Aerospace Experts Panel: Boeing Needs to Launch New Airplane

The experts agree: Boeing can recover from this pandemic-driven 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 or via TVW.

The panel discussed the impact the pandemic has had on airline travel and offered ideas on how Boeing would 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 approach 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.”

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, surplussing/ downgrade/retention activity, Boeing’s ECAPR, 1-for-1 vacation hours during the Boeing shutdown, AM&P 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

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

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 Zenettes (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.
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 anyone’s memory. 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 the challenges of the COVID pandemic. 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 an end to the racist and toxic work environment, which was going to pick up a part.

In mid-March, we were one of the first local unions to call a strike, which was going to pick up a part. At the time of the work order, which was issued, we challenged the process as it was not following COVID guidelines, told to our Union Steward. At Boeing, you have the option to pull the red stop card, which invokes our Imminent Danger contract clause that stops work until the safety concern has been addressed. When this was negotiated in the 2022 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 representation activities.

The pandemic heightened awareness of the importance of having union representation. More workers from different industries reached out to us after realizing when they stood together, the power shifts to the workers. I want to personally welcome our newest members who said IAM was the best way to address this. We also welcomed workers from the Seattle Kids in Need of Defense (KIND), which includes attorneys, paralegals, social service coordinators and support staff.

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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 of an associate 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 working for its members.

Learn More & Enroll

All prospective students must fill out a Free Application for Student Aid (FASFA) 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 AeroMechanics). 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 on 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 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 paraprofessional in her local school district.

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 the work. 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.”
I AM UNION YES - RIGHTS FOR WORKERS

I AM 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.

“Overwhelmingly for IAM Representation,” said IAM Grand Lodge Representative Gabby Rogano, who led the organizing effort. These dedicated healthcare 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 Addo. “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 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 McIntee. 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 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 in 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.
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 Luuk. “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 group, 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 level.

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.

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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.”

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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.

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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 fiance, 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.

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

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.
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. They are happy to hear what is on your mind and assure you that your situation is not unique.

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 made 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. For any questions please visit the IAM/Boeing Joint Programs websites: internal: http://iamboeing.web.boeing.com/ and external: http://www.iam-boeing.com/.

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HSI Site Committee Member Puts First-aid Training to Use

Nathan Hatch, an HSI Site Committee Member 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 Site Committee for just over a year provided Nathan with safety training that has afforded him situations where he may become more aware of his 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, but because I want to be.”

As a 20 year employee, Nathan has taken other safety training like the CPR/First Aid classes over the years but this was the first-aid training class where he had to put 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. The cost would be a very small price for a potentially life-saving technique. If I ever do need to use it and I hope I never have to, I knew exactly what to do.”

To find out who the HSI Site Committee members are at your plant 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.

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Joint Programs 011 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 for more information.

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 purchased, and the price of the safety shoe) to the email. Send them to: IAMBoeingJointProgramsEA@exchange.boeing.com or JointProgramsWebsite@exchange.boeing.com.

Reimbursement applications and itemized receipts still be:

- Sent via the Boeing-in-plant mail to: IAM/Boeing Joint Programs at Mail Code 4L-101.
- Hand-delivered 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 website:


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HSI Site Committee Member Puts First-aid Training to Use

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

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 Site Committee for just over a year provided Nathan with safety training that has afforded him situations where he may become more aware of his 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, but because I want to be.”

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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 painter’s tape to post the cleaning sign, and a laminated sign to be posted for 48-hours, 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).

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

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 Joint Programs locations in the Puget Sound: Everett Factory: 40-312 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

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.
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.

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.

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.

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.
Dec 2020/Jan 2021
751 AERO MECHANIC

Page 9

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 the New Year. We cannot forecast when meetings will resume, but rest assured, we will continue to use the Aero Mechanic newspaper to advocating politically on behalf of retirees and keep our members informed. The officers of the 751 Retirement Club send our members in the New Year! In Solidarity,

Vennie Murphy, Sergeant-at-arms
Tom Lux, Treasurer
Pam Harris, Secretary
Helen Lowe, Vice President
Jackie Boschok, President

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Tom Lux, Treasurer
Pam Harris, Secretary
Helen Lowe, Vice President
Jackie Boschok, President

RETIRES

Congratulations to the following who retired from our Union:

Benjamin Akins
Khalid Aman
Barry Akins
Curten Chenoweth
Gerardo Albo
Bunchunee Chhum
Julie Albrecht
Frredey Choque
Wen An
Young Chang
Richard Anderson
Jelaleen H. Asafo
Michael Clevy
Sue Anderson
Brad Anderson
Son Chang
Craig Frilundt

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**Boats**

- 1967 14’ ALUMACRAFT V BOAT with 2 cns, 2 transportation wheels & roof rack with built-in bracket $250. 206-762-1171
- S&S DUAL POWER TUNE EXHAUST HEADERS. Includes heat shields. Neat. never installed. Fits Harley Davidson touring models. $1,100. 206-640-0000
- 4 MUD & SNOW STUDDED TIRES new. $100.00. 9” TRAC-LOC, 31 SPL, never installed; fits Harley Davidson touring
- CRAB POTS, 2 ea, complete fold of graph paper. 425-271-8751 call for price
- Eagle mach.1 by Lowrance w/mount. New $40 OBO. 253-845-2997 (Puyallup)
- MAYTAG MICROWAVE OVEN, 39.5” x 15.5” wide $150. 253-852-6809
- SINK 33” long x 22” wide, double bowl, white $100. 253-845-2997 (Puyallup)

**Auto Parts & Accessories**

- 2011 SMART CAR, sm cp, 80,500 miles, 2 owners on the classic Caddy. All origi
- HAND CAR WASHING and detailing, carnauba car wax, all supplies & materials, new. $70.00. Call 425-409-9131
- KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konai
- 206-557-0282
- STEEL FRAME CAR CANOPY, 10x20, used only one season, then stored inside, all canopy material in good shape. Nice
- 4’ or 6’ RAISED CEDAR PLANTER. New 360-431-7061 or text 425-852-6809
- 1978 CADILLAC COUPE-DE-VILLE, 2 dr, 8 cyl, 89,985 original miles. Brown ex
- 1980 BMW 518i, 3 cyl, 68,000 miles, original paint, new tires, new brakes. Asking
- 1980 TRUCK, 15x50’ enclosed, 5’ x 8’, insulated. Interior with cream leather interior and only
- 1990 FORD LTD, 8 cyl, 103,000 miles. One owner, never
- 1989 ISUZU TROOPER, 4x4, one owner, 105,000 miles. Asking
- 1984 CHEVY PICKUP, 4x4, 74,000 miles, fully loaded, two new tires, good paint
- 1980 OLDS CUTLASS 442, 70,000 miles, all origi
- 1980 OLDS 88, 74,000 miles, new brakes, tires, good
- 1980 OLDS W30, 74,000 miles, new tires, brakes, new paint, nice interior, good engine.
- SPORTING GOODS

**Sporting Goods**

- COMPUTER, GRAPH FISHER REPORTER. Eagle computer with wireless keyboard. New
- 1997 CADILLAC COUPE-DE-VILLE, 2 dr, 8 cyl, 89,985 original miles. Brown ex
- 1985 CHEVROLET AVALANCHE, 200,000 miles, 3rd Row seat
- 1983 OLDS 88, 74,000 miles, new paint, new tires, new brakes, good interior, good engine.

**Cottage Industries**

- FOR VACANT MOUNTED CAR
- For members only. All awards are renewable each year, leading to a bachelor's degree or a two-
- FOR MEMBERS ONLY

**Garage Doors Repaired or Re-Placed.** South of Olympia, located at 2100 N. National Ave, Bike Shop 3000. Open Sun. & Sat. 6:00-2619, 253-369-9532 or 253-261-4933

**Property**

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

**Vehicles**

- Since becoming District President in March of 2014, Holden has held these town hall
- HOUSE PLANTS: rooted plants and plants
- CAR WASHING and detailing, carnauba car wax, all supplies & materials, new. $70.00. Call 425-409-9131
- 1980 OLDS W30, 74,000 miles, new tires, brakes, good interior, good engine.
- 1984 CHEVY PICKUP, 4x4, one owner, 105,000 miles. Asking
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In the early 2000s, Pam and Tom followed their passion for history through involvement with PNLLHA. Before becoming President in 2015, Tom served as both a PNLLHA 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 1910s. Pam, meanwhile, is a leader in PASSRA, 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**

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

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 during turbulent, unstable economic development, as well as the robust supplier community.

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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.

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.

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.

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 R Trucking in Spokane.

Machinists Give Back to 2nd Harvest

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.

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