcare workers continues with this very impressive win,” said IAM Western Territory General Vice President Gary R. Allen. “We will always help those who strive for a better standard of living through collective union power. I congratulate and welcome our newest members and assure them all that we will be fighting alongside them as they negotiate a first contract.”

CHI Franciscan Hospice Care RNs on a Zoom call with Union leaders. The group voted overwhelmingly for IAM union representation and are moving forward toward a first contract after identifying their negotiators and top issues of concern.



## CHI Hospice Workers Vote Overwhelmingly to Join IAM

On November 23rd, 44 Master Social Workers, Licensed Social Workers and Bereavement Counselors from the CHI Franciscan Hospice Care Center voted overwhelmingly for IAM Representation by an impressive 94 percent.

These workers reached out to the IAM to gain rights on the job and address ongoing issues in the workplace that have only increased during a global pandemic. Recognizing that standing together is how to achieve success and gain rights, they remained vigilant, had open communication every step of the way and stayed together despite an anti-union employer campaign.

Their solidarity is even more impressive when you consider they accomplished this unity while conducting all unionizing meetings via Zoom due to COVID.

Since saying Union Yes, the group

has been aggressively moving forward to gain a first contract. The workers have completed their first surveys, and elected their negotiating committee members: Jordyn LaFreniere, Merrilee Royse, Rebecca LeRoy, and Peggy McEntee. Union Negotiators also include IAM District 751 President Jon Holden, Staff Attorney Spencer Thal, Business Rep Jason Chan, and Grand Lodge Rep/Organizer Gabby Rogano.

“We are excited to welcome these compassionate and talented health care professionals who perform such a critical service in our community. These new members work in the hospice care unit – one of the most demanding and important roles in healthcare” said IAM District 751 President Jon Holden. “Special thanks to Grand Lodge Rep/Organizer Gabby Rogano and 751 Organizer Jesse Cote for



IAM Union organizers meeting with CHI Master Social Workers, Licensed Social Workers and Bereavement Counselors via Zoom.

their hard work in this campaign.”

These dedicated healthcare professionals – all of which have a Master’s or Bachelor’s degree – perform hospice care in patient’s homes

providing end of life care serving as Master Social Workers, Licensed Social Workers and Bereavement Counselors.

## KIND Workers Stand Together for Representation & Rights

In October, workers at the Seattle field office for Kids in Need of Defense (KIND) gained IAM representation thanks to their worker solidarity.

KIND workers in Seattle were inspired to seek representation after the KIND Los Angeles workers voted for IAM representation earlier this year.

These workers organized around strengthening the ideals and mission of KIND, which is to provide legal

and other support services to unaccompanied minor refugees and immigrants to the U.S. The bargaining unit includes lawyers, paralegals, social service coordinators, program assistants, and support staff.

This group of extraordinary workers, who fight so hard to help others, showed their collective strength to their CEO in a Zoom meeting. The CEO tried to intimidate the workers insisting they did not need union representation. Rather than intimidate the workers from gaining rights, it bolstered their determination. These workers stood together and focused on their goal. One by one they each put in the Zoom chat to the CEO: “I am voting for the IAM.”

This incredible show of 100 percent unity made an impact. The employer agreed to a recognition card check agreement – basically acknowledging that a majority of the workers support unionization, and a third-party arbiter verified the authorization cards from the workers.

The group is moving forward in

their unionization process. They have selected their three bargaining committee members from among their group, identified top issues through surveys and discussions, and are currently formulating their initial proposal.

In addition, due to the timing of open enrollment and a change in company policy, the group has already reached a tentative agreement on health and welfare. That agreement resulted in lower premium rates for these workers – already demonstrating the value in IAM representation.

“We are proud to welcome these dedicated individuals into the IAM family. They fight daily to help others in our communities and showed they are also willing to fight for their own rights as workers,” said IAM District 751 President Jon Holden. “Their solidarity is proof of how powerful worker unity can be. When you stand together and show your strength, the power shifts to you as workers. We look forward to representing them.”

Representing the Union on the bargaining committee is IAM District 751 President Jon Holden, Staff Attorney Spencer Thal, Business Rep Jason Chan, along with KIND members Elizabeth Rueda Herrera, Kelsey Armstrong-Hann, and Amanda Doupe.



Union leaders meeting with workers from KIND Seattle to determine their priorities in upcoming bargaining.



Business Rep Rod Sigvartson lets laid-off members at Cadence Giddens know TAA Benefits are available.

## TAA Benefits for Cadence Giddens

Workers laid-off from Cadence Giddens will have additional federal assistance benefits under the Trade Adjustment Assistance (TAA) Program because of union action. On Dec. 2nd, the U.S. Department of Labor announced the Machinists District 751 was successful in obtaining a certification for TAA for all workers laid-off from Cadence Giddens, Everett and Precision Machine Works Tacoma. The certification was in response to a petition District 751 filed in July in coordination with the Washington State Labor Council.

The TAA certification covers employees who lost or will lose their jobs from July 14, 2019 to November 27, 2022. [Click here to learn more.](#)

### TAA benefits include:

- Job Search Assistance
- Out-of-area job search
- Relocation assistance
- Training / tuition support
- Trade Readjustment Allowance (TRA) – income support when enrolled in a TAA approved training plan
- Reemployment Trade Adjustment Assistance (RTAA) – wage subsidy for workers 50 years and older
- Health Coverage Tax Credit

### Next Steps

- Watch for Employment Security Department (ESD) mailing with paperwork to apply for TAA benefits.
- After you have the ESD mailing, call TAA hotline 425-861-3704 and sign up for a TAA orientation where you will complete your TAA paperwork.
- You will be assigned a TAA case manager who will help you obtain specific benefits for your situation. Some TAA benefits have deadlines. Your case manager can help you avoid common mistakes that can delay potential benefits.

# Steward Ensures Proper Pay for Work

Thanks to action from Union Steward Kristi Kidrick, Grade 5 painters in her area will be paid Grade 8 when they are working on decorative paint work on landing gear doors. This resolved a misassignment grievance she filed on their behalf.

Armed with documentation provided by the members involved, Kristi was able to show that exterior decorative finishes is performed across all other programs by Grade 8 painters. As a result of Union efforts, management agreed that lower graded members, who previously performed grade 8 decorative paint work would be compensated properly for the work they did, and they would be paid Grade 8 pay to perform the work going

forward.

“This win resolves a matter that had been an issue for a while. Kristi did her due diligence, gathered facts from members involved, and also provided information on how it was handled on other production lines, which bolstered the case,” said Business Rep Garth Luark. “Kristi does a great job representing our members. I appreciate her tenacious nature to continue to pursue a potential contract violation and explore various aspects of an argument.”

In the past members had complained about this situation, but failed to provide any documentation to support that a contract violation had occurred. Recently, a member provided Kristi with the BAC

specification listed in their Installation Plan (IP) that stated exterior aerodynamic decorative finish is grade 8 work.

Before filing the grievance, Kristi compared the job descriptions for Grade 5, 7, and 8 painters to ensure the case had merit. In addition, she contacted a manager from another program, who confirmed the paint work on that line for the landing gear doors was always performed by Grade 8 painters.

She filed the grievance and met with the first level manager without resolution. Kristi then elevated it to the second level manager, providing her with all the documentation and notes. The second level agreed it was Grade 8 work. Members appreciated having this resolved so they would be properly paid for the work performed.

Job erosion and managers trying to assign lower-graded employees to perform higher-graded work has become more of an issue over the past few years, as Boeing tries to cut costs everywhere. To effectively combat these misassignments requires members voicing concerns to their Steward and providing documentation of why their work is of a higher labor grade.

We are stronger when we work together, speak up, and engage our Stewards to enforce the contract. Our employers hold us accountable each day; we must do the same to challenge contract violations.

Business Rep Garth Luark thanks Union Steward Kristi Kidrick for her steadfast efforts that resolved a pay issue for painters on exterior decorative finishes.



## New Agreement Brings Pay and Benefit Improvements for Members at NAS Whidbey

Solidarity delivered a new contract for members working for Maytag at NAS Whidbey that had improvements in many areas. These members, who work as Fuel System Operators & Mechanics, Fuel Dispatchers, and Heavy Truck Drivers, ratified a new three-year agreement on Nov. 23.

The new contract that members overwhelmingly ratified, brought improvements in areas of the contract members identified as important. Highlights of the new agreement include:

- Solid General Wage Increases in each year
- Increases in training pay additive, second shift premium, third shift premium, and weekend shift premium
- An additional 16 hours of Paid Time Off (PTO) for full time and part time employees
- New language allowing employees to donate PTO to other employees who

have exhausted their PTO bank.

- Increased report time and call back time
- Increases in the hourly health and welfare amount each of the three years
- Maintained the IAM Pension Plan at current rate
- Added the Machinists Retirement Saving’s Plan as an option to defer unused health and welfare monies.

“The overwhelming support on the vote recognizes the hard work of our whole Union negotiating committee. They stood together in solidarity to ensure they received improvements in their pay and benefits for the next three years,” said Chief of Staff Richard Jackson, who served on the Union bargaining committee along with Staff Attorney Spencer Thal. “Our members at NAS Whidbey are proud of the work they do to support the military, and this contract recognizes the contribution they make every day.”



Machinists Union members working for Maytag at NAS Whidbey ratified a new 3-year agreement on Nov. 23rd. Above members count the ballots as others observe.

## Raffle Raises Green for Guide Dogs and Joy for Member at Holidays

Christmas came early for IAM 751-F member Kelli Thomas. She was the lucky winner of the two American Racer 215 Mini Bikes, in the Puppy Putt raffle drawing held on December 1st. This was one of the few fundraisers we held for Guide Dogs of America this year.

The raffle not only raised money for this worthwhile charity, but made Christmas special for Kelli and her family.

Kelli works QA in Everett and has four grandchildren, who will be thrilled to receive the mini-bikes.

Kelli and her fiancé, 751 member Lloyd Bethel (see picture right) picked up the two minibikes at the Seattle Union Hall on Dec. 3rd.

Proceeds from the raffle go to Guide Dogs of America. Thanks to all who helped sell the raffle tickets and supported this worthwhile cause.



## 2021 Monthly Dues at Boeing is \$86.70

The IAM Constitution requires dues rates be adjusted each January 1st in accordance with the District Bylaws.

The monthly union dues for District 751 Machinists at Boeing will increase \$4.80 a month to \$86.70 in 2021. Per the formula approved by our members in 2010, the 2021 dues were calculated at 2.25 times the weighted average hourly earning (\$35.88) for bargaining unit members as of Aug. 31 – excluding bonus pay – plus any IAM Grand Lodge per capita assessment increases.



# IAM-BOEING JOINT PROGRAMS

## Career Advisors Work to Help Laid-off Members

IAM/Boeing Joint Programs Career Advisors are available to assist our active and laid-off members especially during these devastating times. They are career professionals with extensive knowledge and access to many resources to support members through some of the uncertainty and chaos of these stressful times. The impact of getting a WARN notice can be overwhelming for most people, but the Career Advisors are a great resource to turn to for help understanding the finer details.

When 751-Member Alan Ekland got his WARN notice in late May, he met with a Joint Programs Career Advisor for help navigating through the lay-off process.



*Career Advisor Wendy Kellison can help laid-off members navigate the resources. Call 1-800-235-3453 to schedule a meeting.*

The Advisor provided him lots of pertinent information, including a roadmap of the lay-off resources available, information on training, and multiple sources of funding and benefits available under Trade Adjustment

Assistance (TAA) and Worker Retraining.

In order to apply for another job, Alan needed to update his resume. Professional resume writing is another service Joint Programs Career Advisors are able to provide for members.

Career Advisor Wendy Kellison worked with Alan to deliver an updated, fresh and relevant resume that got rave reviews at the local WorkSource office Alan visited for job search and education assistance.

"There have been many people assigned to help me navigate the laid-off world, but nobody comes close to being as helpful as Wendy Kellison. I found out about her through the resume writing program, and she provided me with a resume that even impressed the WorkSource people in my area," Alan said in a thank you note.

After Alan was laid off, he contacted Wendy again for help using the Education Assistance (EA) benefits available to laid-off members and understanding the time limitations involved. Before a laid-off member can take advantage of their benefits they MUST contact a Joint Programs Career Advisor and have an



*Alan Ekland utilized Career Advisors to help after layoff.*

Individual Development Plan (IDP) written and on file prior to enrolling in any training or schooling. Because Alan followed the correct process, he plans to attend Spring Quarter at State College of Florida taking Computer Information Systems, Web Page Development and Programming courses towards his Associate in Science Degree, Computer Programming and Analysis. Upon graduation, Alan intends to look for work as a coder, developer, programmer, or web developer.

All of the services Alan received from the Joint Programs Career Advisors during and after layoff helped him maneuver through the process. While his employment future is uncertain at this time, he is still interested and willing to return to Boeing if that opportunity presents itself.

In the meantime, Alan shared his appreciation for the

professional assistance he received from Wendy by saying, "I imagine like most managers you hear the negative day in and day out, so I wanted to take a moment of your time and tell you that Wendy Kellison is a rock star. I am very grateful to have run into her. She is a huge asset to us laid-off folks. Thank you Wendy, you really make a difference."

Contact a Joint Programs Career Advisor and start your future today! You can make an appointment by phone 1-800-235-3453 or email [JointProgramsWebsite@exchange.boeing.com](mailto:JointProgramsWebsite@exchange.boeing.com)

For more information please visit the IAM/Boeing Joint Programs websites:

Internal: <http://iamboeing.web.boeing.com/>

External: <http://www.iam-boeing.com/>

**IAM/Boeing Joint Programs**

### Services

- Career Advising
- Career Planning
- Job Search Assistance
- Resume Assistance/Referral
- Interview Tips
- Education Assistance

**Puget Sound Locations:**  
Auburn, Everett, Frederickson, Kent, Renton, Seattle & Tukwila

**Please contact a career advisor with any questions you have regarding your benefits. Call 1-800-235-3453 to schedule an appointment.**

[www.IAM-Boeing.com](http://www.IAM-Boeing.com)

### Joint Programs 101: Safety Shoe Reimbursement Program



This monthly feature shares overall information and highlights one program or service each month. This month we are highlighting the Safety Shoe Reimbursement Program.

IAM/Boeing Joint Programs has made some process improvements to the Safety Shoe reimbursement program. IAM employees are eligible to be reimbursed up to \$75 annually for the purchase of safety shoes from approved vendors (check the guidelines on the Joint Programs website).

**Reimbursement applications can now be submitted electronically to Joint Programs via email! To be eligible for a 2020 reimbursement it must be submitted no later than March 1 of 2021.**

Employees must attach the reimbursement application and a copy of the itemized receipt (shows date purchased, specific item name and the price of the safety shoes) to the email. Send them to: [IAMBoeingJointProgramsEA@exchange.boeing.com](mailto:IAMBoeingJointProgramsEA@exchange.boeing.com) or [JointProgramsWebsite@exchange.boeing.com](mailto:JointProgramsWebsite@exchange.boeing.com)

Reimbursement applications and itemized receipts can still be:

- Sent via the Boeing in-plant mail to: IAM/Boeing Joint Programs at Mail Code 4L-101.
- Dropped off at the IAM/Boeing Joint Programs main office in Tukwila in the 9-110 building. Note: Office hours are limited due to COVID-19 Restrictions (Mon / Wed / Fri 7am – 3pm)
- Mailed via the US Postal mail to: IAM/Boeing Joint Programs 9725 East Marginal Way South Mail Code 4L-101 Tukwila WA 98108

The Safety Shoe Reimbursement Program guidelines and FAQs can be found on the IAM/Boeing Joint Programs websites:

Internal (<http://iamboeing.web.boeing.com>)

External (<http://www.iam-boeing.com/safety-shoes.shtml>).

IAM/Boeing Joint Programs encourages you to check out the website now and then so you don't miss any information that may be important to you.

If you have any questions about the Safety Shoe Reimbursement Program or anything else on the IAM/Boeing Joint Programs website, call 1-800-234-3543 or send an email to the Communications and Safety Administration team at [IAMBoeingJointProgramsCommunications@exchange.boeing.com](mailto:IAMBoeingJointProgramsCommunications@exchange.boeing.com)

### HSI Site Committee Member Puts First-aid Training to Use

Working in the 3-380 paint hangar at Plant II as a decorative painter on the 737 program, IAM union steward and HSI Site Committee member Nathan Hatch is used to helping others.

Being on the Plant II Site Committee for just over a year provided Nathan with safety training that has afforded him the opportunity to become more alert and in tune with safety for himself and his co-workers. Driving home to Everett after work recently Nathan came upon a horrific traffic accident scene and put his training to use.

A bicyclist had been hit by a car and lay injured and bleeding in the street during the busy afternoon traffic rush. As Nathan approached the accident scene, he saw the occupants of the car who hit the man frantically trying to help him by wanting to move the injured man out of the road.

Having taken several first responder training in the past and just recently completed the CPR/First-Aid recertification class, Nathan knew moving the severely injured man was the wrong thing to do. He quickly flipped on his emergency flashers and stopped his car in the center turn lane using it to block traffic and shield the injured man. He then grabbed his first-aid kit and ran to help along with a few other good Samaritans who stopped.

Nathan's first-aid training kicked in and he quickly took control of the accident site. First and foremost he did not move the accident victim, which ensured the man would not sustain additional injuries from being moved. After he instructed someone to call 9-1-1, Nathan began to administer first-aid, applying bandages and pressure to help stop some of the bleeding. Once the ambulance arrived, Nathan and the others moved back to let them do their jobs. Although badly injured, the man was conscious when he was transported to a local hospital.

Reflecting on the events of that day Nathan said, "Having that training helped me stay calm and collected in this stressful medical emergency.



*Nathan Hatch used his Site Committee safety training to help a bicyclist hurt in car accident.*

Since joining the Site Committee, I am much more aware of my surroundings when it comes to safety and do not take our safety for granted. I am also much more engaged when it comes to safety in general, not because I have to be, but because I want to be."

As a 20 year Boeing employee Nathan has taken other safety training as well as the CPR/First-Aid classes over the years but this was the first time he had to put it to use. Because of the training from the recertification class Nathan had restocked and updated the contents of the first-aid kit he carried in

his car. To prepare for the unpredictable, consider storing a well-stocked first aid kit in your car as well as your home.

According to Nathan, "I believe everyone at Boeing should be required to take the CPR/First Aid course offered from the American Red Cross. It would be a costly endeavor, but if only one life could potentially be saved, isn't it worth it?"

To find out who the HSI Site Committee members are at your site, go to the IAM/Boeing Joint Programs website and click on the "Site Committees" icon. Site Committee members are available to help as advocates on the shop floor to bridge any safety gaps for the members as well as partner with the managers to ensure we all work safely.

Internal website <http://IAMBoeing.web.boeing.com> or External <https://www.iam-boeing.com>

If you have any questions about the HSI Site Committees or anything else on the IAM/Boeing Joint Programs website please contact us at 1-800-234-3543 or send an email to the Communications and Safety Administration team using the following email address: [IAMBoeingJointProgramsCommunications@exchange.boeing.com](mailto:IAMBoeingJointProgramsCommunications@exchange.boeing.com)

# IAM-BOEING JOINT PROGRAMS

## Member's Call Prompts COVID Cleaning & Sign Process

Our Stewards and Site Safety Committees have made an extra effort to try to ensure all protocols and processes concerning COVID are followed, and members' concerns are addressed to alleviate any added stress. Often this means developing and implementing a new process in navigating new developments in a global pandemic.

Recently, Kim Gifford, who is a Steward and a member of the Renton Site Safety Committee, with the help of other Site Committee members, IAM-Boeing Joint Programs, EHS and management ensured the Renton site now has a clear, consistent, standard process for cleaning a production area/section of the plane after a member has tested and/or is believed to have COVID.

Initially, a member contacted Kim because he was uncertain if his work area on the plane had been cleaned following a co-worker testing positive for COVID. The member wanted to know when it had been cleaned and how he could verify that so he could literally breathe easier re-entering the work area.

Kim recognized this situation causes unnecessary anxiety and began working for a resolution with help from IAM-Boeing Joint Programs staff. As a result of her actions, every hub and barge throughout final assembly in Renton now has a mounted kit that contains safe disinfection practices, the protocol for cleaning, caution tape to seal-off the area, blue painters tape to post the cleaning sign, and a laminated sign to be posted for 48-hours



A kit with instructions on COVID cleaning and sign to be hung so employees know it has been cleaned is available at each barge in Renton final assembly.

stating the date and time the area was cleaned along with the manager's name and contact number who ordered the cleaning (the sign can be wiped clean and re-used in future incidents).



Renton HSI Site Committee members Kim Gifford and Kent Christian show contents of the COVID cleaning kit, complete with a reusable sign and painters tape so the cleaning sign will be hung in the area for 48 hours noting it has been cleaned, as well as contact information for the supervisor who verified the action.

Rather than starting from scratch, Kim assumed other sites may have encountered the same concerns over COVID. When she attended the IAM-Boeing Health and Safety Joint Communication Committee (JCC) meeting, she learned Everett already had a good COVID cleaning process and pushed to implement the same process in Renton with a couple minor tweaks (such as having the information in a kit for each work area, including a sign to post about the cleaning that is laminated and can be reused over and over).

"I appreciate our member calling and hope he realizes because of his phone call there is now a safe, consistent cleaning method and a posted sign to help

alleviate undue stress from our members," Kim said.

"Everett did the hard work on this. Since it was already approved as a Boeing process, it probably saved me two months of fighting to get it implemented," said Kim. "JCC provides a great sharing opportunity where various sites report on their activities. If we see something good, we can implement it at our location rather than expending time, energy and other resources reinventing the wheel."

Beyond providing a kit at the work area, the protocol gives required steps for a production manager to take after learning an employee is suspected or confirmed to have COVID. These steps include: immediately closing off the area, who to call for cleaning, and implementing a temporary relocation of employees until the deep cleaning is completed. The manager must then verify the designated cleaning took place and ensure signage

is posted for 48 hours to reassure those working in the area. The process also gives a cleaning kit checklist before the cleaners enter the area.

While the entire cleaning process seems logical, Kim initially met with resistance from multiple sources. Once she learned of Everett's process, she immediately forwarded it to EHS and elevated it through Joint Programs to expedite establishing the protocol for Renton. Hopefully the same process/protocol will be implemented Company wide so no employees are left to wonder whether an area has been deep cleaned after a potential COVID situation.

To contact a Site Committee member, check the Union bulletin boards for a flyer listing the members or the virtual board at [www.iam751.org](http://www.iam751.org)

## IAM/Boeing Joint Programs Everett Delivery and Fabrication Team Moving to Everett Modification Center (EMC) 45-334 Building

The IAM/Boeing Joint Programs Everett Delivery and Fabrication office relocated all services from the 7-76 Employment Resources Center (ERC) Building to the 45-334 Everett Modification Center (EMC) Building effective Nov. 30. The street address for the EMC is 3100 112th St. SW, Everett WA 98204.

Joint Programs will be located on the first floor of the 45-334 Building. As you enter the main entrance of the EMC go to your right and we are located through door 14J2. You will see the IAM/Boeing Joint Programs signage on the door.

The new location will encompass all of our North Site Delivery and Fabrication team, training services, Career Advising services, and Vocational Rehabilitation Services.

Our phone numbers will remain the same 425-266-3993 or 1-800-235-3453.

Currently Joint Programs is working virtually and the Everett Delivery and Fabrication office is open on a limited schedule (Tuesday & Thursday, 7 a.m. – 3 p.m.)

You can also visit any of our other IAM/Boeing Joint Programs locations in the Puget Sound:

Everett Factory: 40-31.2 Building, 2nd floor 22A11

Main office-Tukwila: 9-110 Building

Auburn: 17.75 Building, 2nd floor of the Work Force Readiness Center

Frederickson: 2 4 - 60 Building near the cafeteria

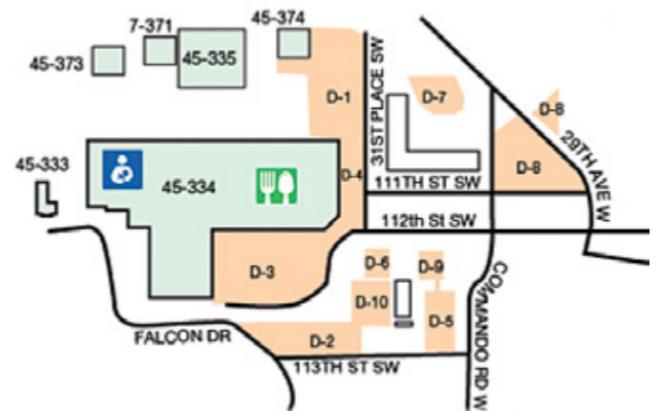
Visit the IAM/Boeing Joint Programs website: Internal <http://IAMBoeing.web.boeing.com> or External <http://www.iam-boeing.com>



Joint Programs is now located in the Everett Modification Center (EMC) 45-334 building (3100 112th St SW Everett). Joint Programs was previously located in 7-76 ERC. See table lower left for other locations and time.

Site	Building	Room	Day	Hours
Auburn**	17-75.2	21A2	Monday - Friday	24 hours – must sign in and out
Developmental Center	9-110		Monday / Friday	7 a.m. – 3 p.m.
			Wednesday	10 a.m. – 6 p.m.
Everett	45-334	14J2	Tuesday / Thursday	7 a.m. – 3 p.m.

\*\*Auburn: The 17-75 is accessible 24 hours a day from the S1 door (south door within the gate) on all shifts with your badge. Green classroom is open all 24 hours on the second floor near column B3. Employees using the computer lab must sign in and out.



Above is a map showing the 45-334 EMC where Joint Programs is now located.

See chart left for other Joint Programs locations and hours.



# SERVICE TO THE COMMUNITY

## Socks Across the State!

Members across the state came together to deliver the gift of new socks for the homeless. From Everett to Auburn, Grand Coulee to Tri-Cities and Spokane, Machinists Union members contributed to this much needed drive sponsored by the 751 Women's Committee. But more than just socks were delivered. Hundreds of dollars in Fred Meyer gift cards and cash were also delivered. Special thanks to Renton Preflight (all shifts and payrolls) for delivering 5 full boxes to the drive.

Thanks to all who made the drive a success.



Above: Mark Shear and Jim Henle, Local 1951 officer, deliver socks and cash donations to the Tri-Cities Union Gospel Mission on Dec. 19.



Socks donated from Local 1123 and 86 members were delivered to Union Gospel Mission in Spokane by Allen Eveland, Kenya Conway and Steve Warren.



Above: Women's Committee Chair Terri Myette (r) delivered 7 large boxes, 2 trash bags full and 5 Fred Meyer gift cards to Mary's Place.

## Rescue Mission

HELP · HOPE · HEALING

- Downtown Tacoma Campus
- Adams St. Family Campus
- Tyler St. Family Campus
- Colonial Apartments
- Jefferson Apartments
- Need-A-Break Program



Shari Boggs, Carolyn Romeo and Michelle Jackson delivered socks and gift cards to volunteers at the Rescue Mission in Tacoma.



Above: Kristi Kidrick (2nd from right) and Gina Fountain (far right) delivered socks and gift cards to Catholic Community Services in Everett.

## 751 Delivers Again for HomeTeam Harvest This Year

District 751 is proud to have partnered with the HomeTeam Harvest since the beginning in 2001 to help fight hunger in our communities. While our annual holiday tradition of helping to load food donations and collect monetary contributions couldn't happen with COVID, our Locals and Districts still stepped up to deliver much needed monetary contributions. In a year when there are so many people out of work and hurting because of the pandemic, our Union and affiliated locals provided monetary contributions to help.

Photo right: Standing L to R: District 751 Secretary-Treasurer Susan Palmer, District 751 President Jon Holden, and Local F President Shane VanPelt display checks from the Washington Machinists Council, District 751 and Local 751-F. Kneeling L to R: Local A President Matt Hardy, Business Rep Ira Carterman and Local C President Jim McKenzie holding checks from Local 751-A, 751-E and 751-C.



## Machinists Efforts Help Others Throughout Holiday Season

Despite the constraints of a global pandemic, District 751 members still found ways to help others in our community this holiday season. Activities included a one-day turkey drive, Toys for

Tots Everett, and assisting throughout December at the Salvation Army Toy N Joy drive in Seattle, Bellevue, Kent and Everett.



Our one-day turkey drive delivered 42 turkeys and 1 ham to provide November holiday meals for those in need. Left: Vennie Murphy and Jason Chan delivered 25 turkeys and 1 ham to the Rescue Mission in Tacoma (pictured with a mission volunteer).



751 Volunteers picking up toys for the Snohomish County Toys for Tots drive on Dec. 11. L to R: Jereme Wise, Shane Schneider, Scott Kreider, and Don Yetter. Each year Jereme not only volunteers his time, but rents a U-Haul trailer to pick up the toys from various locations.

Photo Right: Adrian Camez delivered 17 turkeys donated at the Everett Hall to the Volunteers of America on Nov. 19th for holiday meals for those in need over Thanksgiving.



Chris Black helped distribute bags at the Seattle Toy n Joy.



L to R: Wes Heard, Jon Lovett and Carter Wolbaum helping with the Salvation Army Everett Toy N Joy event.



# RETIREMENT NEWS

**751 Retirement Club meetings for January are cancelled due to COVID**

*Holiday Greetings from the IAM District 751 Retirement Club! This message is to remind you of the important connection our Retirement Club makes between our members and the Machinists Union.*

*The global pandemic ended our meetings in February. We cannot forecast when meetings will resume, but rest assured, we will continue to use the*

*Aero Mechanic newspaper to advocate politically on behalf of retirees and keep our members informed.*

*The officers of the 751 Retirement Club send you Best Wishes for the health and safety of all our members. We look forward to a bright and healthy future for our Club, Machinists District 751, and all our members in the New Year!*

*In Solidarity,*

*Jackie Boschok, President*

*Helen Lowe, Vice President*

*Pam Harris, Secretary*

*Tom Lux, Treasurer*

*Vennie Murphy, Sergeant-at-arms*

*Trustees: Mike Keller, Jim Hutchins & T.J. Seibert*

## RETIREES

Congratulations to the following who retired from our Union:

Brian Aber	Khuong Chau	Valentine Friesz	Rodney Jay	Kelly Mcarthur	Dave Ponis	Michael Thompson
Barry Akins	Curtice Chenoweth	Raymond Fry Jr	Curtis Jeffers	Danny McBroom	Carl Pratt	Gary Thorsteinson
Gerardo Alba	Bunchhoeun Chhum	Steven Fuller	Dwaine Jenkins	Brad McCord	Wayne Ragan	Steven Tilka
Julie Albrecht	Freddy Choque	David Gacek	Robert Jennings	James McCormack	Wendy Randazzo	Larry Tilton
William Altizer	Yoon-Ju Chung	Nestor Galimba	Wayne Jewell	Clarence McCreary	Lester Randolph Jr	Harry Todd Jr
Won An	Patricia Clark	Abisai Garcia	Norman Jimenez	Linda McDaniel	Arthur Reinholm III	William Torrey
Richard Anderson	Jeffrey Claxton	Benny Garduno	Darin Johnson	Jon McDonald	Darin Remolif	Scott Townsend
Steven Anderson	Michael Cleary	Janice Garza	Gary Johnson	Mitchell McFarlane	David Retzer	Kiem Tran
Susan Anderson	Janet Cline	Michael Geddis	James Johnson	Dwight McFarland	Cindy Reust	Daniel Trujillo
Edna Andrews	Thanh Co	Daniel Geist	Mark Johnson	Steven McMahan	Stuart Richter	Matthew Tullio
Philip Baechler	Barry Coghill	Scott Gensberg	Shelly Johnson	Kathy McQuarter	James Ricks	Andrea Tupay
Jason Bailey	Kim Collier	Terry George	Trevor Johnson	Marc Meadows	Kevin Riley	Gerald Turk
David Baker	Carleen Combs	Larry Gill	Bruce Jones	Sarun Meak	Kirke Rockwood	Patricia Tymony
Loretta Baker	Alex Contreras	Robert Gitchel	Edward Jones	Kevin Measor	Robert Robinson	Matthew Uffelman
Samuel Baker	Lorraine Conway	Robert Glans	Marvin Jones	Antonio Medina	Ward Rodgers	James Umbinetti
Susan Baker	Lisa Cooks	Kevin Godfrey	Mary Jones	Raymond Meduna	Susan Rogers	Chris Vanasse
Cindy Bakke	Al Crisostomo	Russell Gourlie	Christopher Juel	Gary Megazzini	Wayne Rogers	Guy Vance
Sam Balandier	Mark Crossfield	Pamela Graf	Rocky Justice	Richard Meiers	James Roland	Katherine Vanderberg
Kenneth Bales	Blayne Cundall	Robin Granberg	Steven Kakalecik	Billy Melcer	Russell Rome	William Vangog
Jeffrey Balkus	Alvin Cunningham	Thomas Grantham	George Kalata	Samuel Membrado Sr	Edward Rose	Ricky Vanhook
Darlene Ballentine	Jerry Curtin	Alan Gray	Homer Kalaw	Alma Mendoza	William Rowland, Jr	John Van Noten
Diane Banks	David Cutarelli	Kenneth Gruebel	Mark Kammers	James Mercer	Hae Russell	David Vanvleet
David Barber	Roger Dahme	Bryan Guddé	Wayne Kauk	Beverly Merryman	William Russell	Lawrence Vickers
Elaine Barnes	Christina Dahl	Todd Guilford	Randy Keiper	Raymond Messer	Jeffrey Rutledge	Robert Vivolo
Margaret Bartron	Timothy Dailey	Robert Gursley	Gary Keller	Jerry Metz	Thomas Sadler	Ung Vong
Kurtis Bayer	Cedric Daniels	Nam Ha	Insuk Kim	Charles Michlitsch	Robert Sagerser	Bradley Wagner
Rodney Bayer	Cynthia Daniels	Ronald Habbestad	Roy Kish	Scott Miller	Denise Sains	James Walker
Jeffrey Beeston	Jack Davenport Jr	Darren Hadley	Eric Klug	Kevin Moe	Ismael Salazer	Tommy Walker
Robert Beiermann	Kenneth Davies	Richard Hagg	Junior Knight	Michael Molsee	Bruce Salerno	Thomas Walsh
Jeffrey Berg	Robert Davies	Melvin Hagler	Robert Knudson	Michael Mongue	Stanley Sawhill	Kimberly Walters
Elmer Berganio	Mark Decarufel	Gregory Hain	Robert Koenig	Darrell Montz	David Schnurstein Jr	Clayton Ward
Alain Bergeron	Wilfred Dela Rosa	Richard Hall	Tibor Korody	Patrick Moore	Michael Schof	Scott Ward
Diane Berkheimer	Nick Dettore	Michael Halvorson	Ronald Kraynak	Francisco Moran	Christopher Schorr	Wendell Watanabe
Lee Bernstein	Jon Dewey	Gary Hambrick	Gregory Krejci	Ruth Moreland	Gregory Schultz	Michael Waterbury
Peter Besk	Molandro Divina	Carrol Hamilton	Allison Krueger	Blake Morrison	Timothy Schwantes	Joseph Wearstler
Robert Betenson	Mark Dolan	Havy Hang	Lanette Kruse	Michael Moses	Mark Schwartz	Michael Weaver
Bradley Bishop	Alejandro Dolojan	Darlene Hanley	John Kuch	Rick Mounivong	John Scott	Steven Webb
Jay Blair	Douglas Donnelly	Mark Hansen	Marie Kuzniarek	Piyan Mounlavongsy	Brett Scoville	Gary Weeks
Harley Blanchard	Danny Doronio	Gary Hanson	Mark Labarge	Somphou Mountry	Joyce Seltveit	Rose Wegiel
Robert Blanchard	Victoria Doubek	Keith Hanson	Ronald Laeuger	Glenda Mouton	David Shamley	Charles Welch Jr
Mike Bleily	Therese Dougherty	Michael Hanson	Gary Lagenhorst	Kevin Moynahan	Reginald Shaw	Leslie Wells
Cameron Blevins	Robert Dowd	David Harper	Hugh Lam	Chris Mullen	Bonnie Shreve	Jim Werner
Carmen Bliss	Frederic Ducolon	Douglas Harper	Kenneth Lamond	Hugo Munoz	Richard Six	Charlie West, Jr
Roberto Boligan	James Dugan	Richard Hart	Bruce Larsen	John Murray	Bruce Smith	Steve Whaley
James Booth	Cody Dunham	Eric Hartley	Randy Lawson	Kenneth Musser	Doug Smith	Beverly Wheeler-Kopp
Cyndie Boucher	Robert Edwards	Carey Hartmann	Shawnee Lazzari	Von Myers	Kerry Smith	Carol White
Youth Boun	Darryl Eichenlaub	Mark Hartmann	Madalena Le	Chris Nelson	Linda Smith	David Whitehead
Bruce Boytler	Jeffrey Einbender	Mark Hastings	Tuan Le	Jon Neumann	Michael Smith	Harry Whitmore
Douglas Boze	David Ekoes	Timothy Hastings	Calvin Leach	Huong Nguyen	Randal Smith	Byron Wilcox
Paul Brazel	Peter Ekrem	Lourdes Hathaway	William Leach	Hung Nguyen	Donald Snyder	Kenneth Wilcox
Anthony Brock	Verne Eller	Thomas Hayden	Marty Lecker	Thao Nguyen	Michael Sogura	Jerry Williams
Donald Brewer	Keith Elliott	Dale Hendrick	Hayden Ledbetter	Tuyen Nguyen	Rodney Sorenson	Arnold Wilson
Stanley Bromiley Jr	Richard Elliott	Terry Hendrix	Cheryl Lemoi	Charles Nianekeo	Sophia Sorenson	Nancy Wilson
Bill Brown	Guerdon Ellis	Duane Henkel	Thomas Lewis	Clark Nixon	Juan Sosa	Theresa Wilson
Michael N. Brown	Paul Ellis	Theresa Henning	Richard Liabraaten	Paul North	David Soto	Andrew Wing
Michael T. Brown	Roger Eng	David Henson	Albert Lind	Terry OBannon	Ronald Spence	Brandy Wood
Daniel Bruce	Mario Enriquez	Michael Hensley	Thomas Lindsey	Christopher Olafson	Steven Staley	Carl Woolley
Barbara Bryant	Donald Erwin	Roger Hensley	Steven Lippard	Catherine Oleary	Lisa Stansberry	John Wootten
Emerito Buenaventura	Douglas Evenson	Sam Hergert	Dawn Lockrem	Albert Olesberg	Alan Starr	Dwayne Wright
Donald Bugge	Robert Faford	Thomas Hernandez III	Richard Lonborg Jr	Richard Olsen	Stephen Sterbinsky	James Wright
An Bui	Johnnie Fain	Henry Higley	Ronnie Lorent	Ty Ong	Randy Storaasli	John Wright
Lynn Burk	Douglas Falkenhagen	Raymond Hilde	Steven Loveland	Calvin Osborne	Kevin Storey	Lydia Wyciskala
David Busby	Mike Feeney	Jeffery Hinch	Thongphoune Luangrath	Kerry Osburn	David Straughen	Savandary Yaumarath
Mona Busby	David Fernandes	Frank Hobbs	Phuoc Luong	Douglas Ostbye	Tanya Strom	Mei Yu
Michael Butler	Gary Feuerborn	Kevin Hoge	Smokey Lynn	Gary Ott	Terrance Stuefen	Rick Zamora
Daniel Butz	Tanny Fields	Karen Holden	Ron Machen	Wilfredo Pablo	John Sturgill	Leslie Zehnder
Glenn Cabiao	John Fisher	Martin Holota	Steven Macrae	Mark Pacheco	Claude Sullivan	Ernest Zeitler
Stephen Cady	Timothy Fisher	Candace Horton	Minh Mai	Kerry Palmer	Robert Swift	Jon Zemanek
Randall Calvert	Kathleen Flagg	Kevin Hourie	Thanh-tung Mai	Scott Parker	Corey Tando	
Michael Campen	William Fletcher	Steven Hoye	Brett Maier	Shawn Parsons	Michael Tanttari	
Terrence Cantwell	Gene Fleury	David Hudson	Daniel Mailloux	Douglas Pascoe	Mario Tarango	
Cao Cao	Thomas Flowers	Douglas Hugo	Carlos Malabed	Ali Pashai	Lyle Taylor	
Gordon Cardinal	Michael Fluker	Lisa Hunting	Glenn Malcolm	Gary Patterson	Edward Teer	
Robert Carlson	Brian Fogelman	Son Huynh	Mary Mann	Gayle Patterson	Craig Tenma	
Mark Carpenter	Christopher Ford	Daniel Iblings	Darrin Mannie	James Payne	Sunthara Than	
Patrick Carson	Marc Fouts	Jed Jackson	Jeffrey Markley	Mark Percosky	Thomas Than	
Isidro Casillas	Ricky Franz	Marvin Jackson	Jerry Mason	Keith Peterson	Timothy Thiel	
Joseph Casper	John Frazier	Jean Jackson-Gault	Donald Matson Jr	Douglas Pettit	Willie Thomas	
Tony Chandara	Jack French	Garry Janssen	Rhonda Matthews	Gam Pham	Clarence Thompson	
Son Chang	Craig Fridlund	Denise Jarvis	Michael May	Yung Pham	Marshall Thompson	

### Local 86:

Marie Weishaar, Triumph

### Local 1951:

Matthew Beaudry, Pexco

Jimmy L Calhoun, Pexco

Randy I Carlile, Republic

Services

Earl V Stacy, Pexco

# 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:

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. 12, 2021.

**Obtain an IAM Scholarship application and guidelines online by visiting [www.goiam.org](http://www.goiam.org) & search 2021 IAM Scholarship. Packets can also be obtained by calling 301-967-4708 or email [asumner@iamaw.org](mailto:asumner@iamaw.org)**

• Must be planning to graduate during the winter or by the end of the spring 2021 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. 12, 2021.

# Town Halls Provide Access to Union Leaders

*Continued from Page 1*

as we enter first negotiations since the pension was eliminated, job security, and launching the next airplane program. Each proved a springboard for comments and questions.

Since becoming District President in March of 2014, Holden has held these town hall meetings for all three shifts at various Union halls to encourage two-way communication and transparency. With the global pandemic, these meetings have shifted to virtual because that communication is more important than ever.

Members who have registered to receive email updates on our website [www.iam751.org](http://www.iam751.org) received links to view the town halls. Other members can view them by logging into the 751 website, it will come up on the registered page.

## FREE

# WANT ADS

## FOR MEMBERS ONLY

### BOATS

1967 14' ALUMACRAFT V BOAT with 2 oars, 2 transportation wheels & roof rack with bumper seat cushions and 2 different style crab pots. \$1,250 OBO Cash Only, 425-210-5835

TROLLING PLATE for out-board drives. I used on a 50H out-board. \$50 or best offer. 253-720-7702

### AUTO PARTS & ACCESSORIES

S&S DUAL POWER TUNE EXHAUST HEADERS. Includes heat shields. New, never installed; fits Harley Davidson touring models 2009-2016. \$400.00 206-762-1117

64-65 FALCON & COMET DASH PADS. Several different colors, like new. \$100.00. 9" TRAC-LOC, 31 SPL, 3L50 gears. \$400.00 206-819-1157

4 MUD & SNOW STUDDER TIRES for Honda or smaller car, 225/45R x 17 XL. Excellent condition, used one season, like new. \$250.00 253-335-5711

STEEL FRAME CAR CANOPY, 10x20, used only one season, then stored inside, all canopy material in good shape. No missing parts and has installation manual. Ready to put up before winter. Asking \$175.00 Cash OBO. 425-409-9319

### FURNITURE & APPLIANCES

Top mount cast iron KOHLER KITCHEN SINK 33" long x 22" wide, double bowl, white \$250 OBO. Top mount cast iron KOHLER BATHROOM SINK 19.5" long x 15.5" wide, white \$100 OBO. 253-845-2997 (Puyallup)

MAYTAG MICROWAVE OVEN, range hood combination, stainless steel, \$450 OBO, SHARP CAROUSEL MICROWAVE OVEN, counter type, \$40 OBO. 253-845-2997 (Puyallup)

### SPORTING GOODS

COMPUTER, GRAPH FISH RECORDER. Eagle mach.1 by Lowrance w/mount. New never used. Paid \$336 in 1986. Several rolls of graph paper. 425-271-8751 call for price

CRAB POTS, 2 ea, complete foldable plus. \$75.00 253-838-2108

OUTDOOR GEAR: Hip boots, men's size 8, new, never worn. Sleeping bags; nice. Fishing gear, lures, nets, too much to mention. 425-271-8751 call for prices

Specialized ROUBAIX SL3 ENDURANCE ROAD BIKE Ultralight Carbon Composite 58CM, red/white. Low mileage, caliper brake, like new. \$1,600 206-772-4070

### COTTAGE INDUSTRIES

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

### AD RULES

Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

**Deadline For Next Issue Jan. 14th**

Union member planning retirement, making URNS FROM OAK WINE BARREL STAVES. Barrels are from Washington State wineries. Pictures/info email Mike at [mpsej2@gmail.com](mailto:mpsej2@gmail.com) text 509-759-5145.

COMEBYFORAPHOTOSHOOT in our warm and cozy studio. Newborns, family, weddings, real estate. [www.photochad.com](http://www.photochad.com) 253-231-7950

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

### HOUSING

FURNISHED SINGLE ROOM with private sink, shared shower/toilet, upscale neighborhood in Lake Stevens. 20 minutes from Everett Boeing. Parking in front of the house. View of lake and mountains. \$800/mo includes utilities. \$500 security deposit. 425-397-1999

TOWNHOUSE in Renton Highlands for rent, 3 bdrm, 2 bath, 2-car garage, 1,480 sq ft., gated community. New remodeling. 15 min from Boeing factory. \$2,600 mo, \$2,600 security deposit. 206-465-8087

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See [www.konaallicove.com](http://www.konaallicove.com). Ready for a month long vacation in paradise? Sleeps 5. Minimum stay 31 days. 10% discount to Boeing employees. Pays the taxes. \$2950-3950/month. Amenities include designated parking, DSL, pool, Jacuzzi and much more. 206-459-3444

### MISCELLANEOUS

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

GEORGIA STEEL TOED BOOTS, logger style, size 8.5 \$100 OBO. Welding Gear hood, leathers & etc. \$150 OBO. Q.A. Inspection tools \$180 OBO 253-845-2997 (Puyallup)

4' or 6' RAISED CEDAR PLANTER. Wheel chair accessible, waist high, no bending over. Call 360-431-7061 or text for a photo. Customer must "pick up" in Long Beach, WA. Easy to plant flowers, herbs or veggies within reach. Asking \$195.00 starting price) Fencing is extra.

STEEL FRAME CAR CANOPY, 10x20, used only one season, then stored inside, all canopy material in good shape. No missing parts and has installation manual. Ready to put up before winter. Asking \$175.00 Cash OBO 425-409-9319

Wanted to purchase: OLD SLIDES FROM THE 50'S-60'S OF HYDROPLANES (unlimited), also old scrap books. 206-557-0282

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://getoiling.com/JannaKinnear>

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

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

SPORTSMEMORABILIA: picture 8"x10" Steve Largent 14 years Seahawks "autographed". Bat 180 Louisville slugger. Ken Griffey, Jr. bat, hand crafted for Raul Ibanez R128 pro model. Baseballs: autographed - Jamie Moyer, Edgar Martinez, VHS tape: Ken Griffey Jr. 1996 (in wrapper) Adventures in Baseball. 425-271-8751

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

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

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

### PROPERTY

10 ACRES, 8 miles south of COLVILLE WA, remodeled home, shop, out building, all fully fenced on paved county road. For more info call. 425-327-2514 \$175,000

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

1978 CADILLAC COUPE-DE-VILLE, 2 dr, 8 cyl, 89,985 original miles. Brown exterior with cream leather interior and only 2 owners on the classic Caddy. All original throughout, always garaged, never kept outside and it looks it. Power seats, windows & door locks, new battery. All works. Never smoked in, wire wheels still look new. Purchase this vehicle now before it's gone. \$3,000 OBO Cash only 425-210-5835

2011 SMART CAR, sm cp, 80,500 miles, white/black. Boeing commuter car. Runs good. Retired, must sell. \$1,500 360-691-7484

<b>Circle One:</b>	<b>ANIMALS BOATS TOOLS HOUSING AUTO PARTS &amp; ACCESSORIES</b>	<b>ELECTRONICS &amp; ENTERTAINMENT FURNITURE &amp; APPLIANCES RECREATIONAL VEHICLES MISCELLANEOUS</b>	<b>PROPERTY RECREATIONAL MEMBERSHIP SPORTING GOODS VEHICLES COTTAGE INDUSTRIES</b>
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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 Jan. 14th

# UW Harry Bridges Labor Center Honors Pam & Tom Lux as Distinguished Supporters in Virtual Celebration

On Sunday, November 15, amid the COVID pandemic, the University of Washington Harry Bridges Center for Labor Studies hosted a virtual awards celebration to honor the contributions of students, faculty, and working people to labor research and advocacy.

The celebration honored Tom and Pam Lux, longtime supporters of the Bridges Center and the Labor Archives of Washington, and their organization, the Pacific Northwest Labor History Association (PNLHA). Tom and Pam received the Robert Duggan Distinguished Supporter Award. Tom has long been an activist in 751 and is Treasurer of the 751 Retirement Club.

Tom and Pam have dedicated their lives to the service of working people. The two have spent decades as active union members in the Seattle area – Tom with IAM District 751 and Pam as a member and officer of Public School Employees of Washington, SEIU 1948. While both are retired, they continue to spend their time advocating for workers. Tom is President of the PNLHA and 751

Retirement Club Treasurer, and Pam is President of the Puget Sound Advocates for Retirement Action (PSARA).

Tom has served as a member of the Harry Bridges Center's Visiting Committee since 2009 and a Board Member of the Friends of the Labor Archives since its founding in 2013. In that role, Tom has connected the Bridges Center to IAM 751 and PNLHA, which were critical early supporters of the effort to establish the Labor Archives of Washington in 2008. Both Tom and Pam – herself a Trustee of PNLHA – have served as collaborators on a multitude of Bridges Center and



*UW Harry Bridges Center for Labor Studies honored Pam and Tom Lux with their Distinguished Supporter Award. Both have dedicated their lives to the service of working people and shared a passion for labor history. Tom was an activist in 751 for decades and is an officer in the 751 Retirement Club.*

Labor Archives projects, such as the "Solidarity Centennial" – the hundredth anniversaries of the Seattle General Strike and Centralia Tragedy – marked in 2019.

In the early 2000s, Pam and Tom followed their shared passion for history through involvement with PNLHA. Before becoming President in 2015, Tom served as both a PNLHA Trustee and Washington State Vice President. In 2003, Tom founded IAM 751's History Committee, which he continues to chair. In addition to a regular historical presentation at IAM meetings, the Committee's activities have included a series of oral histories with union members and digitizing IAM newspapers dating back to the 1930s. Pam, meanwhile, is a leader in PSARA, working on issues like social security, medicare, and climate justice, taking part in Black Lives Matter demonstrations, and walking picket lines with local unions. When they aren't organizing, Pam and Tom enjoy traveling, camping, and spending time with family, including their two children Katie and John, and their two grandchildren.

Congratulations on a well deserved award.



## Aerospace Experts Panel: Boeing Needs to Launch New Airplane

*Continued from Page 1*

Aboulaflia emphasized that it makes sense to put the plane in the Pacific Northwest to save on investment costs and capitalize on the resources already here: the skilled workers, engineering workforce, infrastructure associated with aircraft production, suppliers, as well as room in the Everett factory.

Michaels stressed it is not just manufacturing capacity that makes it attractive to site the plane here but maintaining their engineering core and having the two in the same location so there is frequent interaction during development, as well as the robust supplier community.

The panel pointed out Boeing has historically launched new programs during turbulent, unstable economic times.

The experts noted Boeing's current financial crisis cannot be blamed entirely on the pandemic. Corporate missteps

in recent years where executives were more focused on stock price than product development left the company vulnerable to a downturn.

District 751 has long believed it is important for Boeing to launch a new smaller mid-market airplane to ensure viability for the company long into the future, and this aerospace panel was just another avenue to help Boeing realize the urgency of the situation. We believe, and the analysts agreed, that the longer Boeing delays, the more market share Airbus will gain – making it that much harder to regain once the plane has been launched.

All three panelists agreed that the current crisis provides Boeing an opportunity to come out stronger, but company leadership will need to take action. This panel spurred multiple news articles and additional discussion that will hopefully help Boeing make the right choices for a stronger future for Boeing, our State and the U.S. aerospace industry.

## Are You Creative? Artistic? Use Your Talent to Help Design Our Next Union T-shirt

*Are you creative? Show off your design talents by submitting a union T-shirt design that could be featured on a new discounted shirt members can purchase in 2021. The design should promote solidarity, strength in numbers and other union principles.*

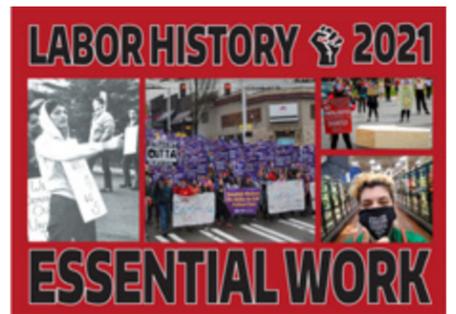
Submit your artwork to: [Machinists@iam751.org](mailto:Machinists@iam751.org) by Jan. 9, 2021. You can submit artwork as a jpg, pdf, eps, power point, word doc or ai file or a picture of your hand drawn artwork.



## 2021 Labor History Calendar Just \$5

Your 751 Labor History Committee wants you to know more about our working class history. One easy and colorful way to do this is with the Labor History Calendar which you can pick up at any of the 751 union halls. You can get your labor history all year long by purchasing a 2021 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 Everett, Seattle, Renton and Auburn Union Halls.

## Challenges of 2020 Met Head On with Union Action

*Continued from Page 2*

provide members' access to Union leaders. In January, we started the year with town hall meetings at area union halls to discuss Boeing temporarily halting production on the 737MAX and the resulting temporary movement of people. However, we quickly realized to continue this two-way communication, we must adapt to other online methods. Since April, our meetings have been held via Zoom – making it easier for more members to participate each month.

In December, we held three town hall meetings that more than 600 members took part in. For some, it was their first union meeting and though it was via Zoom, the two-way interaction demonstrated members want to be involved with our Union and help build a stronger future.

Despite the downturn in aerospace, we still recognized the urgency for Boeing to launch a new airplane to stop Airbus from continuing to garner more market share. On Dec. 8th, IAM 751 helped bring three well-respected, independent aerospace analysts from different sectors together to talk about the future of Boeing and U.S. Aerospace. These experts reaffirmed

Boeing must launch a new airplane to fill the gap in their product offering and the best place to do that with the least risk is right here in the Pacific Northwest.

Having these experts weighing in on this important topic may bring additional pressure for Boeing to do the right thing and shift their focus away from stock prices and back to engineering and manufacturing – something we have long believed needs to happen.

In 2020, we negotiated many contracts for members at various employers. Our Stewards and Reps continue to fight daily to enforce the provisions of every contract. Many of these efforts are not visible unless you are a member impacted by unjust discipline, a wage issue or some other contract violation. The fact is our Union is challenging more issues than ever before.

Together, we are stronger and continue to take on the challenges that come our way. We look for new ways to communicate and address your issues. As we end 2020, I hope that each of you stays safe and gets some well deserved time off before we come back to take on 2021.

## COLA Generates 17¢ eff. 12/11/20

Effective Dec. 11, 2020, a 17 cent cost-of-living adjustment (COLA) will be added to the hourly wage rate for IAM members at Boeing. The 17 cents was generated for the quarter August, September, and October 2020. COLA is generated quarterly under the IAM

contract and is based on the federal government's Consumer Price Index. The value of quarterly COLA has a significant impact on maximum rates over time. As of Dec. 2020, \$16.76 of the maximum rate is attributed to quarterly COLA.

# EASTERN WASHINGTON

## Bargaining Continues for South Columbia Irrigation Council

Formal negotiations between the South Columbia Basin Irrigation Council and the Columbia Basin Irrigation District continued in November and December

Because of the pandemic, the negotiations are being conducted through videoconferencing methods, with our Union negotiating Committee social distanced in our Spokane Union Hall – making it easy to discuss issues and caucus on important proposals.

Union negotiators continue to push our

proposals that members identified as their top concerns. However, to date there has been only small movement by the employer, which is no where near addressing our members top issues. Additional bargaining sessions are scheduled for January. Our members remain united and strong in their fight for a fair contract.

Our Union negotiators are: Ricky Bauman, Nick Trejo, Jeff McKenzie, Dennis Rankin, Paul Garza, Kathy Wilkens, Chris Powers and Steve Warren.



Above: Union negotiators discuss proposals for bargaining during a negotiation caucus.



Photo Left: Union negotiators on a videoconference with Columbia Basin Irrigation District during a recent bargaining session.

## Volunteers Help Second Harvest Tom's Turkey Drive Deliver Meals to Residents

Machinists Union members volunteered on Nov. 25 to give back to the community by helping with Tom's Turkey Drive at the Spokane County Fairgrounds.

As we have all learned, volunteering is very different during a global pandemic. This year with COVID, families were able to drive into the fairgrounds and Machinists would load the fixings for the meals into cars to maintain social distancing. Meals had been pre-packaged into big boxes which our volunteers then put into the cars. Area residents stepped up their donations and because of their generosity, the effort provided more than 11,000 meals during the pandemic.

It was a constant flow of cars throughout the day – making the holiday special for so many who might not otherwise had a special meal.



Volunteers stack prepackaged meal boxes to load in cars as residents drive thru for pickup



Machinists volunteers load holiday dinners into cars for area residents picking up the meals at the Spokane Fairgrounds.



Spokane Machinists members volunteered to help with Tom's Turkey Drive on Nov. 25th. L to R: Steve Warren, Tony Wade, Jerry Purser, Deanna Purser, Kenya Conway, Ryan Purser, Jessica Lewellen, Allen Eveland, John Warren, Cory White, David Bakken, Darrin Truitt, Dennis, Scott Porter.



### New Member Orientation

During the pandemic when so many employers are laying off, it was nice to welcome a new Machinists Union member into our Union. Above: Business Rep Steve Warren (l) presents Marc Atkins with a new member kit. Marc is working at Big B Trucking in Spokane.

## Machinists Give Back to 2nd Harvest

Members of Local 86 in Spokane stepped up efforts to help others as the holidays approached. Various shops collected donations to help others. The money raised from the members along with contributions from the Local were delivered to Second Harvest on Nov. 16.

L to R: Allen Eveland, Jerry Purser and Darrin Truitt did the honors of presenting Second Harvest with a check for \$1,297. The generosity of our members will provide 6,485 meals for area families in need.

Thanks to every member who contributed to the effort.

