

New 3-Year Contract Delivers Gains for Members at Triumph During Tough Times

On May 11, Machinists Union members working at Triumph Composites Systems in Spokane ratified a new three-year agreement that brought improvements in several areas. The contract demonstrated the importance of collective bargaining and membership rights even during tough economic times.

Bargaining during a global pandemic with layoffs at the facility was challenging, but after members identified their top issues, our Union was able to make gains in several areas. The new contract provides:

- \$1,000 bonus in years one and three;
- 2% General Wage increase in the second year;
- Elimination of two-tier wage system;
- Maintained contribution rate of \$1.80 an hour to the IAM Pension Fund for the life of the agreement;
- Maintained \$1,500 yearly contributions to the Machinists Retirement Savings Plan;
- Notice of designated daily overtime must be provided before second rest break on the previous day;
- Merged sick leave and vacation



Members at Triumph voted to approve a new three-year contract on May 11 that delivered a wage increase, two bonuses, elimination of two-tier wage system, additional paid time off, severance benefits and more during this tough economic climate of a global pandemic.

into Personal Time Off (PTO), which increased time off for all members.

- Incorporated the paid Washington State Family Medical Leave.

Union negotiators were able to beat back a dramatic cost shift in health care the company was proposing and maintain the current plan for the life of the agreement with the annual premium increase now capped at 10% (previously 8%).

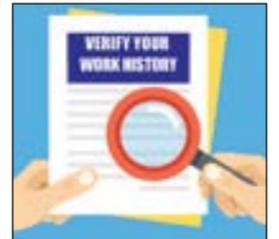
In addition, during effects bargaining our Union secured severance for laid-off members of 160 hours pay and one month of medical leave. Previously, there was no severance or medical after layoff.

The path to a new contract at Triumph demonstrated the importance of bargaining rights. Earlier in the year with the MAX grounding approaching one-year, Triumph approached our union to ask about a

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Verify Your Work History Now

During times of surplus, an accurate work history is critical. Therefore, members at Boeing should order their work history now through Worklife to ensure it accurately reflects all jobs they have held. Members can only request their Work History report from inside the Boeing firewall while at work on a Boeing computer.



Members have return rights for up to eight years to any job they held for 90 or more consecutive calendar days (including emergency classification).

“It is important to verify your work history during surplus action so all possible contractual downgrade and return rights are preserved and documented. The more jobs you have rights to, the more likely you are to remain on the payroll during a surplus,” said IAM District 751 President Jon Holden. “It is far easier to correct your work history while you are still on the payroll rather than after you are laid-off.”

Members should not assume Boeing accurately captured their work history, as Stewards and Reps routinely help members correct errors. Members should print out and keep a copy of their work history, any emails regarding e-classification or lateral move memos for your own documentation.



After Stewards invoked Article 16.1 Imminent Danger Stop Work to resolve COVID safety issues, L to R: Leroy Houston (IRC Operations leader), Stewards Ben Rieman, Ashley Krogstadt, Joe Ruth and Wes Heard performed a safety walk to ensure all issues had been adequately addressed and our members' workplace was safe.

Stewards Enforce Safety Standards Using 16.1 Imminent Danger Stop Work Clause

Union Stewards in the 40-56 building recognized when safety procedures required to reopen during the COVID pandemic were not being followed and used Article 16.1 – the Imminent Danger Stop Work clause to protect our members and get the issues resolved quickly.

Credit goes to Stewards Joe Ruth, Wes Heard, Ashley Krogstadt and Ben Rieman who worked together to quickly resolve issues the first day members returned to work following Boeing's suspended operations. Our Union educated Stewards on the safety requirements for Boeing to reopen and provided copies of the state-approved processes prior to members returning to work.

“I want to thank these Stewards for their quick action to ensure our members are safe,” said IAM District 751 President Jon Holden. “The COVID pandemic has

given new life to Article 16.1 Imminent Danger/Stop Work Clause. I hope the recent events have empowered our members and given them confidence to use 16.1 to quickly resolve the situation and ensure they are safe in the workplace – it is their right.”

Only hours after operations resumed, several members approached Stewards Joe Ruth, Wes Heard and Ashley Krogstadt about hand sanitizer and cleaning supplies that were not readily available to members.

Joe reached out to his first line manager and learned the manager was only allowed two kits of cleaning supplies a day, and they had to be returned every two hours. This process didn't comply with Boeing's Return to Operations plan approved by the Washington State Division of Operational Safety and

Health (DOSH) in order to allow Boeing to resume operations.

Wes learned the tool crib employees had been instructed not to hand out face masks to anyone but managers, which could leave members completely unprotected and potentially allow members to infect each other, which violated the DOSH directive, as well.

As our Stewards compared notes and reviewed the DOSH plan, they also discovered the hand sanitation stations that the company told the State had been installed throughout the factory were indeed missing. Seeing the safety issues start to multiply, the Stewards contacted EHS for help. The EHS team lead was unaware of the missing hand sanitizer stations and had just learned about the restrictions on the face masks.

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Steps to Order Work History in Worklife

From inside the Boeing firewall (on a Boeing computer), sign into Worklife.

- Search Field: Type in Work History
- Select: HR Data Reports including Work History Report
- Select: HR Reporting & Analytics Work Intake Form
- Report Details - Select: People Data
- What type of report is being requested? Select drop down: Standard report
- What type of standard report is being requested? Select drop down: Work History
- Check the two boxes at bottom of form
- Select: Order now and complete the order confirmation
- Select: Checkout

You will receive an email confirmation once submitted. Your Work History will be sent to you via email with an attached pdf file of your Work History.

Again, you must do this while on the Boeing network; download your record before leaving Boeing.

Know Your Rights

Summary of contractual rights at Boeing during surplussing activity

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REPORT FROM THE PRESIDENT

Providing Information and Resources in Challenging Times

By JON HOLDEN
IAM 751 District President



As the fallout from the COVID pandemic continues to impact our members across the state, our Union continues to work hard to ensure all workplaces are safe, contractual provisions are enforced, and as many resources as possible are available to those who may be laid-off or have reduced hours.

Layoffs are never easy, but the current COVID pandemic presents even more challenges, which is why we continue to work on a variety of fronts.

Boeing announced it would issue 60-day WARN notices at the end of May with a projected layoff date the end of July. How many and which jobs was not known when the *AeroMechanic* went to print on May 26. We do know that every airline carrier is parking airplanes to reduce capacity, which prompted Boeing to announce layoffs.

Approximately 1,200 of our members decided to take the voluntary layoff, which allowed them to receive some benefits they might not have otherwise received while hopefully keeping other less senior members on the payroll.

With so many members who have never gone through a layoff cycle, we have shifted our focus to educating members on their contractual rights – specifically job rights. In times of surplus, it is very important to have rights to as many jobs as possible.

In May, we offered training for Union Stewards on specific contract language that is fundamental during surplus activity so they will be aware of member rights and provide support going through this trying process.

We have provided some of the contractual downgrade, recall and return

rights in this paper so members can become familiar and look up the language to better understand their rights and exactly how the surplus activity works under our contract with Boeing.

In order to enact your contractual job rights, you should verify the jobs you have held are accurately recorded on your Work History.

That is why we are encouraging all members working at Boeing to order their Work History through Worklife now and ensure what Boeing has recorded accurately reflects the jobs you have held and earned rights to (see article on page 1).

Our IAM-Boeing Joint Programs is working as part of a rapid response work group to line up layoff briefings that include applicable agencies so our members get the broadest information pertaining to their particular situation so they can understand and exercise their options as they face layoff.

We also filed a new Trade Adjustment Assistance petition in May, which if approved, could provide enhanced benefits for our members at Boeing and any Boeing employees who are laid-off. Although with the current conditions, it will be tougher to get approved, but it is another avenue we are pursuing for our members.

We are talking with our International on ways to continue to offer free online college benefits to our laid-off members and their family members (regardless of your employer) for a certain period of time. Currently, if laid-off members pay their \$2 out-of-work dues, they are entitled to the free college for themselves and their families. We are hoping to get these benefits for a certain amount of time following layoff so our members would still be eligible even if they take a withdrawal card.

Members laid-off from Boeing will have educational benefits of \$3,000 a year

for up to three years after layoff if you have more than one year seniority. If you have less than one year seniority, you are entitled to this benefit for one year. This is in addition to the layoff benefits which include a severance package and six months of medical.

With Boeing back to full operations, it is a balancing act to ensure members have a safe work environment and the opportunity to go to work and provide for their families. It is also important to have the ability for some to stay out of the workplace if they are in a high risk category or have other issues regarding COVID.

We continue to have concerns about work performed in close proximity to others in many of our shops, including Boeing, that could put our members at higher risk to catch COVID. We are closely monitoring the situation and watching to see whether community transmission of COVID shifts to workplace transmission. This is critical for us right now.

Boeing appears to be trying to follow the state DOSH guidelines. When there are lapses, our members are using our contractual stop work language (Article 16.1) to identify the lapse, stop work and resolve the issue.

This increased use of Article 16 has given our members confidence that they can be successful in addressing any safety concerns – not just COVID related – that they believe presents an imminent danger to them or their coworkers. Members know they can use this contract language going forward. When used properly, this is a process that benefits both our members and the company – everyone wins when we are all kept safe.

Finally, I want to congratulate our members at Triumph on their new three-year agreement that was negotiated during these tough economic times. By going to the table rather than extending their contract by one year as the company

proposed, they were able to make gains in several areas they had identified as important – with lump sum bonuses, a wage increase, elimination of two-tier wage, maintaining pension and health care and other provisions. We were also able to secure severance and layoff medical (previously there was none) for those who were laid-off from Triumph during this pandemic and it is now part of the contract.

Only by having rights and exercising those rights at the bargaining table, can we make proposals and gains that benefit our membership. Having rights and a union as your advocate is even more important during this pandemic.

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

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COLA Generates 1¢ Eff. 6/12/2020

Quarterly cost-of-living adjustment (COLA) formula resulted in a positive 1 cent for all IAM members working at Boeing effective June 12, 2020.

The 1 cent was generated for the quarter February, March and April 2020. COLA is generated quarterly under the IAM/Boeing contract and is based on the federal government's Consumer Price Index. COLA is permanently rolled into a member's base rate each September. The current floating COLA accumulated since last September is 6¢.

The value of our quarterly COLA, even when it is only a penny, has a significant impact on our maximum rates over time. As of June 2020, \$16.58 of the maximum rates is the result of COLA payments being folded into our base rates.

Winning the Vote – Online Zoom Conference – Saturday, June 13th

Come join us via Zoom for 751 Online Membership Conference 2020! All members are encouraged to take part in this video conference on Saturday, June 13th from Noon to 3 p.m.

This conference will be educational and entertaining as we celebrate the centennial of women winning the right to vote, as well as talk about the continued importance of voting rights. Stewards and members will receive both volunteer and educational credit.

You will hear from several prominent Labor Leaders including IAM International President Robert Martinez, Jr., GVP Gary Allen, AFL-CIO Secretary-Treasurer Liz Shuler and WSLC Secretary-Treasurer April Sims. Our Keynote Speaker is an acclaimed author and civil rights activist, Bill Fletcher. He will lead a talk on "The continuing struggle to expand the electoral franchise...and its opponents."

We will break into groups to get input from participants and dig into these important



Free t-shirt provided!

issues. Ultimately the goal of the conference is to inform our members on the history of voting rights, to show current attacks on democracy, energize you to get involved, and provide opportunities so YOU can make a difference in this very important election year.

We will provide a link to go back in history and view a performance of a suffragist from the 1800's before women and people of color had the right to vote. Then move forward to 1920 when the 19th amendment passed 100 years ago, which finally allowed women the right to vote.

To make your reservation online visit: www.iam751.org/2020conference

Participants will receive a t-shirt! This conference is presented by the District 751 Human Rights Committee, Labor History Committee, Women's Committee, and Legislative Committee.

No Election for Grand Lodge Delegates and Alternates

As of Friday, May 22, 2020 (the deadline for nominations for Grand Lodge Convention Delegates and Alternates) the number of nominations for each Local Lodge did not exceed the number of candidate openings. Therefore, no

election will be held in any of the seven local lodges and ballot requests will no longer be accepted.

If you had requested a ballot, you should be receiving notification that there is no election. The July *Aero Mechanic*

will have an article on delegates and alternates, as well as Constitutional revisions our locals are promoting.

If you have any questions, please call 206-764-0310 and speak to Susan Palmer, District Secretary-Treasurer.

Ensuring Our Work Has Union Pay and Benefits

Thanks to resolution of a grievance, it is established that Boeing cannot simply buy another company, open it as a Boeing subsidiary, and move our work down the street into that subsidiary. In May, District 751 resolved this grievance protecting our work and our jobs and establishing our union jurisdiction.

The issue arose after Boeing bought KLX, which had operations in Kent and Everett, intending to run it as a Boeing subsidiary without IAM union representation – denying workers there, who were performing the same type of work as our members, the wages and benefits defined in our current collective bargaining agreement. After the grievance was filed, Boeing agreed to the resolution that our jurisdiction covered the eight workers at the Everett operation who were performing MPRF

type work, and agreed they would be IAM members, receiving the proper back pay and benefits our contract provides. Should they perform MPRF work at the Kent facility, those workers will also be union members and receive the wages and benefits in our contract.

“This was an important issue to challenge. Once these workers were Boeing employees – even at a subsidiary, it was critical to have them covered by our contract so Boeing can’t simply move work to a nearby building under a different name to pay workers lower wages and provide less benefits,” said IAM District 751 President Jon Holden. “Any time we hear of this tactic coming into play, we must challenge it and protect our contractual work, as well as the wages and benefits of those performing the work.”



Grievance Coordinator Dan Swank (l) and District 751 President Jon Holden helped resolve a grievance after Boeing purchased a company with locations in Everett and Kent performing MPRF type work. The settlement ensured those workers are covered by our IAM contract with the same pay and benefits.

Grievance Coordinator Dan Swank and District President Jon Holden filed the grievance with support from Organizer Loren Guzzone. Once resolution was reached, Business Rep Grace Holland

introduced these new members to the union and continues to represent them today.



District 751 President Jon Holden signs a new application for Trade Adjustment Assistance in an effort to secure additional benefits from the federal government.

IAM Files New TAA Petition

District 751 President Jon Holden, with assistance from the Washington State Labor Council, submitted a new application for Trade Adjustment Assistance in May. If approved, our members (and others laid-off from Boeing), would receive enhanced benefits, which includes additional retraining benefits, income support and assistance with health coverage.

The petition requires extensive paperwork and research. The Union has been successful in getting past petitions approved; however, with the current conditions it may be tougher to get approval than in the past.

Understanding Contractual Rights During Layoffs

Our Union understands that, when WARN layoff notices are handed out, this can be one of the most stressful times our members face. Enforcement of our contractual seniority provisions is very important to our Union.

But many members are not aware of their contractual rights or the layoff process. The process of issuing WARN/layoff notices takes into account many variables, that may be unknown until the date of an actual layoff, as things are continually changing. Contractual provisions to be aware of include:

- Members have contractual downgrade and return rights to any job previously held (other than a temporary promotion) for 90 consecutive calendar days, including emergency classification

To Do Checklist Immediately After Receiving a Layoff Notice

- Call 1-800-235-3453 to schedule a virtual appointment with an IAM-Boeing Joint Programs Career Advisor (resumé, job search, educational options, much more).
- Order Work History report through Worklife while at work. You have rights to downgrade or bump into any job held for 90 or more calendar days (including e-class)
- Dental coverage is provided only through the month of layoff. Schedule any dental cleanings or dental work.

The July *AeroMechanic* will have more information for those facing layoff.

during the preceding 8-year period (see 22.6, page 104). Make sure if you have been laterally transferred/reclassified or emergency classified into another job code for 90 or more calendar days, it is on your work history.

- Members impacted by surplussing in their current job also have downgrade rights to the next lower job title in their current job family or previously held job families, if their seniority will hold them (see 22.6, page 104).

- Members who have these return/downgrade rights will not receive a WARN in their current job if their seniority will hold them in one of their previous jobs. The member will move to the other job they have rights to on or before the surplus date.

- When the Company determines there are excess employees in a job title in Puget Sound, the order of surplus will be in reverse seniority of such job title at the primary location (Puget Sound wide) where the surplus has been declared (subject to retentions) - per 22.5, page 104. This results in a lot of movement within a job title as remaining employees are shuffled throughout Puget Sound to rebalance the work according to needs at each site.

- Boeing may use retentions to hold junior employees in a job (as defined in section 22.2-22.3 pages 102-103). The union is notified of the applied retentions on the date of layoff. These retentions will then be reflected on the updated seniority

roster following an actual layoff (with an R next to the member’s name). NOTE: In each round of contract negotiations, our Union has tried to reduce the percent of retentions allowed; however, the Company has not traditionally reached their contractual limit on retentions.

- Union Stewards have contractual rights and are not impacted by surplus (4.7d, page 15).

- Boeing has a right to downgrade or lateral employees to other open jobs if their seniority will hold them. (Section 22.10, page 106).

- If a member accepts a downgrade, rather than a layoff, the member retains the rate of pay held just prior to the downgrade for a period of 90 days (6.3d, page 23).

- Once a member is surplussed out of their job, either by downgrade or layoff, they have Category A recall rights from jobs they were surplussed from or not allowed to enter if their seniority would not hold them. (22.1(a)(1), page 98). Length of recall rights are:

Seniority	Length of Recall
For less than 3 years	3 years recall
3 or more, but less than 5 years	5 years recall
5 or more years seniority	8 years recall

After surplussing action, members must file for their Category A rights through Worklife to be placed on the *Continued on Page 7*

Nearly 1,200 Members Take VLO at Boeing

Prior to issuing 60-day layoff notices, Boeing offered Voluntary Layoffs (VLO) to 751 members in select job codes. As the *AeroMechanic* went to print, nearly 1,200 IAM 751 members at Boeing had applied and been accepted into the VLO with a layoff date of June 5.

These members will receive the VLO benefits negotiated in a Memorandum of Understanding (MOU) in 2016 that provides one week of severance pay for each year of service and 6 months of medical at active employee rates (basically mirroring our contractual layoff benefits for layoffs occurring in reverse seniority order in a job code).

Not all job codes were included in the VLO as Boeing controls the workforce and determines which job codes they need to reduce employment in and which jobs they will continue to hire in. Our Business Reps, Health and Benefits Reps and Stewards worked hard to answer as many

questions as possible so members could make an informed decision. Union Reps helped members, who after being accepted, had circumstances that made them withdraw from the VLO process. Our union also worked issues for some members Boeing initially excluded from participating in the VLO even though their job codes were part of the VLO.

“We believe voluntary layoffs are an important option to allow more senior members who want to leave or may be ready to retire the option to go with some additional benefits they might not otherwise have received so other members can remain on the payroll. This is just an option that may be appealing to some members, but only the individual can determine what is best for their situation,” said IAM District 751 President Jon Holden who signed the current MOU on voluntary layoffs in 2016 that remains in effect through 2020.



Business Rep Jason Chan (r) talks with Rhonda Calpito, who is one of our members taking the VLO.

Some June Lodge Meetings Go Virtual

In late May, our International granted dispensation for virtual lodge meetings if certain guidelines are followed. Western Washington lodges will hold virtual online lodge meetings in June and post the Zoom invite to register on www.iam751.org. Virtual meeting dates and times as follows:

- Local A - Thurs., June 4th two meetings at 10:30 a.m. and 6 p.m.
- Local C - Thurs., June 11th at 4:30 p.m. & Thurs., June 18th at 10:30 a.m.
- Local E - Wed., June 3rd at 4:30 p.m.
- Local F - Wed., June 10th two meetings at 11 a.m. and 4 p.m.

IAM-BOEING JOINT PROGRAMS

Site Safety Committees Assist with Safety Concerns

Our IAM-Boeing Joint Programs Health and Safety Institute (HSI) Everett Site Safety Committee members are stepping up to assist our membership during this very difficult time. In partnership with Everett Environmental, Health & Safety (EHS), our Site Committee members began attending crew meetings throughout Everett helping to educate the members on new safety and health procedures that have been adopted by the company for this global pandemic. The Site Committees discuss the new PPE and how it should be used in various work environments, including masks, gloves, proper physical distancing, hand washing, cleaning procedures, etc.

By being visible and available to our members, our IAM-Boeing Joint Programs HSI Site Safety Committee hopes to ease members' anxiety during this stressful time and let them know their union leaders are here to help ensure the workplace is safe because every member has the right to a safe work environment.

Our HSI Site Committee members are also available to help should members want to utilize Article 16.1 Imminent Danger Stop Work clause of our contract.

L to R: Andrea Fletcher, Hazen Anderson, and Everett HSI Site Committee Kevin Goodman discuss proper PPE for COVID.



HSI Site Safety Committee member and Local 751-A President Paul Schubert discussed safety procedures during the pandemic with an Everett flightline crew, including educating them on their rights to have a safe work environment.

At the Seattle Distribution Center (SDC) 22-01 Building, which was considered essential operations and remained open with a skeleton crew during the company shutdown, members there quickly implemented the new safety and health procedures – using the required PPE while handling parts (face coverings, gloves and safety glasses).

In addition to the PPE requirements, sites have also posted reminders to help members adhere to the physical distancing guidelines and the high-touch contact points.



HSI Site Safety Committee member Brandon Stanfield wearing proper PPE at Seattle Distribution Center. Masks and gloves are now standard procedure there and throughout Boeing facilities.

Joint Programs Develops Return to Work Safety Guidelines

Established in 1989 and outlined in Article 16 of our Collective Bargaining Agreement (CBA) IAM/Boeing Joint Programs partners with the company to create a safe workplace even during a global pandemic. One of the Everett site IAM/Boeing Joint programs teams led by Union Administrator Jason Redrup and his company partner Alice Ho recently had their team develop training on safely



Everett HSI Committee Member & Union Steward Joe Ruth taking the ISCM training.

coming back to work after the recent COVID-19 shutdown.

Realizing the need to share information with the members returning to the factories after the COVID-19 shutdown, IAM/Boeing Joint Programs put together the training titled "Return to Work Safety Guidelines" (course #83717). This course focuses on the PPE employees should be using, as well as reminders for safe physical distancing practices at work during this pandemic.

This training can be accessed by going to the IAM/Boeing Joint Programs website at <http://iamboeing.web.boeing.com> and clicking on the Safety Classes icon. It is in the Interactive Safety Crew Meeting (ISCM) training library along with other safety training modules which can be taken at any time by members or used during a safety crew meeting. ISCM training is another tool members have to learn about



Joint Programs "Return to Work Safety Guidelines" video is available on Boeing intranet for members to view. (Course #83717). The video covers PPE, physical distancing and other topics unique to the pandemic.

safe work practices and is available for all members to access at any time.

Everett shop steward and HSI Committee member Joe Ruth recently took the "Return to Work Safety Guidelines" training and found it to be informational and helpful for our

members returning to work. After taking the ISCM course Joe stated, "This training is a good way to show our members reminders to be safe at work during this COVID-19 pandemic. It doesn't take that long to watch but helps us remember the newly established safety policies."

Verifying Safety Measures at the Seattle Delivery Center

IAM/Boeing Joint Programs Plant II HSI Site Committee Members toured the Seattle Delivery Center (SDC) with Boeing management for a safety walk to ensure COVID-19 safety measures were in place to protect the hourly members and other Delivery Center employees.

IAM Plant II HSI Committee member Robert Villegas, other HSI Site Committee members from EHS and Program Coordinators, along with company executive leaders Walt Odisho, Kendall Nolan, Tim Groves took part in the safety walk tour that began in the 3-800 building lobby.

A temperature check station in the lobby is one of the safety measures put in place that allows hourly members and other delivery center employees to voluntarily check their own temperatures during this COVID-19 global pandemic.

The group then observed the spacing in break areas and time clock spacing squares which provide hourly members visual reminders to maintain physical distancing while remaining safe at work.

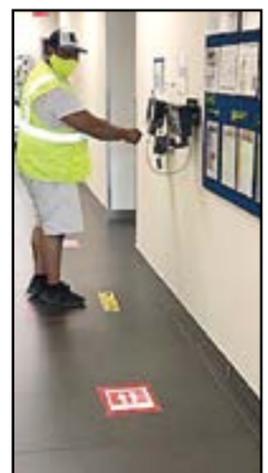


Plant II Site Safety Committee members, reps from EHS and Company leaders recently did a safety walk to verify the Seattle Delivery Center implemented all COVID-19 safety measures.

The tour group also stopped by tool room #624 where hourly members obtain protective masks to perform their jobs safely. The goal of the tour was to ensure our members are safe at work and treated with respect especially during these difficult times.

The Plant II HSI Committee members felt it was important to check out the COVID-19 safety measures that are in place to ensure the safety of our members and other delivery center employees.

Right: Steward and Site Committee member Robert Villegas showing physical distancing at the time clock. Below: Masks can be obtained at toolroom.



IAM-BOEING JOINT PROGRAMS

Career Advisors Here to Help When Facing Layoff

When a member is facing layoff, one of their first calls should be to schedule an appointment with an IAM-Boeing Joint Programs Career Advisor. These knowledgeable advisors provide a wealth of resources and advice to assist with the challenges of layoff during a global pandemic. **Call 1-800-235-3453 to schedule an appointment today!**

IAM Boeing Joint Program Career Advisors provide useful information and resources to help our members, as they face layoff or when pursuing their career and educational goals. Every day these dedicated individuals can help you:

- Career planning
- Resumé assistance/Referral
- Interviewing tips
- Education Assistance
- Job search assistance and information about the re-employment process
- How to use the Career Guides
- Assistance navigating the Employee Request for Transfer (ERT) system

Currently, laid-off IAM 751 members from Boeing are entitled to contractual Education Assistance benefits – even if you go to work for another company. Currently, Education Assistance benefits for laid-off members are approved for \$3,000 per year. If you have less than one



Lindsay Ruf is one of the IAM-Boeing Joint Programs Career Advisors who can help members develop their resumé, education plans or job search. To schedule an appointment call 1-800-235-3453.

year at Boeing, you receive the EA funds for one year. If you have more than one year, you are eligible for three years of EA benefits after layoff.

IAM members can also utilize the free online two-year college through Eastern Gateway, which is also available for family members – even after layoff.

Meet ASAP with an IAM/Boeing Joint Programs Career Advisor to explore your options. Schedule an appointment by calling 1-800-235-3453.

IAM/Boeing Joint Programs

Services

- Career Advising
- Job Search Assistance
- Career Planning

- Resume Assistance / Referral
- Interview Tips
- Education Assistance

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

Please contact a career advisor with any question you have regarding your benefits. Call 1-800-235-3453

www.IAM-Boeing.com

Rapid Response Team Working to Provide Resources After Layoff

District 751 and IAM-Boeing Joint Programs are again working as part of the rapid response team charged with gathering all the resources to best assist members facing layoff. This group plays a vital role within our Workforce Development Community.

“We all want to ensure that our laid-off members have the smoothest possible transition during this time period,” said IAM-Boeing Joint Programs Executive Director Mark Clark, who is helping to coordinate the rapid response team.

The group includes IAM-Boeing Joint Programs Administrators and Career Advisors, Boeing Career Transition Services, Boeing Workforce, Employment Security Department, IAM, SPEEA, Washington State Labor Council, Workforce Development Groups from King, Pierce and Snohomish Counties and other groups that help provide essential safety nets for our laid-off workers.

Joint Programs and our Union is pushing to ensure members are given time during work to take part in both state briefings and layoff briefings

(even if they are virtual) so members can get their questions answered, understand the resources available, and know how to access their benefits. The current pandemic is making it more challenging, and we are still working out how these briefings will take place.

District 751 is currently updating our Member Checklist and Resource Guide for members facing Layoff. Copies will be available later in June via email, through Union Stewards and online at www.iam751.org. This comprehensive brochure will cover layoff briefings, income continuation, advice for printing out work and training history before layoff, filing your recall rights, training options and funding sources, Job Seeker websites, COBRA and health care options.

Every member that receives a WARN notice should make an appointment with our IAM-Boeing Joint Programs Career Advisors by calling 1-800-235-3453 to explore training options, resume writing and interviewing techniques, as well as learn other useful information.



IAM/Boeing Joint Programs



2020 Roadmap for Laid-off IAM-Members at Boeing

Where can you apply for Unemployment Insurance (UI) Benefits?

- Online at: <http://www.esd.wa.gov/> Video and Handbook for Unemployed Workers are available online
- By phone, call the Telecenter at 800-318-6022 (TTY 800-365-8969)

If you need help looking for work, where can you go?

- Career Advisors – call 1-800-235-3453 to schedule an appointment for:
 - Résumés
 - Cover Letters
 - Job Search Assistance
- WorkSource: <https://www.worksourcewa.com/> State of Washington employment services: job search assistance, career information and WorkSource locations in your area.

If you need training to obtain employment, what do you need to do?

1. Talk with an IAM/Boeing Joint Programs Career Advisor to build a plan - 1-800-235-3453
 2. If you plan on receiving unemployment benefits while in training, prior approval is required:
 - Commissioner Approved Training (CAT): <https://www.esd.wa.gov/jobs-and-training/commissioner-approved-training>
- Apply for additional weeks of unemployment benefits for an approved training program:
- Training Benefits (TB): <https://www.esd.wa.gov/jobs-and-training/training-benefits-program>

3. Obtain funding for your training:

- IAM/Boeing Joint Programs QTTP Education Assistance (for IAM represented members only). Meet with an IAM/Boeing Joint Programs Career Advisor to access services. To schedule an appointment, call 1-800-235-3453.
 - WorkSource - Dislocated Worker Programs/Services: <https://esd.wa.gov/jobs-and-training/dislocated-workers>
 - Worker Retraining at the Community and Technical Colleges: <http://www.sbctc.edu/paying-for-college/worker-retraining-student.aspx>
- Worker Retraining staff specialize in providing assistance to laid-off workers and information about programs of study that meet CAT/TB requirements.

Additional Resources

IAM 751 Union: <http://www.iam751.org/>
Toll Free Number: 1-800-763-1301

WorkLife: 866-473-2016 (need BEMS ID# and Password)

Career, College and Community Resources Career Development and Resumes

www.esd.wa.gov – WA State Employment Security Department:

- Unemployment
- Jobs and Training
- Jobs in Demand/Decline: <https://esd.wa.gov/labormarketinfo/learn-about-an-occupation/#search>

www.iam-boeing.com/career-advice.shtml - Joint Programs Career Advisors help with careers, jobs, and resumes.

<http://hr.web.boeing.com/index.aspx?com=67&id=38>

- Boeing's Global Staffing site for lay-off briefings, resumes, interviews, and layoff resources – site available to current employees.

www.wois.org - Washington Occupational Information System. Lists job titles, descriptions, wages, and education requirements for occupations in Washington State. Password = mjf241 (please do not share with others).

www.worksourcewa.com/ - “State of WA’s official site for online employment services. Find a job, get job search help, locate workforce services/training in your area, and access career information” per WorkSource’s web site.

College Tuition/Scholarships

www.esd.wa.gov/jobs-and-training/dislocated-workers - Dislocated Worker Programs/Services

www.fafsa.ed.gov - Federal Financial Aid

www.iam-boeing.com/ea.shtml – IAM/Boeing Joint programs Education Assistance program

www.sbctc.edu/paying-for-college/worker-retraining-student.aspx - Worker Retraining available at Community and Technical Colleges

www.thewashboard.org - WA State scholarship information

Colleges/Training Providers

<http://checkoutacollege.com/> - List of WA State community and technical colleges

http://www.careerbridge.wa.gov/Page.aspx?cid=Eligible_Training_Provider_List - List of Eligible Training Providers. Providers are required to be on this list for Training Benefits to be approved.

<https://freecollege.goiam.org/> - Eastern Gateway Community College allows IAM members and their family members to earn an online associate degree free of charge.

Community Resources

Call 211 or <https://wa211.org/> - ALL community resources within WA. State, examples include:

- Services for Dislocated Workers
- Department of Social and Health Services
- WA State Department of Veterans Affairs
- Services for individuals with disabilities
- WA State financial resources during COVID19

Free Online Learning Resources

<http://www.iam-boeing.com/training-online.shtml> - Joint Programs online training: computers, leadership, etc.

<https://www.worksourcewa.com/Resources/TrainingPrograms.aspx> - WorkSource: literacy, technology, math, etc.



Machinists Institute Awarded Grants to Support Education and Training Opportunities

The Machinists Institute, the education and training nonprofit created by IAM District 751, has recently been awarded several grants that will provide opportunities to support education and training. The Washington State Department of Commerce announced three grants to help increase Washington's skilled workforce and provide job opportunities in construction, aerospace, chemical dependency and medical assistant careers. The state funds are matched two-to-one by the organizations that will develop, promote and implement professional education and training programs to help meet specific needs for skilled workers in target industries and communities.

"Career-connected learning strengthens communities by helping address employer needs for skilled workers and providing people with education and training to qualify them for existing and future job opportunities," said Lisa Brown, state Commerce Director.

The Machinists Institute will create a partnership that will allow high school students and out of school individuals to learn technical skills, safety and hands-on training for the aerospace industry in Pierce and King County.

The AFL-CIO Working for America Institute, a workforce intermediary organization that assists unions,



Machinists Institute Executive Director Shana Peschek secured several grants that will provide education and training opportunities.

employers, workforce intermediary partnerships, the workforce system, and community organizations by advocating for and providing employment and training related services that help to create, expand and retain high quality jobs, is working with the Machinists Institute on a Department of Labor Registered Apprenticeship Expansion grant to grow apprenticeship in the manufacturing industry with a focus on opportunities

for veterans spouses.

In May, it was announced that the Machinists Institute in partnership with Seattle Jobs Initiative, Renton School District and Renton Technical College were funded as a Career Connect Washington program intermediary grantees. Career Connect Washington is a youth and young adult workforce initiative connecting students to learning and experiences to explore, choose, and succeed in career pathways. We are thrilled to join and support the initiative's goal of 60% of students in the class of 2030 completing Career Launch and 100% of students completing career connected learning programs.

This grant represents a collaboration to create a Career Launch pathway connecting youth and young adults into automotive machining careers. "The Automotive Machinists industry offers competitive wages and a dynamic career using cutting-edge technology. We are excited to raise awareness and provide opportunity to these great union jobs and the registered apprenticeship program!" said Shana Peschek, Executive Director of the Machinists Institute.

The Machinists Institute is excited to build these partnerships and these opportunities to increase awareness and access to great union career opportunities.

FREE WANT ADS FOR MEMBERS ONLY

TOOLS

GAS POWERED POWER WASHER 5 HP engine Briggs & Stratton with air tires. \$125 OBO. Welding gear, jackets, hoods & etc. \$175 OBO Q.A. Machinist's tools \$200 OBO 253-845-2997

AUTO PARTS & ACCESSORIES

SERVICE MANUALS GM new, complete set for 1987 Caprice, Monte Carlo & El Camino. Also a Haynes manual for Monte Carlo \$40206-244-5401

TWO 1965 CENTER OILER 427 FORD BLOCKS NEVER ANY DAMAGE. 1964 & 65 Mercury Comet parts. Two Lazy N Case 31 spL. Trac - Loc's 360-563-2422

2nd&3rd DROWSEATS from CHEV VENTURE VAN. Never used. Also fit Pontiac Trans Sport & Olds Silhouette. \$200. Tri-Cities. 509-967-0428

FURNITURE

5-PIECE QUEENETHAN ALLEN bedroom set dark pine, mid 70's \$450.00 OBO 253-845-2997

REC VEHICLES

2004 FLEETWOOD FLAIR 33' class "A" motor home. 46K orig. miles, 2 slide outs, new tires and brakes, much more. Original owner, well kept. Downsizing. \$29,000 206-245-5511

2018 THOR MODEL class "C" RV, 22 feet, low mileage. All extras purchased for vehicle included. 1 slide out. \$50,000 425-503-5337. Leave message.

SPORTING GOODS

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

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

MISCELLANEOUS

BERGMAN LOOM (Poulsbo) 36" weaving with, 4 shafts harnesses, 6 treadle counter balance 12 1/2 W x 42 1/2x 49 1/4. Original reed - no rust, warping mill, thread shuttles, books on weaving + lots of yarn. \$1500.00 425-776-3862 c/o Gunn

COUNTRY WESTERN ALBUMS. \$400.00 OBO 253-845-2997

6' GARDEN CEDAR VEGGIE PLANTER. Perfect for flowers, herb garden or tomatoes. Text 360-431-7061 for a photo of either 4' or 6'. Customer must "pick up" in Long Beach, WA. 360-431-7061

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 June 16th**

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

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

TRAINING FOR STUDENT PILOTS. Ground school for private commercial, ATP. FAA certified AGI flexible schedule. Weekend ok. All day. 310-626-3520 nicasioarturo@yahoo.com

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

SPORTSMEMORABILIA: picture 8"x10" Steve Largent 14 year 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

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

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

HOUSING

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.konaalicove.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

COTTAGE INDUSTRIES

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

COMEBYFORAPHOTOSHOOT in our warm and cozy studio. Newborns, family, weddings, real estate. www.photochad.com 253-231-7950

PROPERTY

10 ACRES, 8 miles south of COLVILLE WA, small remodeled home with shop, all fenced and ready for animals. Paved county road and more. Call for info. \$160,000 425-327-2514

WASHINGTON MEMORIAL PARK, SeaTac. Section 15, Block: 178, Space: 1, 2 & 4. Value: \$13,500 all 3 for \$9,900. 253-846-0454

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

GREENWOOD MEMORIAL PARK, Renton. 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

2003 NISSAN 3502. Rep, auto, 2nd owner. Well maintained w/receipts. 179K \$6000 OBO Clean title, stock, runs great, garaged. 425-772-7301

1970 FORD RANCHERO good tires & body, needs engine work. Largest V8. \$800 253-509-9339

Leave your troubles behind this summer as you ride your 2005 SCREAMING EAGLE FAT BOY? One owner, only 18,000 miles. Never rode in bad weather - always garaged. Show room condition, can text pictures. \$15,000. 360-652-3650

2012 VOLKSWAGON E05 convertible hard top. 50,000 miles, one owner, like new condition. Sale price \$11,000. Fully loaded. 253-691-0420

2012 NISSAN ALTIMA 2.5 liter super black, 106,932 miles. Great running car. Tinted windows, 4 door, interior black. One owner. Multi-point vehicle inspection included. \$9,000 206-290-4684

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

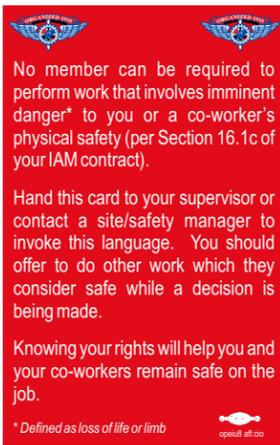
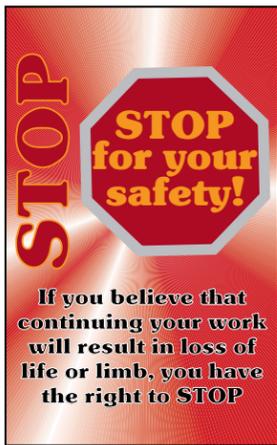
Ad (25 word limit. Please print).

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 June 16th!



Every member should keep an imminent danger card behind their Boeing badge. Members can use it to stop work they believe will result in imminent danger to themselves or their co-workers.

Stewards Enforce Safety Standards Using 16.1 Imminent Danger Stop Work Clause

Continued from Page 1

Realizing the urgency of action needed to resolve a list of COVID 19 safety concerns, our Stewards invoked the Article 16.1 Imminent Danger Stop Work clause. They noted the lack of hand sanitizer stations, cleaning supplies and access to company provided masks posed an imminent danger to our members.

Our Stewards elevated their list of safety concerns to the Everett Interiors Responsibility Center (IRC) leadership who understood the seriousness of the safety concerns. They made a phone call and immediately fixed the mask situation at the tool crib. In addition, IRC leadership ensured new hand sanitizer stations were set up within hours.

After a short time, our Stewards toured the factory disinfectant stations where they were assured that anyone, not just managers, could get a cleaning kit as needed. Company leadership teams had reiterated the proper safety guideline information to their management teams on the floor as well so there wouldn't be a repeat of this potentially dangerous situation.

Our Stewards stand up for our members each and every day and use Article 16 Imminent Danger/Stop Work as needed to resolve safety issues and ensure our members are safe in the workplace – even during a global pandemic.

Mental Health/Suicide Awareness Webinar Available Online

The unprecedented uncertainty of COVID-19 created major stress, anxiety, fear and worries among workers, our members and their families. In response, District 751 – through the Machinists Institute – held a 90-minute webinar on May 5th featuring Cal Beyer and Machinists Institute Executive Director Shana Peschek. **The webinar was taped and is available on the District website at www.iam751.org/mentalhealth**

Many Stewards took part to help our members during this time. The webinar discussed topics like:

- Breaking the stigma of mental health to help prevent suicide.
- Why mental health and suicide prevention are a workplace issue.
- How to make Mental Health and Wellbeing Safety and Health Topics.
- Refers members and their



Shana Peschek, Spencer Thal and Cal Beyer on a mental health webinar.

families to resources before, during and after a crisis

- Using wallet cards to start safety conversations about suicide prevention. Our union has printed two cards to help with this. One promoting suicide/mental health prevention resources and another gives tips to help recognize the signs of someone having anxiety or depression.

We should all watch for the signs especially during these current times of a global pandemic adding stress to all our lives.

The Machinists Institute will be offering a full 8-hour Mental Health/Suicide Awareness training once COVID does not restrict in person gatherings so participants can have more open discussion and have a question and answer session.

Understanding Contractual Rights During Layoffs

Continued from Page 3

recall list and will only be considered for locations they indicate on their Category A filing (look for more information in our updated Facing Layoff brochure that will be available later in June).

Once layoffs occur, our Union will be diligent to ensure that the Company followed contractual requirements regarding seniority rights.

“Enforcing our seniority provisions is very important to our union,” said District 751 President Jon Holden. “Once layoffs or surplussing occurs, we double check to ensure that Boeing followed the contract and layoffs happened in the proper seniority order.”

Members should also be aware of Article 23 - Layoff Benefits (page 117). Members with at least one year of company service (including employees laid-off because of declining a downgrade offer) will receive one week of pay (base rate plus COLA in effect on the date of layoff, but excluding shift differentials or other premiums) for each full year of Company service up to a maximum of 26 weeks. Members will have two choices of how to receive this benefit: income continuation or lump sum. **The Union advises DO NOT select lump sum because this will eliminate your seniority and recall rights.** If

you are rehired and elected the lump sum, you would start with zero seniority.

Layoff benefits also include up to six months of medical coverage for employees and dependents (or until you are eligible for other group coverage including Medicare). Members must pay their share of the monthly premium, the same as when they were active, to maintain the six months' medical coverage following layoff.

IAM 751 members laid-off from Boeing are entitled to contractual Education Assistance benefits – even if you go to work for another company. Currently, Education Assistance benefits for laid-off members are approved for \$3,000 per year. If you have less than one year at Boeing, you receive the EA funds for one year. If you have more than one year, you are eligible for three years of EA benefits after layoff.

District 751 President Jon Holden held a Steward webinar on May 19 to ensure our Stewards are aware of this important contract language, as well as other contractual provisions, so they are prepared to best represent our members throughout a layoff period.

751 RETIREMENT NEWS

751 Machinists Retirement Club Report

751 Retirement Club meetings for June are cancelled.

by Jackie Boschok and Carl Schwartz

Our Retirement Club meetings are still on hold for all of June, due to the social distancing rules and health precautions for seniors. Hopefully, Governor Inslee will be able to move us into Phase 4 of the transitional approach to his Safe Start Washington Recovery Plan soon, and we can then resume our meetings and activities in July.

We continue to follow the political events here locally and nationally. Several of our retirees have filed for Precinct Committee Officer, the building blocks of a political party, and to be delegates to the party state conventions. They will participate in making the political

decisions that impact us as citizens and as retirees.

Club members should be alarmed that the Trump administration is advocating the elimination of payroll taxes to stimulate spending. These taxes are only paid by those workers still employed so it will not help the 30 million workers on lay off. Plus, because the pullback in consumer spending is related to health concerns, not financial worries, it might not result in increased spending.

Such a move would however hurt the programs that rely on those taxes for funding, such as Social Security and Medicare. There will be less money to pay retirees or disabled workers in the

future. But, President Trump recently issued a threat, saying he would veto any coronavirus stimulus relief unless Congress cuts the payroll tax. Speaking in front of the Lincoln Memorial, he said, “We’re not doing anything without a payroll tax cut,” his strongest statement yet that he will not protect our earned benefits.

Retirees must join with workers to use their political influence to ensure these important programs are not harmed. We must educate ourselves on the positions of candidates in the upcoming election period and work to support those that pledge to help us expand Social Security, Medicare and work to lower prescription

drug prices.

The Washington State Alliance of Retired Americans has announced they will hold their rescheduled 2020 Annual Convention on August 6th as a virtual meeting. As an affiliate, we encourage our members to participate in this informative event. Senior issues will be discussed, and information provided on why and how those concerns need to be communicated to both our elected representatives and candidates for office. Details on how to join this meeting will be shared in the July edition of the *Aero Mechanic*.

RETIREES

Congratulations to the following who retired from our Union:

Sharon Alford	Dick Clyde	Lupe Garza	Chong Lee	Philip Michaux	Thomas Pitman	David Steik
David Barnett	Luis Cuevas	Jeanette Grant	Anthony Lenting	Glenn Miller	Arthur Ricker	Sandra Stenvik
Karen Barney	James Damato	Mark Granlund	Arlen Lind	James Miller	Michael Rivera	Voeun Sun
Scott Bauer	Colleen De Souza	Delain Grohn	Nu Long	Edward Miller, Jr	Thomas Roegner	Lonny Teifke
Scott Beauchamp	Mark Dedominces	Alfred Guitierrez	Joseph Macri	Ronald Milligan	Bonnie Rose	Cindyjean Thomas
Richard Blackett	Oscar Dumo	Michael Hanson	Edward Marlatt	Shawn Moore	Gene Rowan	Jeffrey Vaughn
Jerry Block	Rick Dzuro	Garry Heimrich	Michael McCoy	Antonio Nguyen	Robert Rubattino	Lan Vo
Michael Bolinger	Thomas Epps	John Jenkins	Stephen McDougall	Kien Nguyen	Daniel Rutherford	Peter Waszeciak
Hugh Boyd	Joelene Ellerbusch	Sharon Jones	Mark McLaurin	Jeffrey Nordin	Lisa Scott	Todd Watkins
Edward Brown	Dale Findley	Hugh Kent	Keith McNeil	Kevin Orwiler	Donnie Smith	David White
Wallace Brown	Randall Florer	Patricia Kilburn	Kevin McWatters	Lam Pham	Curtis Snyder	Harold Williams
Robert Bullard	Mark Francis	Jeffrey Knight	Calvin Meske	James Phelan	Leon Sodorff	
Sovann Chuoy	Reynaldo Garcia	Dean Lammers	Kevin Michaels	Jeffery Piger	Russell Souther	

Macauley Honored with IAM Roman Mayfield Scholarship

Ambitious, driven and compassionate are just a few of the words used to describe Sierra Macauley. This impressive young woman has a bright future ahead, has set her sights on a career helping others, and will achieve anything she puts her mind to.

Her academic success and commitment to help others earned Sierra one of 16 IAM Scholarships after competing against IAM members and children of union members across the U.S. and Canada. Even more impressive, she received the IAM Roman Mayfield Scholarship, named after 751-C's 55-year member. The Roman Mayfield scholarship is awarded to one recipient each year who best represents the spirit of volunteerism and service to the community, which was a hallmark of Brother Mayfield.

Her father, John, first joined IAM in 1972. He has been a proud 751-C member since 1985 and retired in 2012. The \$4,000 from the IAM Scholarship will help Sierra achieve her goal of becoming a speech pathologist so she can help others find their voice.

Helping others is a way of life for Sierra. For the last 4 years, she has been an active member of Beta Club –which prepares students to be tomorrow's leaders by promoting ideals of academic achievement, character, and leadership. She is a mentor in her role as an Ambassador at her high school and has volunteered more than 100 hours on many community service projects that included:

- 2 years as a Peer 2 Peer mentor for ninth graders entering high school to help them make good life decisions and provide crucial advice for getting through high school.
- 3 years Cleburne County Middle School Reality Check – a simulation that helps middle school students try to make it through "life" with many bills and expenses on a fixed income.
- 3 years Cleburne County Elementary School Fall Festival –helping younger kids at the event, assisting in the production of games and with cleanup after the event.
- 2 years Cleburne County Nursing Home – volunteering to spread cheer and help residents pick holiday gifts for their loved ones, as well as one-on-one interaction to ensure their holidays were special and they were not alone
- Cleburne County Elementary School – several years – reading educational stories to 1st and 2nd grade students.



Sierra Macauley

And many other projects including breakfast with Santa, campus cleanup, and Pinhoti Trail clean up.

While volunteering at a nursing home, she discovered she wanted to pursue a career in speech pathology. "Some of the nursing home patients didn't have the ability to communicate verbally. By spending extra time one-on-one, they were able to express their thoughts through nonverbal communication. While volunteering, I served as a voice for them and realized how important it is for everyone to be able to communicate," said Sierra. "I decided to focus on becoming a speech pathologist because everyone's opinion matters. I wish to not only better one's health and communication abilities, but I aspire to fully equip people with the necessary tools to have a voice."

She applies the same focus and rigor to her academics. She maintained a 3.79 GPA and will graduate fifth in her class as an honor graduate. Throughout high school she took all available Honors and AP courses to have the most challenging curriculum.

She was on the Writing Team for four years and took part in the Writer's Bowl competition at Jacksonville State University. She has been a member of the yearbook staff for three years and was senior editor this year.

Her junior year she took a college speech class, and was terrified. After her first speech where she excelled, her teacher signed her up for a speech competition at Southern Union Community College, where she finished second place both her junior and senior year.

"I surprised myself and found I had skills to communicate effectively. From that point on, I was more vocal and willing to speak up," said Sierra. "I became more involved in school, ran for and received leadership positions, and gave other students a voice to communicate their needs to the administration and the rest of the school."

Sierra also has a passion for the arts. She has been a member of the drama club for the past three years, serving as vice president, and mentoring underclassmen. She has helped with play selection and t-shirt design, as well as acting in the annual play each spring (unfortunately, this year's was cancelled because of the pandemic).

Sierra's hard work caught the attention of not just the IAM scholarship judges, but teachers and students—earning her various awards and leadership positions including Senior Class Vice President, Junior Class Student of the Year, Encore Worthy Drama Club Award, Outstanding Drama Club Member, and "A" Honor Roll Chemistry.



751-C member John Macauley is proud his daughter Sierra was the recipient of the IAM Roman Mayfield Scholarship, which she will use to pursue her goal of becoming a speech pathologist to give others a voice.

She also finds time to work the box office at the Oxford Performing Arts Center to earn money to pay for her college.

"Sierra Macauley is a very hard worker inside and outside of the classroom and a born leader. She is always looking for ways to help others. Her dedication and motivation set her apart from everyone else, and she is an inspiration to anyone she is around," said Christy Ader, one of her teachers.

With the current pandemic, Sierra plans to attend Southern Union Community College this fall and then later transfer to a university to save money. She has already completed 16 hours of college courses while attending high school. She plans to transfer to Auburn University in Montgomery and major in speech language pathology. She hopes to work in their speech therapy clinic and work one-on-one with patients – one of the only universities in the state with such a clinic.

Sierra's enthusiasm for learning and boundless energy will ensure she succeeds during her college years and beyond. She is someone who will impact many other lives in the future and continue helping others throughout her life. Our union is proud to honor her with this well-deserved scholarship.

New 3-Year Contract Delivers Gains for Members at Triumph During Tough Times

Continued from Page 1

possible one year extension – no improvements, no takeaways, simply extending the current agreement for one year. At that time, formal bargaining was scheduled to begin in April with the contract expiring midnight May 11. District 751 President Jon Holden and Business Rep Steve Warren talked with Stewards and scheduled membership meetings on March 12 to discuss the situation and agree on a path forward to communicate to Triumph.

"We discussed transparently what was at stake with the members, outlined possible scenarios including the current bargaining timeline scheduled to begin in a month and came to a consensus to move forward with traditional bargaining. When you open a contract at other than expiration or extend an agreement, you forego the ability to discuss issues members identified as priorities and cannot make proposals based on those priorities," said Holden. "Had we given up our right to bring forward our issues, we would have gotten nothing. The moral here is that maintaining the right to bargain doesn't guarantee what you will get, but it gives you the right to determine your priorities and make proposals based on the membership's priorities. Having the ability to

Members at Triumph Composites voted to approve a new three-year agreement on May 11.



Members counted the ballots at the Spokane hall on May 11 and ratified a new 3-year contract at Triumph.

bargain gives you a chance to make those improvements; and that is what happened here."

Just days after meeting with the members in March, the world changed because of COVID, Boeing shut down for a month and Triumph scheduled layoffs for April 24 and April 30 (with no severance in the contract or offered to those suddenly facing layoff).

"These are tough times, and there was a lot to consider. Negotiating via videoconferencing instead of face-to-face was different," said Steward Jerry Purser who also served on the bargaining committee. "Members are pleased with the results and glad we entered bargaining rather than taking a one-year extension. A lot of things played into the situation, but our members remained united."

"We made the right decision, entered bargaining and secured important things for our members in the toughest times we have seen since 9-11. Our members at Triumph are better off with the new contract and we secured severance provisions for those impacted by layoff," Holden added.

Thanks to Jon Holden, Steve Warren, Chris Powers, Spencer Thal, Jerry Purser, Aaron Smith and John Warren who served on the IAM bargaining committee for Triumph.

Free Online College a Great Family Option

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.

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