

DISTRICT 751
AERO MECHANIC

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Members Appreciate Open Forum at Town Halls

In January, town hall meetings at the Auburn, Renton and Everett Union Halls for all three shifts gave members an opportunity for candid, two-way interaction with union leaders.

These open meetings are part of the open and transparent leadership implemented since District 751 President Jon Holden was elected in March 2014. Town halls invite members to speak up on any topic that is on their mind and members turned out in force.

This round of meetings included discussion on the 737MAX grounding and the resulting temporary movement of people. Boeing continues to report there will be no layoffs as a result and in fact hired nearly 100 per week throughout January. It is a situation we will continue to monitor closely and report any news as it develops.

Business Reps were available at the meetings to address issues specific to their areas of assignment.

Other topics covered decisions Boeing has made since the merger; the \$47 billion stock buyback Boeing has executed rather than investing those resources into research and development of new products. Discussion also focused on multiple company leaders who studied under the Jack Welch/

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Members at the afternoon town hall meeting in Auburn had many questions about the movement of members surrounding the halt of production on the 737MAX.



Grievance Coordinator Dan Swank answers a contract question.



Business Rep Spencer Burris (center) talks with members at one of the Everett town hall meetings.

Business Rep Robley Evans (r) thanks Steward Ali England for her efforts in getting WorkLife issues corrected and preventing unjust discipline.



Steward Helps Protect Members' Pay & Benefits

Diligence and persistence are keys to being an effective Union Steward and Ali England brings those qualities every day to her shop in Renton.

Recently, she was able to help members with a number of issues, including vacation and pay issues, as well as getting unjust corrective action pulled.

"Ali does a great job representing our members and ensuring our members get justice on the job," said Business Rep Robley Evans.

Two recent issues she worked for members involved Boeing's WorkLife.

In the first instance, 13 members had an issue with their vacation/sick leave accrual. These members had hit their 10-year anniversary and accrual should have increased to one hour for every 13 hours worked. As Ali investigated, she learned that WorkLife had failed to inform payroll of the change. Ali had each member fill out the proper form, get a ticket number from WorkLife; then followed up to ensure the benefit was accruing correctly.

Ali discovered another issue with WorkLife not communicating with payroll when four members failed to

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Steward Ensures Pay Gets Corrected; Members Should Verify Their Pay

Since Boeing transitioned to the WorkLife system last May, members have faced continual issues that require action to correct. Because this new system seems to be plagued with concerns, our members must be proactive when it comes to their pay and benefits to ensure six-month progression increases, vacation accrual and other pay issues are correct.

Recently, Union Steward Jake Stadler assisted five different members in getting their step progression increase pay corrected after WorkLife failed to automatically increase pay at their six-month mark.

Union Steward Joe Ruth helped another member ensure the six-month progression increases were credited appropriately so the final seniority progression increase was received on time. Without the correction, the member would not have received the final increase for another six months, which was important since it was more than \$10 an hour.

Other Stewards have also reported helping members get this pay progression issue corrected.

"When I didn't get my last seniority increase, I figured I wasn't the only person who had experienced this. My pay was corrected after I submitted a WorkLife ticket to payroll," said Jake. "I began

talking to all members in my area and advised them to check their paycheck closely to verify they have indeed received their six-month step progression. No one will care about your pay like you do and if your final progression increase is delayed, which is often \$10 or more, it can cost you a lot of money."

In TotalAccess, members had the ability to see that every Step Progression Increase happened timely in their work history. That is not the case with the new WorkLife system. Members should verify in WorkLife that their paycheck reflects the correct rate of pay following a step increase or premium pay (i.e. team lead or temp upgrade) – see blue box below for instructions.

If the increase doesn't happen automatically on the correct date (per their paycheck stub), the member should contact their Steward who can help them get a payroll ticket in WorkLife to get it corrected.

Steps to verify your pay is correct through WorkLife by making a Payroll History Request:

- Access Worklife
- Select "My Paycheck" from the Quick access options.
- Select "Request or Display Payroll History"
- Select "Create A New Payroll History Request." On this screen enter your date range for the report you would like to create along with the required fields and select "Submit." Once requested report takes up to 24 hours to generate & will be available for 7 days.



Carol Minnig (l) thanks Steward Jake Stadler for ensuring her progression increase pay was corrected.



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REPORT FROM THE PRESIDENT

Open Two-Way Communication Makes Us Stronger

By JON HOLDEN
IAM 751 District President

First, I want to thank all the members who attended the January town hall meetings at the Auburn, Renton and Everett Union Halls. Town halls were introduced after I was elected president in 2014 to give members easier



access to union leaders for all three shifts at halls closer to where they work or live.

After presenting information on current topics, we invited members to bring up any concerns, suggestions, criticism, or questions. This open, candid communication makes us stronger and members should feel comfortable bringing up any issue.

For those who couldn't attend, I want to recap some of the topics discussed at the town halls. Each meeting was a little different since conversations are driven by those attending.

The meetings began with discussion on how Boeing got to where it is today. Decisions can be traced back to the merger with McDonnell Douglas in 1997 when the company shifted its priorities away from market share and product offering and began to focus on profit margin and stock price. Since the merger, we have endured a string of CEO's and executives who trained under the Jack Welch/GE model.

Boeing has a new CEO, David Calhoun, who has been an influential leader on the Board since 2009. While we don't know the direction he intends to go, we hope to see a reinvestment in future product offerings and efforts to ensure safety and quality are top priorities.

In the last six years, Boeing spent \$47 billion on stock buy backs, which did nothing to improve the value of the Company. This simply drove up the stock price by reducing the shares of outstanding stock. This type of investment does not lead to innovation towards cutting edge technologies or improvements in the manufacturing infrastructure; however, it

did benefit anyone whose pay was tied to stock price.

The new CEO will need to set direction and make decisions regarding the new airplane programs of the future.

This is important as we get closer to 2024, our strength grows as decisions on the future product offerings become more and more crucial. We are stronger because our workforce and aerospace manufacturing hub can achieve anything set before it. And I know that our Machinists and the engineers at SPEEA are ready to meet the needs of the aerospace market going forward.

Discussion also focused on how we are stronger today than we were six years ago. We have identified areas to improve, worked to be more open and transparent, and implemented new member training. It is also important to recognize where our members, stewards and Business Reps challenge the company every day. Additionally, we demand to bargain any changes in work rules to defend our members' working conditions.

We took action to ensure the events of January 2014 will never happen again by passing the Membership Bill of Rights at the 2016 Grand Lodge Convention. This shifted power back in the hands of the membership. Those rights that District 751 worked so hard to solidify are playing out today for members working at Spirit in Wichita (see article below).

Every day our Union is challenging Boeing from the shop floor to the president's office. Our Business Reps and Stewards win cases every day and get backpay for things like overtime violations, misassignments and vacation accrual, as well as unjust corrective action removed. Settlement and release agreements prohibit us from talking about most of our success, but it is more important to resolve an issue for that individual member than it is to publicize it.

Because the Boeing contract expires in 2024, we have time to build our power

through solidarity. More than 1,100 of our newer members have attended our 90-minute Introduction to Your Union Seminar and left with a better understanding of what it means to be a Machinists Union member.

But it takes work from each of us. The relationships built on the shop floor with your co-workers is our strength so share your experience and educate newer members on the power we have when we stand together.

We also talked about the importance of preparing early with an Individual Strike Fund (ISF). Personal savings are important in all aspects of your life and our contract is no different. Boeing asked if I was promoting a strike when we announced the ISF last year. I responded that I'm certainly not promoting a strike and hope that when the time comes we are able to negotiate a contract that this union can recommend and our members can accept. Notwithstanding, preparation is the key so that our members can make a decision on their contract based on principle and from a strong financial position.

At the town halls we also talked about the importance of retirement security, which is a major topic of conversation amongst all our members. It is important that we decide as a membership how we will improve retirement security for our members going forward.

Every town hall included discussion on the 737MAX grounding, the current production halt and how members are impacted. To date, Boeing has committed to keep our workforce together, while they have moved members to Everett and other locations, there are no layoffs at this time. In fact, they have hired close to 100 new members each week in January. It is a situation we continue to monitor closely.

We also discussed the AMPP. The payout number was not finalized before the *AeroMechanic* went to print, but will be included on the Feb. 27 paycheck. Look for an announcement on our webpage or email blast in February.

Members brought up issues they want to see addressed in the 2024 negotiations; concerns from their particular shops and suggestions to make us stronger. It was good, open-dialogue and I was encouraged by how many members in addition to Union Stewards attended these meetings.

We also talked about the upcoming Grand Lodge Convention and encouraged members to bring forward constitutional changes at their March and April lodge meetings.

We will continue looking for more opportunities to engage and educate our members. Because the more involved the membership, the stronger we are going forward.

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

Jon Holden
President, Directing
Business Representative

Paul Schubert
Vice President

Susan Palmer
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Richard McCabe

Spencer Burris

André Trahan

Ira J. Carterman

Patrick Bertucci

Grace Holland

Robley A. Evans

John Lopez Jr.

Howard Carlson

Jason Chan

Union Business Representatives

Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
 - 201 A St. SW, Auburn; 253-833-5590
 - 233 Burnett N., Renton; 425-235-3777
 - 8729 Airport Rd, Everett; 425-355-8821
 - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from:
Nationwide 1-800-763-1301
Hotline: 1-800-763-1310
Web site: www.iam751.org



Membership Bill of Rights Ensured Members Decided Whether to Enter Talks at Spirit

In 2016, our members were the catalyst to bring about a significant change in the IAM Constitution that shifted power back to the members. That was passing the Membership Bill of Rights (MBOR) at the 2016 IAM Grand Lodge Convention.

The Membership Bill of Rights, which is now part of the IAM Constitution, was in action in January. Machinists Union members in Wichita working at Spirit AeroSystems were coming to the end of a 10-year contract in June, when the Company approached their District leadership about a possible contract extension. Wichita union leaders notified the membership of Spirit's request and then let the membership vote yes or no whether they should enter talks and hear what the Company has to say.

The members voted over three days simply on whether or not the union should engage and meet with the Company.

Members in Wichita lined up to vote yes or no to allow union negotiators to enter talks with Spirit AeroSystems.



Union leaders were clear that if the membership approved them entering into talks, the membership would have another vote on whether or not to accept any potential proposal.

The Wichita members voted by 88 percent to allow union negotiators to meet with Spirit and hear what they have to say. Local union leaders held the vote over three days to encourage every member to vote on such an important decision (again the MBOR ensured local leadership selected the time and location of the vote).

The process and MBOR worked exactly as intended and let the membership determine the direction of their union. It is not for us here in Seattle to weigh in on what the right decision is for those members, as that is something only those covered by that contract can decide. But we can be proud that because of our hard work, members have more power and

were ultimately the ones to determine whether or not to consider an extension.

As the *Aero Mechanic* went to print on Jan. 28, members were scheduled to vote Jan 29 on a potential extension in Wichita.

The Membership Bill of Rights on page 80 of the IAM Constitution guarantees:

- No contract may be implemented without honoring the outcome of a vote of the members it covers;
- Whenever practicable, contract negotiating committees must contain at least one member from the bargaining unit;
- No contract shall be opened at other than normal expiration of duration without a majority vote of the bargaining unit members;
- Once union leadership at any level receives a request to bargain from an employer, the bargaining unit membership must be notified; and
- The date, time and location of any contract vote shall be determined by District or Local leadership, taking into account the convenience and availability of the membership to participate in the voting process.

751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild,
CWA #37082

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Union Prevents Unjust CAMs for Long-Time Members

751-members Rob Knipfer and Layne Crowston have always appreciated their union contractual pay and benefits, but recently realized the value of having union rights on the job – something they didn't think they would ever need.

Thanks to diligent efforts from Union Steward Shari Boggs and Business Reps John Lopez and Jason Chan, unjust Corrective Action Memos (CAMs) for defective work were removed from their files.

In their 30+ years at Boeing, Rob and Layne had never received disciplinary action for workmanship, are masters of their complicated Mazak 7-axis Integrex CNC Lathes and have trained many others to use these seven-axis machines. They take tremendous pride in their work and had always eagerly accepted challenging jobs on the most-complicated machines.

Each were stunned when they found themselves getting discipline for workmanship issues for the first time in their careers at Boeing when the root causes were either MasterCam issues or machine malfunctions that were out of their control.

In both cases, these experienced members followed standard operating procedures to the T, but even with their documentation, they still found themselves facing unjust discipline. It was then they enlisted the help of our union to ensure their side was heard and they were vindicated.

Shari presented documentation and witness statements about the machine malfunction that clearly showed no fault of our members. Because Business Rep John Lopez had worked for years in that shop, he



L to R: Business Rep John Lopez, Rob Knipfer, Layne Crowston, Steward Shari Boggs and Business Rep Jason Chan. Union leaders worked to ensure unjust CAMs on defective work were overturned since the root causes were MasterCam errors and machine malfunctions out of our members' control.

provided assistance by explaining the history of these machines, as well as the issues that were wrongly attributed to our members.

Our union continued to elevate the issue rather than accepting the Company's response. After meeting with the third and fourth level managers, the CAMs were removed.

"I appreciate having our union there to overturn this unjust discipline. If we didn't have the union, we would both have unjust CAMs. I take pride that I have 40 years with a clean slate and a spotless performance record," said Rob.

"I want to thank both Shari and John for their work on this issue," said Business Rep Jason Chan. "The experience confirms that no matter how long you've worked at a company or how good of an employee you are, it is important to have rights and representation to ensure you are not unjustly disciplined."

"I have a new found appreciation of the rights union membership provides," said Layne. "Our union continued to push until they made this right and corrective action was removed. It is good to have our union there as your advocate to ensure your side is heard."



751 members met with Senator Maria Cantwell last May and talked supporting the Export-Import Bank Funding and removal of the 'Cadillac Tax' from the Affordable Care Act. At year end Congress approved both of these measures, which directly supports our members.

Two Wins in Congress

By CHELSEA MASON,
IAM 751 Legislative Director

Just before leaving Washington D.C. last year, Congress moved on two major legislative priorities for the Machinists Union. In a larger spending bill passed by Congress and signed by the President, the 'Cadillac Tax' on high quality health plans was fully repealed. The U.S. Export-Import Bank was also reauthorized on a long-term basis. Both were long-awaited, and hard-fought, victories.

The 'Cadillac Tax' was passed in 2010 as part of the Affordable Care Act. If implemented, it would have taxed high cost, employer-sponsored healthcare plans by 40 percent. Unions have fought this tax since its inception and, while it was repeatedly delayed, anticipation of it still hurt union members in negotiations over wages and benefits.

In a statement announcing the legislative victory, Machinists Union International President Robert Martinez, Jr. said, "health care is a basic human right and the idea of taxing workers whose unions negotiate good health care in lieu of increased wages is unconscionable." Further, "we will continue to work with lawmakers and employers to roll back the substantial negative impact on our members at the doctor's office and at the bargaining table to make quality healthcare affordable for our members and all Americans."

The U.S. Export-Import Bank is important to the Machinists Union because it directly supports domestic manufacturing, spurs U.S. job creation and helps narrow the trade deficit with other countries. It does so by helping foreign customers buy more U.S. goods, including aircraft, and requiring a high percentage of domestic content to get full financial support.

The Export-Import Bank has been wrongly scrutinized in recent years and the result was a number of short-term reauthorization bills to keep the Bank barely alive. It was further handicapped by not having a quorum on the Board of Directors to approve larger transactions, including for Boeing airplanes. Both of those issues were resolved by Congress when they reauthorized it in December for another seven years.

The IAM has always been a leading champion for repealing the 'Cadillac Tax' and for long-term reauthorization of the Export-Import Bank with a fully functioning Board. The vote late last year in support of both measures was a victory for our union and its members.

Bill Aims to Revise State Paid Family and Medical Leave

State Senator Karen Keiser, who is a long-time supporter of workers' rights, has introduced a bill to ensure that our members and others workers covered by a union contract are not excluded from the new Washington State Paid Family and Medical Leave (PFML).

SB6216 would repeal the PFML waiver that excludes workers covered under collective bargaining agreements that were in place when the law was passed from eligibility to participate until the agreement expires, is reopened or is renegotiated.

A Labor & Commerce Committee hearing on the bill was held on January 20.

IAM 751 Legislative Director Chelsea Mason noted the bill would close the loophole to ensure paid family and medical leave does not exempt union members – especially those with a long-term agreement like our members at Boeing.

"This is really an issue of fairness. There is no justification to exclude a whole bargaining unit of workers," said Chelsea. "Our members should have the same rights as every other worker in the state of Washington. That is why we are supporting SB6216."



751 Legislative Director Chelsea Mason (l) talks with Senator Karen Keiser about a bill that would ensure our members are not excluded from the new Paid Family and Medical Leave Law.

It is fitting that Senator Keiser introduced the bill. She has long been a friend of labor and fought with us on many bills to protect workers. We are by her side supporting her efforts for fairness and equality on the Paid Family and Medical Leave Act.

Employers and employees covered by the plan began paying premiums in 2019.

Steward Helps Protect Pay and Benefits

Continued from Page 1

receive temporary Team Lead pay. Again, she had each member fill out the proper paperwork and ensured all received the appropriate pay adjustment.

When a member found himself getting walked off the property and his badge taken by two new managers pending an investigation, Ali was again there to help and knew this wasn't right. The member wasn't given a chance to ask for a Union Steward for representation since there was no formal meeting. During the investigation, Ali learned our member was walked out the gate for being out of his work area when in fact he was upstairs at a scheduled occupational therapy for an elbow injury he sustained while taking on two additional jobs.

Our member had done everything he was supposed to but still found himself out of work

for three days pending an investigation. Ali presented the facts and ensured the suspension and corrective action was overturned and removed from his records.

"Larry Hagen (former Union Steward now Union Verification Optimization Rep) trained me well in how to be a good Steward and continues to provide support and guidance. He gave me everything I needed to represent our members including lots of one-on-one training, a book highlighting issues that regularly come up and talked through various situations I might encounter," said Ali.

Every day our Union Stewards are fighting to enforce the contract and prevent unjust discipline to ensure justice on the job for our members. If you have an issue in the workplace, be sure to bring it to the attention of your Union Steward.

751 Solidarity at Swedish



Heavy rain couldn't dampen spirits as 7,800 nurses working at seven Swedish-Providence locations walked off the job on Jan. 28. 751 Machinists Union members were there to show support. Above at the Mill Creek facility: L to R: Chris Mirante, Dominic Job, Billy Lorig, Kristi Kidrick, Gustavo Martinez, Paul Schubert, Mathew Sharpe, and Joe Ruth. Wes Heard was also picketing this location, but took the picture.

Financial Planning Workshops

District 751 members who work at Boeing can learn how to maximize their retirement benefits at a series of free retirement-planning workshops scheduled for early in 2020.



The workshops will cover a range of topics to help you calculate your real post-Boeing income, including:

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

The schedule is:

Everett Union Hall (8729 Airport Rd)
 Thur, Feb 13 – 11:30 am-1:30 pm & 2:30-4:30 pm
 Thur, Mar 12 – 11:30 am -1:30 pm & 2:30-4:30 pm
 Thur, April 16 – 11:30 a.m.-1:30 p.m. & 2:30-4:30 p.m.

Seattle Union Hall (9135 15th Pl. S.)
 Thurs, Mar 12 – Noon - 2 pm & 3 - 5 pm

Auburn Union Hall (201 A St SW)
 Wed, Feb 12 – 9:30-11:30 am & 2:30-4:30 pm

Wed, Mar 11 – 9:30-11:30 am & 2:30-4:30 pm

Wed, Apr 15 - 9:30-11:30 am & 2:30-4:30 pm

Renton Union Hall (233 Burnett N)

Tue, Feb 11 - Noon-2 pm & 3 - 5 pm

Tue, Apr 14 - Noon-2 pm & 3 - 5 pm

The workshops are offered by Money Management Educators. To reserve a seat, call (888) 223-8311 or e-mail mmpepugetsound@mmeducators.com

Nomination and Election Schedule for Grand Lodge Convention

Nominations and elections shall be made for Grand Lodge Convention Delegates and Grand Lodge Convention Alternate Delegates as described in the table below. Nominations will be at each Local Lodge business meeting in April, 2020 and elections in each first Local Lodge meeting in May 2020, pursuant to Article II, of the IAM Constitution.

NOMINATION QUALIFICATIONS:

In Local Lodges 751-E, 86, 1951, and 1123, a nominee shall be required to have attended at least 50 percent of the Local Lodge meetings during the 12-month period ending the date of the close of nominations (per requirements of the Local bylaws).

In Local Lodges 751-A, 751-C, and 751-F, candidates are encouraged to have attended at least 50 percent of the Local Lodge meetings during the 12-month period ending the date of the close of nominations.

According to the IAM Constitution, delegates to the Grand Lodge Convention must be a member of the Local Lodge or of a Local Lodge affiliated with District 751 for one year at the time of nomination. This qualification shall not be required of a member working at the trade transferred to a Local Lodge with the approval of the International President or Executive Council.

Every delegate to the Convention of the Grand Lodge shall be free from delinquencies of any nature to the Grand Lodge, District or Local Lodge of the IAM, and at the time of nomination and for six months prior thereto working at the trade. The qualification "working at the trade" shall not apply to members who are

salaried full-time employees of any Local Lodge, District Lodge or Grand Lodge, a council, conference, the AFL-CIO or the Central Labor Council, nor shall it apply to members who experienced a layoff during the 6-month period prior thereto, or to members who have been unable to obtain employment at the trade because of a strike, lockout, discrimination or temporary physical disability or to members who are retired on pension and paying full dues, whether or not they hold a retirement card or an exemption card.

NOMINEES ACCEPTANCE:

All nominations must be made from the floor by a member in good standing. All nominees, who are nominated at the meeting, must sign an acceptance card or letter for the position nominated for, and it must be returned to the Recording Secretary of their Local before the close of that meeting. Members not present at the nominating meeting may have their names placed in nomination only if a member nominates them from the floor and the member nominating them submits a letter from the candidate, signifying the candidate's acceptance of the nomination to the office, to the Recording Secretary at the nominating meeting. The letter must set forth the candidate's name and card number with candidate's personal handwritten signature. (NOTE: since it must be signed, e-mail notification is not accepted).

ELIGIBILITY TO VOTE:

All members in good standing, members whose dues are paid through the month of March, 2020 or retired Union members, are eligible to vote in their respective Local Lodge election.

ABSENTEE BALLOTS:

Request for Absentee Ballot

In accordance with the Constitution of the IAM & AW, I hereby request an absentee ballot for the election date of _____. I qualify under the IAM Constitution for an absentee ballot for the following reason (must qualify under one of the below - check appropriate box):

- I reside more than 25 miles from the designated balloting place.
- I will be at work during the times of the local lodge balloting.
- I am confined because of illness or injury.
- I will be on vacation.
- I am a retiree who will be more than 25 miles away from my residence on election day.
- I will be on IAM business approved by the Local, District or Grand Lodge.
- I am on approved employer travel assignment outside the area.
- I will be on Reserve Military Leave.
- I will be on approved Family Medical Leave of absence.

NAME: (printed) _____ Local Lodge: _____

NAME: (signature) _____ Union Book #: _____

Address: _____

City: _____ State: _____ Zip: _____

Social Security Number or BEMSID: _____

All absentee ballot requests must be received no later than 10 days prior to the election. Request must be mailed singly or personally delivered by the member requesting the absentee ballot. Send this form to the appropriate address. Locals A, C, E & F send requests to IAM Absentee Ballot, 9125 15th Pl. S., Seattle, WA 98108. Local 86, 1123 and 1951 send requests to IAM Absentee Ballot, 4226 E. Mission, Spokane, WA 99202.

Absentee ballots are issued in accordance with the IAM Constitution (you can use form above). Any member entitled to receive an absentee ballot (per reasons listed on form) shall make a written request, stating the reason. Such request must be mailed singly or personally delivered by the member requesting the absentee ballot no later than 10 days before the election.

For Locals A, C, E & F: direct absentee ballot requests to: District Secretary-Treasurer, 9125 15th Pl. S., Seattle, WA 98108 or personally deliver to one of the following offices: Auburn - 201 A Street SW; Everett - 8729 Airport Road; Renton

- 233 Burnett N; Seattle - 9125 15th Pl. S. Office hours are 8 a.m. to 5 p.m. NOTE: Auburn, Everett & Renton halls are closed for lunch from noon to 1 p.m.

For Local 86, 1123 and 1951: Mail or personally deliver absentee ballot requests to: IAM & AW Ballot Request, 4226 E. Mission, Spokane, WA 99202. Office hours are 7:30 a.m. to 4:30 p.m. and closed for lunch from 1 to 2 p.m.

Members can pick up a copy of their Local Lodge bylaws or the IAM Constitution at any of the Union offices. If you have questions regarding the election, call Secretary-Treasurer Susan Palmer on 1-800-763-1301, ext. 3310.

LOCAL	NOM DATE	LOCATION	POSITIONS TO BE NOMINATED	ELECTION DATE/TIME	ELECTION LOCATION
751-A	April 2 6 p.m.	Stewards Meeting Hall 9135 15th Pl S, Seattle	10 Grand Lodge Convention Delegates & 3 Grand Lodge Convention Alternates	May 7 5 a.m. to 8 p.m.	Auburn: 201 A St. SW Renton: 233 Burnett Ave. N Frederickson: Pierce Co. Skills Center, 11617 Canyon Rd E Everett: 8729 Airport Rd. Seattle: 9135 15th Pl. S.
751-C	April 9 6 p.m.	Stewards Meeting Hall 9135 15th Pl S, Seattle	9 Grand Lodge Convention Delegates & 3 Grand Lodge Convention Alternates	May 14 5 a.m. to 8 p.m.	Auburn: 201 A St. SW Renton: 233 Burnett Ave. N Frederickson: Pierce Co. Skills Center, 11617 Canyon Rd E Everett: 8729 Airport Rd. Seattle: 9135 15th Pl. S.
751-E	April 1 5:30 p.m.	Stewards Meeting Hall 9135 15th Pl S, Seattle	2 Grand Lodge Convention Delegates & 1 Grand Lodge Convention Alternate	May 6 6 a.m. to 7 p.m.	Seattle: 9135 15th Pl. S.
751-F	April 8 6 p.m.	Stewards Meeting Hall 9135 15th Pl S, Seattle	9 Grand Lodge Convention Delegates & 3 Grand Lodge Convention Alternates	May 13 5 a.m. to 8 p.m.	Auburn: 201 A St. SW Renton: 233 Burnett Ave. N Frederickson: Pierce Co. Skills Center, 11617 Canyon Rd E Everett: 8729 Airport Rd. Seattle: 9135 15th Pl. S.
86	April 9 6 p.m.	4226 E. Mission Spokane, WA	2 Grand Lodge Convention Delegates & 1 Grand Lodge Convention Alternate	May 14 Noon to 7 p.m.	Spokane Machinists Hall, 4226 E. Mission Spokane, WA
1123	April 1 5:30 p.m.	Grand Coulee Fire Station, 205 Spokane Way	1 Grand Lodge Convention Delegate & 1 Grand Lodge Convention Alternate	May 6 5:30 p.m. until close of meeting	412 Federal Avenue, Room 204 Grand Coulee, WA
1951	April 7 7:30 p.m.	1305 Knight St. Richland, WA	2 Grand Lodge Convention Delegates & 2 Grand Lodge Convention Alternates	May 5 8 a.m. to 8 p.m.	1305 Knight Richland, WA

IAM-BOEING JOINT PROGRAMS

High School to Career in Less than a Year

By JOHN HOUSE,
IAM-Boeing Joint Programs Career Advisor

IAM 751 member Mylo Lang took to heart Boeing's career slogan, *Your Future is Waiting*. In just a few short months following his 2018 high school graduation, Mylo landed a 30005 Aircraft Structures Mechanic job at Boeing. The bridge from graduation to full-time work was seamless for Mylo, who had been strategically building his manufacturing and workplace skills throughout high school. While in Capital High School's Core Plus Aerospace program, he gained valuable hands-on experiences with advanced composites, welding, precision machining, and manufacturing skills. Core Plus Aerospace, developed in partnership with Boeing, is used in high schools and skill centers across Washington state.

When it comes to career planning, some say timing is everything. Soon after fulfilling Boeing's 12-month retention requirement as a 30005, Mylo secured a C4608 NC Multiple Tool and Milling Machine Operator position in Auburn. Making this significant upgrade possible was the fact that he had a clear career plan and the determination to balance weekend ERT classes and off-hours college classes while successfully navigating his structures mechanic position.

"My new position as a NC Multiple Tool and Milling Machine operator is the culmination of months of hard work and study," he said.

The C4608 fabrication skills job is well known for



751 member Mylo Lang utilized IAM-Boeing Joint Programs Career Advisors to plot a career path after first hiring into Boeing in June 2018 as a 30005. He systematically fulfilled the ERT requirements and started in January as a C4608 NC Multiple Tool and Milling Machine Operator in Auburn.

its challenging mix of ERT requirements including trigonometry, geometry, milling machine, and geometric dimensioning and tolerancing, to name just a few of its more than twenty ERT 'green light' requirements.

Soon after hiring into Boeing, Mylo started working regularly with IAM-Boeing Career Advisors in the 4-21 Building. Together, they reviewed career guides, created

training plans, enrolled in ERT and college training, secured education assistance funding, and filed CAT C ERTs.

"If the career advisor program had not been in place, I would not be in the position I am today," noted Mylo. In addition to exploring ERT opportunities, Mylo also expressed an interest in resume-only positions such as the General Machinist and the Boeing Apprenticeship Program. To support his interests, career advisors assisted him with writing a tailored resume to highlight his new training and work experiences.

Never one to wait long to pursue a challenging skill or achieve a new goal, Mylo recently completed South Seattle College's CNC Machining Program funded through Joint Program's Education Assistance. Upon completion, Advisors evaluated his college coursework and granted him Boeing training equivalencies to meet select CAT C ERT requirements. In the coming months, he looks forward to learning more about 4 and 5 axis machining, close tolerance machining, and NC programming. And future plans are already well underway as he sets his sights on a degree in engineering using our generous contractual Learning Together Program funding, which also provides our members with stock awards upon completion of various degrees.

To make an appointment with a Career Advisor to start exploring career and education opportunities, call 1-800-235-3453.

Joint Programs Career Advisors Provide a Wealth of Resources

IAM Boeing Joint Program Career Advisors provide a wealth of information to help members pursue their career and educational goals. Every day these dedicated individuals assist our members at Boeing, but many are unaware of all the aspects and resources a career advisor can provide assistance in, including:

- Career Planning, including assessing your skills and developing a training or new career plan;
- Explaining how to use the Career Guides;
- Filing Employee Requested Transfers;

- Evaluating your transcript
 - Assisting with special needs learning;
 - Helping with class registration
 - Helping with resume and interviewing skills;
 - Assisting with computer classes and refresher materials in math, writing and more;
 - Assisting members in utilizing the Learning Together Program to pay for educational classes;
- To schedule an appointment with a Career Advisor, call 1-800-235-3453.



IAM-Boeing Joint Programs Career Advisor Lindsay Ruf is one of many who help our members achieve their career and educational goals. To schedule an appointment, call 1-800-235-3453.

IAM C.R.E.S.T. Vocational Rehabilitation Counselors Support Our Members

Living and working with a chronic medical condition or recovering from an injury or illness can be stressful, confusing and potentially physically challenging. Vocational Rehabilitation Counselors (VRC's) are a unique resource for helping our members break down the barriers that may affect your ability to work.

VRC's are provided to our members as part of our Contract Letter of Understanding (LOU) #18. The IAM C.R.E.S.T VRC's work within collaborative interdisciplinary teams to assist our members in staying at work or helping them return to work following an injury or illness. VRC's are available to answer questions and provide support throughout the Puget Sound area that includes detailed Job Analysis, Reasonable Accommodation assistance, Ergonomic Assistance, and Job Site Modifications for members with an injury, illness or other medical condition.

These VRC's are subject to strict rules of confidentiality and will not discuss your issues with anyone else. They are also registered with the State and nationally certified.

Recently, VRC Kathie Ogle assisted a member who was hoping to transfer out of Auburn and relocate to a new job in Frederickson. Kathie met with our member several times to review the



As a Vocational Rehab Counselor, Kathie Ogle daily assists members who have experienced injury, illness or another medical condition with support that includes Job Analysis, Reasonable Accommodation assistance, Ergonomic Assistance and Job Site Modifications.

applicable Job Analysis (JA) on file and conducted several onsite visits to the job area. Our member appreciated this help, given that the Boeing employee job information site "Career Explorer" does not provide detailed information specific to the site/area where each individual job is located and is instead a comprehensive description generalized to all the sites in Puget Sound.

Recently, this member accepted a new position in Frederickson and was extremely thankful for all the vocational assistance from our VRC's. With assistance from the VRC's, our member was able to make a solid informed decision before taking the job.

VRC assistance was especially beneficial for our member who had sustained an on-the-job injury in Renton a few years back. At that time, our member went through the ERT process to find a position more suited to their physical limitations and accepted a job in Auburn based on the general information contained in Career Explorer without assistance from a VRC. Upon starting the job in Auburn, our member quickly discovered the job was much more physically demanding than was conveyed or anticipated. It was then our member turned to VRC's who helped find a more suitable job in Frederickson – making our member very thankful to have VRC assistance.

Again, these VRC's are Subject Matter Experts who help to resolve vocational barriers for our members at Boeing. VRC's are available for your questions and support at multiple locations throughout Puget Sound.

For more information or to schedule an appointment with an IAM CREST VRC, call 1-800-235-3453.

March 1 Deadline for 2019 Safety Shoe Reimbursement

Each year the IAM-Boeing Joint Programs allows a grace period for employees to take care of their previous year's safety shoe purchases. March 1 is the deadline for turning in applications for safety shoe reimbursements for purchases made in 2019.

Safety shoe application forms are available online at <http://www.iam-boeing.com/safety-shoes.shtml>. **Applications for 2019 purchase reimbursement received after March 1 will not be accepted. Be sure you use the current application reimbursement form with the return address of: 9725 East Marginal Way South, Bldg. 9-110, Tukwila, WA 98108.**

Applications must be accompanied by the ORIGINAL itemized sales receipt. Mail your applications to "Joint Programs" at M/C 4L-101 (inplant) or through U.S. Postal Service to 9725 East Marginal Way South, Bldg. 9-110, Tukwila, WA 98108.

This is also a good time to review the reimbursement guidelines online, and browse the frequently asked questions for any possible changes. IAM-Boeing Joint Programs would like to encourage you to check back now and then to make sure you don't miss any information that may be important to you. The better you understand the reimbursement process, the smoother the experience will be.

Questions can be directed to your local IAM/Boeing Joint Programs office by calling 1-800-235-3453.



Seeing Red to Raise Awareness of Heart Disease

IAM 751 officers and staff will wear red clothing on Feb. 7 as part of a nationwide effort to raise awareness of heart disease, particularly in women. We are asking others to wear red on February 7th as well.

“Heart disease is the No. 1 killer of women,” said Terri Myette, the chairwoman of the District’s Women’s Committee. “We need to do more to make sure we’re taking care of ourselves.”

Heart disease affects both men and women, but women who have gone through menopause are more prone to develop it, in part, because their body’s production of estrogen stops.

As a result, about one woman in four will die from heart disease, studies show. And two-thirds of women who have heart attacks never fully recover.

To combat this, the National Heart, Lung

and Blood Institute—which organizes the Wear Red Day campaign nationally – recommends that women speak to their doctors about heart health if they have any of these risk factors: High blood pressure, diabetes, high cholesterol, smoking, being overweight, older than 55, being physically inactive, family history of early heart disease.

If you have one or more of these risk factors, talk to your doctor about improving your heart health. Be open with your doctor, and answer questions truthfully, and make sure your doctor explains treatment options in terms you understand. Details are available online at www.hearttruth.gov.

Protecting your heart can be as simple as taking brisk walks and eating healthy foods like vegetables to maintain a healthy weight, said Myette. “Wear Red Day is a way for all of us to get started.”



751 activists wore red to help promote “National Wear Red Day” which is Feb. 7 to raise awareness of heart disease.

Local F Rummage Sale Fundraiser Delivers \$1,000+ for 2020 Convention



751 F raised more than \$1,000 for the 2020 Grand Lodge Convention at their Rummage Sale in 2019. L to R: Susan Palmer, Jeremy Coty, Charles Cesmat, Lloyd Catlin, Travis Kendrick, Dave Bryant, Tom Keller, Dorothy Lambert, Terri Myette, Larry Hagen, Shane VanPelt, Carolyn Romeo, Blake Boczkiewicz, Princie Stewart, Garth Luark, Mitchell Christian and Jon Holden.

Save the Date! Saturday, March 28!

All members are invited to take part in an exciting and informative conference entitled “Winning the Right to Vote – the Role of Labor and Race in This Continuing Struggle” on Saturday, March 28 at the Seattle Union Hall.

This educational event will feature a presentation from Bill Fletcher, labor and international activist and author; AFL-CIO Secretary-Treasurer Liz Shuler; and WSLC Sec-Treasurer April Sims and a special presentation on the 100th anniversary of the suffrage movement and 19th amendment by the organization Living Voices.

Watch for more information on the website and emails.

Make a note, save the date and plan to attend!



Members Appreciate Open Forum at Town Halls

Continued from Page 1

G.E. model.

Each meeting also included a segment on how we are stronger today than we were in Jan. 2014. Examples of how our strength is building were given and those attending were tasked with reaching out to other members and sharing their knowledge and past experience. Our strength is the members on the shop floor and the more aware of our past, the stronger our future.

Local Lodge leadership introduced themselves and described the makeup of their locals based on job classification. They invited members to get involved at monthly lodge meetings.

The Grand Lodge Convention was discussed, which will be held September 2020. Attendees learned about the process and timelines for submitting amendments to the IAM Constitution.

In 2016, delegates

passed the Membership Bill of Rights to return power to the membership. At the town halls, members suggested increasing strike pay, webcast meetings and several other potential revisions to the Constitution which will be discussed in committee meetings before and after March and April lodge meetings. Committee proposals for changes will be voted at each local lodge meeting in May.

Members heard an update on the Aerospace Machinists Institute, the training arm of our union. AMI Executive Director Shana Peschek reported on projects currently in the works that include developing

curriculum, pre-employment training, courses required through the ERT process and suicide and mental health training. Shana noted we are looking for members willing to teach classes in their area of expertise.

Other topics discussed included state paid family leave law, possibly putting

a union representative on the Boeing Board of Directors, retirement security, Individual Strike Fund, suggested contractual changes for the next round of bargaining, AMPP, misassignments, and Boeing’s verification optimization plan to remove inspections.



Dist. 751 President Jon Holden talks with a member after the Renton town hall.



Concerned members at the Everett second shift town hall meeting.



Chief of Staff Richard Jackson (l) and Business Rep Robley Evans(r) talk with a member



Renton members at the town hall.



Members at the noon town hall meeting in Everett.



Third shift members filled the Renton town hall meeting early on Feb. 16.

Some of the 751 members and family members gather for a group picture before the MLK March began from Garfield High School to Seattle City Hall.



Above: District 751 President Jon Holden presents 751's donation to 751 Retiree Clifton Wyatt who serves on the MLK Planning Committee.

751 Still Fighting for Fairness at Annual MLK March

"20/20 Vision" was an appropriate theme for the annual Martin Luther King Jr. march and rally in Seattle that highlighted how decisions this year will have ramifications for years to come. District 751 again had a strong presence with more than 60 members and family members taking part. Educational and inspirational workshops were held in the morning, followed by a rousing rally. Then the crowd marched on the streets – spanning nearly a mile as people of all ages and races marched together in the spirit of Dr. King – fighting many of the same battles he was fighting.



Kathy Simmons was among the 751 volunteers collecting donations to fund the event.



Steward Joe Ruth brought his two young daughters on the march.



Steward Robert Pollack and Chief of Staff Richard Jackson collecting donations at the event.



Business Rep Ira Carterman and Steward Brandon Stanfield marching through the Seattle streets.

751's Helping Hands at the Holidays with NWH

751 members and family continued their annual tradition over the Christmas holidays of spending a half day sorting and packaging food at the Northwest Harvest Warehouse in Kent. On Dec. 27, more than 25 members spent several hours packaging beans into family-size portions for distribution at foodbanks across the state. Our volunteers packaged an impressive 2,000 pounds of mixed beans that equates into 1,538 meals for families.

It was a great way to give back to the community over the holidays!



Above: 751 members and family members who helped package 2,000 pounds of mixed beans to distribute at area food banks on Dec. 27.



Members packaging mixed beans into family-size bags for distribution.

751 volunteers sealing and boxing the bags of mixed beans for distribution at food banks across the state.



Above: Gary Schmidt sealing the bags.

Left: Union Steward Rich Anderson brought his family to help package food at the Northwest Harvest warehouse.

Accepting the Oath of Office

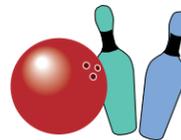
Local C Vice President Donny Donovan (l) administers the oath of office to Local C Audit Clint Moore.



Local A Trustee John Kussy (l) repeats the oath of office from Local A President Paul Schubert.

Fun to Spare at Bowling Tourney for MNPL on March 22, 2020

Strike up a good time with food, fun, friends and prizes while raising money for the Machinists Non-Partisan Political League (MNPL).



755-3789). For details on the Federal Way tournament at Secoma Lanes, call Dorothy Lambert (253-973-9585) or Christine Fullerton (253-709-5786).

There will be fun to spare...so sign up today!

Local F's annual Unity Bowl fundraiser will again be held at two locations, in Everett and Federal Way, on Sunday, March 22.

Five-person teams will bowl from 1 to 4 p.m. at Secoma Lanes, 34500 Pacific Highway S., in Federal Way, and Glacier Lanes, 9630 Evergreen Way in Everett.

Two locations allows more people to participate closer to home. Registration costs \$50 per person, which includes shoes, lunch and bowling fees, plus a chance at door prizes. Lane sponsorships are available for \$100. All money collected will go to MNPL, which is the political action arm of the Machinists Union.

For details on the Everett tournament at Glacier Lanes, call Mitchell Christian (425) 308-6895 or Travis Kendrick (206-

Join Us for a Day of Fun Sunday, March 22 –

**Registration at Noon
Tourney 1 p.m. to 4 p.m.**

**Two Locations:
Secoma Lanes, Federal Way
OR Glacier Lanes, Everett**

Choose your location and strike up a good time for a worthy cause!

Union Member Service Milestones Reached in 2019

Below are the veteran members honored with 50+ year service pins in 2019 to acknowledge their service. Note that service pins are given for every 5 years of service starting at 15 years seniority. Members below reached their milestone for their union anniversary in the year 2019.

50 Year Old Harold Bame Phillip Covello Kenneth Davis James Dolan Alfred Fergen Loren Harrison Carl Huss Hershel Keener Edmund Learned Bruce McCaffree Donald McGinnis Jack Mickelberry Terry Mosteller Roy Pedersen Eugene Prince John Regan Donald Ritter Glen Schultz John Smith	55 Year Member Philip Aird Charles Altier Laura Bohanan Larry Boone Thomas Brazell Thomas Campbell Orlyn Clemans Earle Colvin Robert Coston John Crittenden Donald Cruson Elaine Fife Kenneth Graber Dennis Hall	Andrew Soderland George Speerstra Ben Thompson Donald Warren 55 Year Member Michael Kotschegarow Linda Lawton Adna Lee Hugh Mayse Harold Mccollum Harley Moen Charles Ostlund Arthur Taylor Frederick Teitzel Thomas Tiede Louis Veregge Lawrence Wade Jr Irving White	Wallace Hardin Richard Hartley Carl Headley Jr Ronald Johanson Thomas Johnson Kenneth Kostick Michael Kotschegarow Linda Lawton Adna Lee Hugh Mayse Harold Mccollum Harley Moen Charles Ostlund Arthur Taylor Frederick Teitzel Thomas Tiede Louis Veregge Lawrence Wade Jr Irving White	Wayne Wilcox Archie Wilson Douglas Wooding Richard Worley James Zellerhoff 60 Year Member Blanche Arbogast Raymond Barwell F Beaushaw Jr Jerome Benally Wallace Bueing John Burke Herman Christensen James Eddy Clay Gatchel Paul Grant Junior Isaacson Norman Lee Margueri Mcdougall	Philip Menager Dorothy Moore Michael Pendas John Predovich John Rawley Odell Roberson Boyd Rockwell Robert Smythe Donald Sweet Stanley Watson 65 year member Cora Ashmore Byron Banes James Blouin James Bradly Jr Elmer Brown Haley Chinn Donald Clemans Alan Dimick	Harry Eastman Gene Foster Conrad Gentry Donald Gipson Donald Haley Charles Hallin Lee Harkness Elbert Harrison Frank Hidalgo Earl Hilling Jr Charles Houghton Don Husby Lyndle Irick George Johanson Clyde Jones Edward Jungbluth Kenneth Karinen Barbara Kirchem Bob Kunkel Robert Lewis	Walter Leyda Victor Martell Roy Matsuzawa Ronald Morris George Murray Gustav Nelson Harry Norton Delbert Peckham Richard Puryear Raymond Revell May Riffle John Schmidt Rodney Schmidt James Scott Russell Sieck Luther Simundson Burns Townsend Bessie Vance Joel Wadsworth Dennis Wheeler	Hubert Woods 70 Year Member Orville Ashley Verne Daugherty Donald Deibell John Guevarra James Jordan Morris Levack Martin Mammen Norman Peery Raymond Tindall
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Free Online College for IAM Members and Their Family

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

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

Programs available include Associates of Arts Degree & certificate programs focusing on: Advertising, Cyber Security, Data

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

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.

2020 IAM Scholarship Now Accepting Applications

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

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

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

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

Eligibility for Competition
Any applicant must be either:
• an IAM member, or
• the son, daughter, stepchild or legally adopted child of an IAM member.
Child of a Member Applicant--
• Must have one living parent with two years of continuous good-standing



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

- Must be planning to graduate during the winter or by the end of the spring 2020 school year (i.e., normally a high school senior);
- Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;
- Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of "continuous good-standing membership" at the time of death.

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

Obtain an IAM Scholarship application and guidelines online by visiting www.goiam.org & search 2020 IAM Scholarship or call 301-967-4708 to request an application

**To learn more or enroll visit:
freecollege.goiam.org**

RETIREMENT NEWS

751 Retirement Club Meeting Minutes

The meeting was called to order on January 13 by President Jackie Boschok. She led the club in the flag salute and T.J. Seibert led the prayer.

The regular order of business was suspended so President Boschok could swear in Jim Hutchins as a Trustee.

Roll Call: All officers were present or excused.

Executive Board Report: President Boschok read the following motion.

Spend \$240 to buy Fred Meyer gift cards for bingo until the March Business meeting. President Boschok explained that changes are being made to ensure that we comply with the Gambling Commission. After discussion the motion was seconded and passed.

Financial Report: No report.

Audit Report: Trustee Michael Keller reported that the three trustees met and reviewed the accounts covering July through December. They found everything to be in order.

Legislative Report: President Jackie Boschok gave the report prepared by Carl Schwartz, who was not able to attend the

meeting.

Happy New Year to all, we wish you a good year, health and happiness.

2020 is a presidential election year, and also elections of state officers, and congressional members. Vital interests of seniors and of all Americans will be decided. We will be monitoring the campaigns as they proceed and report on our concerns. As you know, Washington State will hold its presidential primary on March 10th, we all will have a chance to influence the choice of candidates. At the congressional level we will especially work to insure that a labor, senior friendly candidate is elected in the 10th Congressional District, to replace a good friend, Denny Heck, who is retiring.

At the state level we will participate in Senior Lobby Day in Olympia on February 20th.

We can see by the press that the Boeing Corporation is still in deep trouble, we can only hope for a positive resolution. The new CEO David Calhoun starts today.

We hope to build our Retiree Club in the coming year. In addition to our political efforts, we will continue to sponsor trips, sightseeing, bingo, casino visits and educational events. We are open to



T.J. and Mary Seibert celebrated an anniversary in January while Joe Pinczes celebrated a January birthday.

suggestions from our members and invite participation.

Our state is now implementing a new paid family and medical leave insurance program which will be especially helpful to seniors and their families (note this does not currently apply to our members at Boeing, but we are supporting legislation to remove the exemption). On the flip side, Medicare premiums have increased and drug prices are still climbing. We notice that the state of California is taking steps to become involved in controlling the manufacturing of generic drugs and to price them on a non-profit basis. We will see what work can be done in our state. Senator Karen Keiser has introduced four new bills related to prescription drugs in Olympia and hopefully they will make a difference here.

We are continuing to campaign for a Social Security cost-of-living index that better reflects senior expenses. Our state's Democratic Congressional members are also supporting that effort including Senator Maria Cantwell who

RETIRED CLUB OFFICERS

President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	Pam Harris	206-769-5179
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Vennie Murphy	253-985-0951
Trustees:	Michael Keller	206-723-4973
	Jim Hutchins	206-369-2309
	T.J. Seibert	206-909-4870
Union Office: (1-800-763-1301) or 206-763-1300		

recently joined the Expand Social Security Caucus.

And, just a personal note of thanks to our club and members for the recognition and support that I have received.

Health and Benefits: Vice President Helen Lowe read the deceased list: **Local A:** William Adams, James Baker, Benjamin Bese, Van Chor, Ronald Eckhardt, Theodore Edwards, Gerald Elsey, Geraldine Gumser, Donald Hansen, Jr., Michael Hughes, Louis James III, Alvin Karr, Sharon Kujawa, Ruben Matter, Mario Nicoli, Leo Passino, Robert Pierce, Robert Ramboll, Philip D. Smith, Sally Styles, George Treser, Shirley Wendt, Clyde White. **Local C:** Thomas Abrahamson, Robert Allen, Robert

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751 Retirement Club President Jackie Boschok (l) administers the oath of office to Trustee Jim Hutchins.

Schwartz Presented Activist History Lesson

When 751-Retiree Carl Schwartz was honored as a senior champion at the Washington State Alliance for Retired Americans Luncheon, his acceptance speech provided a good history lesson for newer union members. Therefore, we are printing a shortened version here so others can benefit from his experience. After Carl retired from Boeing in 1995, he stepped up his activism and remained a strong political voice for seniors.

"I give thanks to all who contributed and want to acknowledge the slogan that I used as a youth soccer coach – there is no I in team.

What we have accomplished has been the cooperative work of many – working together through SOLIDARITY through committees, panels, conventions, delegations. I hesitate to name people because I might omit someone that should be mentioned. So this will be a representative sample.

My part has been varied, union member and officer, Democratic party participation and many other organizations including The Alliance for Retired Americans.

A few highlights:

I first walked a picket line with my dad, who was in the butcher worker's union in 1939! And we won recognition.

I graduated from high school in Utica, New York, the year the textile mills went south. I joined the army from 1949-1952, then returned to Utica where I worked at Bendix EO and served as a Steelworker Shop Steward. When Bendix closed that plant in 1960, I came to work for Boeing in Seattle

and joined the Machinists Union.

I immediately plunged into dramatic activity in the contract negotiations of 1963 and the 1965 strike. The issue was not about wages as one might think – but rather seniority.

Workers without seniority are temporary workers.

"Tems" are liable to be fired at will. I note that between 1963-1965 the Company had a 30 percent

manpower turnover. The Company used a Performance Analysis system. Managers would rate workers on the assembly line against each other. We called it the FBI system – Friends, Brothers and Inlaws.

I, as newly elected President of Local 751-F along with the other three local presidents, was determined that District President John Sullivan would NOT extend or compromise the contract. The members voted to strike by some 90%; the shops were ready. We kept Sullivan in his office until the midnight deadline passed and the strike was on.

Many of us worked hard to make that strike a success. Jerry Dargitz directed strike headquarters 6 a.m. to 6 p.m., I took from 6 p.m. to 6 a.m. I finally got home for a rest three days later. Then I got the phone call that Sullivan had a heart attack and died a couple days later. The Grand Lodge sent V.P. Charles West to complete negotiations ON



Carl Schwartz's remarks at WSARA are a good activist history lesson to share with members.

OUR TERMS – and after 19 days we won! Seniority and a nice wage increase.

Members with a little job security and respect have made and continue to make the world's best airplanes.

I served on the District Council Legislative committee for many years, visiting Olympia and Washington DC to lobby for labor.

At the annual week long conference and lobbying trip to Washington DC, our 10 or 12 delegates from District 751 met with most of our state's Congressional Representatives – Brock Adams, Henry Jackson, Warren Magnuson and Julie Butler-Hanson. I still have a Polish Solidarity t-shirt from Al Swift. Mike Lowry was a personal friend. Jim McDermott and yes, even Dan Evans. I've known Patty Murray and Maria Cantwell since their Olympia Days.

I took a delegation of three to meet with Jim Clyburn when he was first elected in South Carolina. He said we were the first labor people he met with. He is now the number three Democrat in the House. I also visited Mike Espy of Mississippi, kept contact with Larry LaRocco of Idaho and invited my hometown Rep Sherwood Boehlert from Utica – a liberal Republican – to our Machinists Reception. Winpisinger thanked me!

Continued on Page 11

RETIREES

Congratulations to the following who retired from our Union:

- Jeffrey G Adamson
- James A Anderson
- Lon J Babl
- James E Deal
- Samuel L Earnest
- Gary L Everhart
- John D Fox
- Sirdino Z Hardi
- Gerald M Johnson
- Michael Jonas
- David M Kartchner
- Richard W Kohn
- Peter A La Cavalla, Jr
- Pamela D Loyd
- William T Malone
- Rodney L Miles
- Gary E Miller
- Peter B Morton
- Arsenio O Nolasco
- Mark E Padgett
- Eric B Pramhus
- Elizabeth Savides
- Wendell C Shaw
- Michael J Schaffer
- Lance S Schmucker
- Reinhard G Schuster
- Cheryl J Snell
- Abe Taha
- Jeffery L Udd
- Paul J Van Court
- Jay A Wissman

FREE WANT ADS

FOR MEMBERS ONLY

TOOLS

OLD CAST IRON JIG SAW with 18" throat. Has air pump for chip removal. 253-752-5751

JET LATHÉ – 9x20 with stand, 3&4 jaw chuck faceplate, 4 way tool post, steady & follow rest, US & metric threads. Live & dead centers. Plus misc. tools. \$850. 253-752-575

SOUTH BEND PRECISION LATHÉ, Model A. Call for info and price. 425-776-3862

BRIGGS & STRATTON POWER WASHER, gas powered 5HP \$175 OBO. Craftsman tool's standard \$120 OBO. Welding gear \$150 OBO. Precision Q.A. measuring tools \$200 OBO. . 253-845-2997

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

AUTO PARTS & ACCESSORIES

S&S POWER TUNE DUAL EXHAUST HEADERS. Fits 2009-2016 H/D touring models. New \$400 206-762-1117

FURNITURE

OAK ENTERTAINMENT CENTER 60"Wx72"Hx15.5"D. \$80. Oak hutch 32"Wx77"Hx19"D. \$50. With light oak bookcase 36"Wx36"Hx12.5"D \$30. Photos available. 253-941-3847

(5) PIECE ETHAN ALLEN QUEEN BEDROOM SET dark pine \$525 OBO. 253-845-2997

REC VEHICLES

2017 FORESTRIVER MOTORHOME 31B3, sleeps 8. Excellent condition. Have pictures upon request. Asking \$80K. 253-875-9528

SPORTING GOODS

ANTIQUE .26 CALIBER SQUIRREL RIFLE muzzle loader. Beautiful brass and ivory accents. Almost no bluing and lock needs tuning. \$200 360-348-2598

SPORTS MEMORABILIA: 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

COTTAGE INDUSTRIES

PRE-RETIRES: Is rolling over your 401K or pension right for you? Complementary Assessment; know your options. Michael or Elke 425-346-3698/425-268-86 coachelke@gmail.com

We have CHRISTMAS DECORATIONS GALORE. Call for appointment. Too much to list. Large outside displays and inside things. 206-713-8833

JIM'S CUSTOM ROTOTILLING tractor work in Snohomish County. Large area rototilling, 60 inch 74 inch. 25 years experience. jcrotogetz@yahoo.com or 425-971-4764

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

AD RULES

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

Deadline For Next Issue Feb. 18th

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

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

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

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

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

THINKING ABOUT SELLING YOUR HOME? Downsizing? Need more room? July Small will do a free market analysis. Licensed real estate broker Windermere. Call now! 206-734-7122

NEED A REAL ESTATE AGENT? I would be honored to help you buy/sell a home. I'm passionate and dedicated to helping people with their real estate needs. Jamie Hanson, Person Real Estate Group. Cell 253-332-3816 (call or text) JamieHansonHomes@gmail.com

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

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

HOUSING

BRICK HOME in nice SW Seattle neighborhood, 2,200 square feet, 4 bedrooms with 1 large family room, 1 3/4 baths, 2 car garage, 7,200 lot size, close to work. Asking \$525,000 Call: 206-387-2224 or 206-462-8700

VIEW HOME, 4 bedroom, 3 bath, full basement, attached 4 car garages, 3600 sq. ft. 4 acres. Culbertson, MT plus 30x40 shop. \$395,000. Opt. on 10 more acres attached. 406-787-5242 or 406-790-0383

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaallicove.com. Ready for that 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

40X60 SHOP, heated floors, 3 phase power storage, warehouse on private property in Lake Stevens. (very small business) \$2500.00/month. Available now! 425-737-1017

WANTED TO BUY: Unlimited hydroplane slides from the fifties-sixties, also old scrap books. 206-557-0282

RETIRES! \$20.00 FRED MEYER GIFT CARD DRAWING, February 10, 2020 at the Retiree Club Meeting at 11 a.m. at the Seattle Steward's Hall, 9135 15th Pl. S. in South Park. Lunch served will be served at noon following the meeting.

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

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

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

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

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

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

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

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

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

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

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

IRC RETIRES meet for breakfast on the 2nd Wednesday of each month at 10 a.m. at The Village Taphouse (log house) restaurant in Marysville. Come and join us.

CLEAN PLASTIC CONTAINERS 20 oz-80 oz. peanut butter ones .25 each, metal coffee cans, clean with lids .25, plastic ice cream buckets and lids, clean .25 each 253-852-6809

RECORD ALBUMS LAYING AROUND? I will buy them! Rock and roll, blues, funk, metal, jazz, obscure. Those genres wanted. Fair price for good stuff. 206-861-6557

CHILDCARE AVAILABLE IN MARYSVILLE Building Blocks Daycare and Preschool. Educating the next generation. I have 15 plus years' experience and love watching children learn and grow. 425-244-0230

PROPERTY

GARAGE 21' WIDE, 33" length, 7' high. For rent. Edmonds \$700 425-776-3862

4 CEMETERY PLOTS in FLORAL HILLS CEMETERY Lynnwood in Rhododendron Garden, Lot 17-E, spaces 13, 14, 15 & 16. \$2,500 each or \$4,500 for two or \$8,000 for all four. 360-691-5544

2 PLOTS EDMONDS MEMORIAL CEMETERY \$2,000 for both, will pay transfer fees. 425-422-4908

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

1991 COUPE DEVILLE new tires 98K miles, blue with blue leather. New AC motor (134A) runs great Xmission good \$4500. 615-943-6232

1993 COUPE DEVILLE 90+K miles, beautiful top of the line model. Needs work on dash. Needs to have motor to warm up before trans will engage. Make offer. Beautiful car. Blue with blue leather. 615-943-6232

1997 JEEP TJ, new top, new cooling system, ARB lockers, warn winch, custom bumpers, Poison Spyder Armor, 5-point harness, aftermarket seats, etc. \$10,000. Firm 206-886-5875

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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 Feb. 18th!

FINANCIAL \$ENSE:

Six Priorities for the Sandwich Generation

The “Sandwich Generation”—adults caring for aging parents as well as children—faces several stressful challenges that come from trying to juggle everyone’s needs. One of those top stressors: finances, such as how to cover education and health care costs and still save enough for retirement. The demands often compete with one another—which is why setting clear priorities is so important.

Here are six tips for setting those priorities to help you deliver the support your loved ones need—without shortchanging yourself.

Take care of your future first. Saving enough for retirement should be your top priority. You have to take care of your needs before you help your parents and your children.

Create or update your investment plan. Create an investment plan that will help you balance your financial goals with the needs of your children and parents. Review your budget, analyze your expenses, and set savings targets to help you prioritize planning for an upcoming expense, such as college costs or long-term care for your parents.

Review your insurance coverage. Protecting your income is always a good idea, but it’s even more important when you have two generations depending on you. Make sure you have enough life insurance in case something happens to you to pay off your mortgage and other debt, and to help cover the future living expenses of your dependents. And don’t forget disability insurance: More than a quarter of today’s 20-year-olds will become disabled before they retire, according to the Council for Disability Awareness.*

Check in on your parents’ financial health. Though it might seem awkward, talk to your parents about their wishes for the future and their financial health. What financial assets and expenses do they have? How do they plan to meet their financial obligations? Do they have a plan to cover the costs of long-term care? This conversation can help you determine how much financial support you will need to provide.

Also, make sure your parents have done adequate estate planning, and ask for copies of their will or trust, durable power of attorney, healthcare power of attorney, and advance healthcare directive. Make

sure your own estate-planning documents are complete and updated as well.

Consider reducing financial support for grown children. Many parents still help their grown children with their finances—sometimes even to their detriment. Many young Baby Boomers are still paying their kids’ expenses, cell phone bill, or car insurance. If this is the case for you, talk with your children about the steps they can take to start becoming more financially independent.

Look for ways to help reduce your taxes. In some cases, you may be able to claim your aging parents as dependents. Also check with a tax advisor to see if their medical expenses qualify as a tax deduction. Another way that may benefit your financial bottom line is to set up a 529 Plan for your children’s education expenses.

* <https://disabilitycanhappen.org/overview/>

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751 Retirement Club February Business Meeting

Continued from Page 9

Ashcroft, Robert Baker, Clarence Beck, James Bergquist, Robert Bloomfield, Pamela Deleys, Marshall Dexter, Danny Eckert, Joseph Evers, George Frazier, George Hammons, Charles Horton, Gary Hughes, Mark B. Johnson, Dean Lang, Pili Masaniai, Barbara McGinnis, William McGregor, Michael Merwin Sr, Charlene Moore, Dolores Noftsker, Donald Ormsby, Gerald Padero, Alfred Peppard, Farrell Phillips, D.W. Shortridge, John Tregilgus, Floyd Warner. **Local E:** Howard Doody, Robert Hadley, Victor Martell, Joan Martin, James Miller. **Local F:** Geri Ashworth, Larry Bartlette, R.C. Burroughs, Douglas Chamberlain, Mark Christel, Harry Fithian, Sr., Margaret Ford, Charles Hancock, Queen Hart, Edward Hiroo, Loretta Hoepfner, Wilma Kirkendall, Marilyn Knudsen, Charles Lindberg, Patricia Machado, Marc Manning, Peggie McGhee, Wanda Munro, Henry O’Neill, Philip Payne, Henry L.

Smith, Thomas Sutter, Terry Turner, Tonita Walker. Sympathy cards were sent to the next of kin.

President’s Report: President Boschok thanked all who helped set up for the December 9th Christmas Luncheon and everyone who attended. She has spoken with Secretary-Treasurer Susan Palmer about ways to improve it for 2020, since we will continue to do the Service Award presentations and our turnout was so large. President Boschok announced that she would not be at the February business meeting.

Good & Welfare: Mike Keller reported about changes to qualify for a reduction in property taxes. The level of income/assets has increased. He mentioned that you have to file your 2019 taxes before you can file for a reduction for 2020. You can claim back for a three year window. Instead of a fixed amount, the annual income limit is now indexed

at 65% of the median household income in King County, which for 2019 was \$58,423. These changes take effect for property taxes collected in 2020. The form on the King County property tax web site is not the correct form. There are 14 counties in the state with increased qualifying thresholds.

Mike also reported that Seattle City Light and Seattle Public Utilities’ customers have access to their Utility Discount Program. If your household income is at or below \$49,685 which is 70% of the state median income of \$70,979 you may be eligible to get a discount of 50% on your utility bill which includes water/sewer and garbage and can get 60% off your electric bill. More information is available on the Seattle City Light website or you can call 206-684-0268.

Jim Hutchins spoke about his experience at the Dept. of Licensing while getting an enhanced driver’s

license. He needed several documents including his Social Security card. As of October 1, 2020 the RealID Act will require US citizens to have more than a standard driver’s license in order to board a plane, even within the US. The DOL web site provides helpful information about what forms of ID are accepted. Ron McGaha mentioned that if you already have a passport you can get a passport card which will suffice. It is good for travel to Canada and Mexico and flying within the US.

Unfinished Business: none

New Business: none

Birthdays: Joe Pinczes celebrated his birthday. T.J. and Mary Seibert celebrated their anniversary. The club sang happy birthday to them.

The \$20 Fred Meyer gift card was won by T.J. Seibert.

Meeting adjourned at 12:03 p.m.

Schwartz Presented Activist History Lesson

Continued from Page 9

At the 1972 Grand Lodge Convention in Los Angeles, Senator Ted Kennedy spoke about his support for OSHA – Occupational Safety and Health Act. I spoke that I had visited OSHA offices in Seattle, which were staffed by the same former Boeing Company people that we in the Union had to contend and contest with on safety issues. There were no union people at OSHA because a college degree was required. We union members attend safety seminars, safety training sessions and work on the job issues – a college degree is not needed.

Two weeks later I was informed that Senator Kennedy introduced amendments that OSHA staff could substitute practical experience for college!

Again, I hesitate to name names because I might omit some that should be noted. Our Olympia Lobby Committee of the 1970’s and on included Larry Brown (now Washington State Labor Council President) and many others such as “One Way” Delaney, Charlie Griffin, J. Callius “Zack” Zaratkiewicz, and Dennis Wheeler.

Eleanor Lee – served in the state legislature at a time when Republicans had a one-vote Senate majority. She chaired the Labor Committee. We had asked for a hearing on a bill, she said no time.

Zack and I were standing in front of the legislative building when she came out of the office building. She saw us and cut across the lawn to avoid contact. It was April in Olympia, wet sod and high heels so she got stuck! We rescued her on the condition she held a hearing. So whatever it takes to get the job done!

I got a meeting with Henry Jackson during the Vietnam War period. We talked side-by-side – Me loud for peace; he anti-communist.

A subsequent State Labor Convention of some 500 delegates motioned to early endorse Jackson for President. I spoke against. The vote was 490 to 10 or so (we lost). Sober faces – no booing. After a delegate from Whatcom County came up to me with tears in his eyes. We have a son there. I had to vote with my delegates, but thanks for your stand.

Full disclosure. I did break ranks once

and voted for John Spellman, a Republican over our Dixie Lee Ray. Dixie was just not qualified to be Governor.

Winding up in my 8th Congressional District, we met with Representative Reichert. He led off with how great a cook his mom was. I had to say “We’d love to talk about Social Security.” He responded, “I don’t like being interrupted.” We did get to that issue.

I was part of the indivisible mock undertaker convention in Issaquah thanking Reichert for opposing health care – thus increasing undertaker business. They chased us away when we tried to bring a coffin into his office. But by golly, he announced his retirement a couple weeks later. I take full credit.

And we have since met with our new Representative Dr. Kim Scheier, already three times. She has been very supportive!

Thanks again for your recognition. I’ll keep working as I can and encourage others to take up the fight! All the Best, Carl”

Aeronautical Machinists Inc. to Meet March 10

Aeronautical Machinists Inc, which owns and operates the Union’s buildings and property, will hold its annual meeting on March 10 in the District Council chambers at the Seattle Union Hall (9125 15th Pl. S.) immediately following the 5:30 p.m. District Council meeting. Every member of a Local Lodge affiliated with District 751 can vote on the business at the Aeronautical Machinists Inc meeting.

EASTERN WASHINGTON

Members at Triumph Composites Gearing Up for Negotiations

Building solidarity and unifying our members starts with our Stewards and shop floor leaders.

On January 17, Union Stewards and Business Rep Steve Warren met to put together a Triumph Contract Negotiations Subcommittee in an effort to better engage members throughout the process. Only through education and participation can members present a united, determined front that will convince management they are serious in negotiations.

At the meeting, the group also selected a logo and t-shirt design to promote solidarity on the shop floor. Order forms will be out shortly. In addition, the initial survey was finalized for distribution beginning on January 20.

Thanks to the following who will serve as shop floor leaders throughout the



Stewards from Triumph met with Business Rep Steve Warren on Jan. 17 to put together a communication plan, pick inplant committee members, finalize the initial survey for distribution and select a t-shirt/logo design for this round of bargaining to promote solidarity.

negotiation process.

Machinists Inplant Committee consists of Union Stewards: Jerry Purser, John Warren, Aaron Smith and

Ida Auckerman.

Day Shift Subcommittee: Tony Wade, Rene Ochoa, Carl Andrews, Rebecca Holloway, Linda Louie, Darrin

Truitt, Ryan Purser and Kevin Winas.

Swing Shift Subcommittee: Si Mai and Jerry Purser.



Kjell Jordalen fills out the initial 2020 contract survey for members at Triumph.

New Contract for Members at ASC Machine Tools

Machinists Union members working at ASC Machine Tools in Spokane Valley will receive raises and improved benefits, thanks to their new four-year union contract.

Despite bringing improvements in many areas, the company's final offer fell short of what members felt they deserved – namely in language on mandatory overtime.

While a majority rejected the offer, members did not achieve the required two-third majority to authorize a strike. Therefore, the new agreement was accepted by default.

Improvements in the new contract included:

- Raises all four years of the contract.
- The premium for crew leader and working foreman doubled to \$2 and \$4 per hour respectively.
- Members will see an increase in the 401(k) match each year of the agreement.
- Health care went to an 80/20 split (previously 75/25 and members split any premium increases with the Company)
- Sick leave can now be taken in 1/4 hour increments (previously 1 hour increments).
- Jury duty pay now includes all



Machinists Union members from ASC picking up ballots to vote on a new agreement that was accepted by default when the strike vote fell short of the two-thirds requirement. Members will see raises each year of the contract, increased 401(k) match each year and other improvements, but objected to revisions to mandatory overtime language.

premium pay as well.

- Company pay towards purchase of prescription ground safety glasses each year increases from \$125 to \$150

While members would have liked larger raises, the main issue that members objected to was new mandatory overtime language. Mandatory overtime is now prohibited on Saturday and Sunday (and was rarely used); however, the new language the Company pushed allows any period of four consecutive mandatory weeks will result in two weeks without mandatory overtime.

Previous language capped mandatory overtime to three consecutive weeks followed by an equal or greater period of time without mandatory overtime. Union proposals had pushed to eliminate mandatory overtime altogether while the Company had wanted unlimited mandatory overtime.

More than 90 members work at ASC Machine Tools building specialized tools and machines used in the metal building, can manufacturing and metal stamping industries worldwide.



Union leaders explain the contract offer to members prior to the vote on Dec. 20.



Fundraisers Deliver for Guide Dogs

Throughout 2019, Machinists Union members in Eastern Washington held various fundraisers to benefit Guide Dogs of America. At the December District Council meeting, Eastern Washington leaders delivered a check for \$15,338.35 to Guide Dogs from the 2019 events. L to R: Mark Shear, Merle Fowler, Susan Palmer, Steve Warren, Allen Eveland, Chris Powers, Jerry Purser, and Jon Holden.

Preparing for Contract at Pacific Power

The two Machinists Union members who work for Pacific Power Group's Spokane division are preparing for their next contract.

The union members – a father-son team of Todd and Spencer Hutzler – do maintenance on diesel generators across Central and Eastern Washington providing back-up power generation in emergencies for schools, hospitals, cities and data centers.

“They are one of our smallest bargaining units, but the work the two of them do is really important,” said IAM 751 Business Rep Steve Warren. “They cover a big area, and because of their efforts, the company is successful.”

The initial bargaining meeting was held on January 22nd and another meeting will be held on Feb. 19th.

Spencer Hutzler, Todd Hutzler, and Steve Warren review contract language.

