

# Ensuring Protocols Are Followed to Keep Us Safe!

As we continue to navigate through this pandemic with a focus on keeping our members safe in the workplace, it is upon each of us to remain vigilant in adhering to safety procedures to prevent the spread of COVID and to ensure our employers are adhering to standards for the workplace.

Washington State provided specific guidelines, which Boeing agreed to, for operating during the pandemic; however, some managers think they can use their own discretion in handling a situation. For example, a manager determining when and who to send home to quarantine after exposure to COVID in the workplace. This should be standard practice in every shop determined by Boeing Health Services rather than leaving it up to a manager to pick and choose who they will send home to quarantine.

After hearing reports of managers mishandling various situations, District President Jon Holden walked the factory floor in Everett to talk with Stewards



*Discussing lapses in COVID protocol in the Everett factory L to R: Dist. 751 President Jon Holden, Stewards John Vance, Bryan Waters, Mike Benoy, R Chea and Business Rep Rod Sigvartson.*

and learn details of protocol breaches so we can correct this and better keep our members safe.

"I want these factories to stay open because these jobs are important to our members. Boeing was approved to operate under specific circumstances, and we all need to be sure they are held to

that, which is why I am asking Stewards to document and report any lapses in protocol or procedures," said District 751 President Jon Holden while talking to Stewards in Everett. "Because of the environment our members work in, it is important to remain diligent in following state and federal guidelines to keep

transmission of COVID from shifting into our workplaces."

Business Reps and Stewards have been pro-active in pointing out lapses in Boeing safety procedures. It was noted there has been an increase in these incidents as more managers have relaxed their efforts in following DOSH guidelines as the pandemic drags on. But with cold and flu season approaching, they should be more, not less, vigilant.

Therefore, it falls to our Union through Stewards and Business Reps to ensure the Company is consistent in following proper protocol. We must ensure management has the same response when:

- performing contact tracing after a positive test for COVID and when determining those potentially exposed who should be sent home and for how long;
- determining how and when deep

*Continued on Page 12*

## Renton Stewards Stop Unjust Discipline

Our Union continually fights to protect members' rights, which at times continues even after a member is laid-off.

Recently, Union Stewards Jon Voss and Vinh Lien teamed up to overturn an unjust suspension for a member in the Renton wingline. Thanks to their collective action, the member not only had the suspension overturned after she was laid-off, but received pay for the unjust one-day suspension, as well as pay for additional hours that had been wrongly coded in ETS.

"Jon and Vinh did a great job. They guided the member through documenting her absences, continued to elevate the issue even after the member was laid-off and made sure it was corrected," said Business Rep Rich McCabe. "Jon and Vinh are two strong advocates for our members. Management knows we have active Stewards who won't hesitate to challenge any contract or policy violations."

The member approached the Stewards after management noted she had a number of unaccountable days that would likely result in corrective action.

The Stewards worked with the member to research the days in question and guided her through properly documenting the absences. Previously, she had requested approved LOA for COVID-related concerns on the days

in question and thought her LOA was approved.

Vinh helped the member overcome a language barrier that contributed to the situation – as well as dealing with new attendance policies evolving during a global pandemic. Together, they contacted Worklife, explained the sequence of events and requested the dates in question be re-evaluated.

The review took about a week; however, during that time the member received her second attendance CAM, a one-day suspension and got laid-off.

After layoff, the member provided Jon with approved LOA paperwork and other necessary documents to overturn the CAM. With assistance from Business Rep Rich McCabe, the various Leave Without Pay (LWOP) hours were corrected in ETS, the CAM was removed and her pay corrected for the unjust one-day suspension.

"It is important for members to bring issues to our Stewards as they arise," McCabe emphasized. "Together, Jon and Vinh made a difference for this member. Stewards should work together to be successful and share how they have gotten various issues corrected."

Steward Jon Voss was also successful in getting another member's CAM removed.

The CAM was issued for 'not wearing a head covering' and 'not filling out the in-tank FOD form correctly.' He pointed out why each issue should be dismissed.

First, on not wearing a head covering, Jon noted that head coverings are not required but only suggested in the BAC spec; also the member was bald so a head covering was not necessary in the situation. Next he pointed out when the CAM was issued, the member hadn't attended the newly required FOD class and therefore, shouldn't be held

*Continued on Page 9*



*Business Rep Paul Veltkamp (l) thanks Steward Joe Ruth for ensuring a senior member on layoff received 28 days' pay to resolve a Cat A violation.*

## Laid-off Member Paid to Resolve Cat A Violation

Thanks to pro-active efforts by Union Steward Joe Ruth, 751-member Leif Liden received 28 days of pay after his Category A recall rights were violated.

Stewards and Business Reps have kept a close eye on the seniority roster to ensure Boeing is following our contract in regard to surplus and layoff activity.

Joe noted that a junior employee, who returned from leave of absence after her original reclassification date, was then issued a new WARN with a later layoff date. This resulted in a junior employee being on the active payroll after senior members had been laid-off – thus violating a senior member's Category A rights. Several members brought it to Joe's attention to investigate.

While management waited for Worklife to tell them what to do, Joe proceeded to file a step one grievance. Labor Relations verified the facts and did the right thing – the junior member was appropriately reclassified and the senior member with Category A rights to the job was paid 28 extra days of pay!

"It was a great surprise to suddenly receive pay for 28 days after I was laid-off," said Leif – showing that our Union ensures the contract is followed even after members are laid-off.

"Our Stewards do a great job of tracking the surplussing activity and answering questions from members to ensure the contractual process is followed," said Business Rep Paul Veltkamp. "Joe did a good job protecting our member's Category A rights and enforcing the contract."



*Stewards Vinh Lien and Jon Voss talk with Business Rep Rich McCabe over actions they took to overturn unjust discipline against our members – even after one member was subsequently laid-off.*

### Helping Hand

Health & Benefits rep ensures member taking VLO receives layoff benefit

2



### Earning Her Degree

Member earns degree with IAM free online college – a unique benefit that also extends to family members

5



### Inside Index

President's Message.....	2
Joint Programs.....	6
Union Election Results.....	8
Retirement.....	9
Want Ads.....	10
Service to the Community.....	11
Eastern Washington.....	12

## REPORT FROM THE PRESIDENT

# Our Union is Fighting for the Future on Multiple Fronts

By JON HOLDEN  
IAM 751 District President



COVID is certainly placing extreme pressure on the commercial aerospace industry. We are seeing large layoffs at Boeing, within the aerospace supply chain and at nearly every employer we represent.

In listening to Boeing's third quarter earnings call, I was struck by actions the aerospace giant should take to ensure a viable future for decades to come and to ensure they do not repeat the history of McDonnell Douglas, who painfully departed from commercial airplane manufacturing after Airbus eroded their market share. Yes, the pandemic has escalated Boeing's financial problems; however, both the 737MAX grounding and Boeing's failure to launch and invest in new airplane products are decisions executives and the Boeing board must own.

As I have stated before, McDonnell Douglas' departure from commercial airplanes began when they focused more on stock price/ shareholder value, than investing in new products.

In the last decade, Boeing has been laser focused on stock price/shareholder value – spending more than \$43 billion buying back their own stock. This

boosts earnings per share by reducing available shares while at the same time increasing executive compensation packages – rewarding those who make this decision.

Now is a defining moment for Boeing. We hope they will learn from past lessons and make the right decisions that will enhance their presence as a commercial airplane manufacturer long into the future. As I stated last month, Boeing has no time to waste in launching a new aircraft for the 220-270 seat market. Over the last 5 years, Airbus has steadily taken this market share from Boeing, and every year Boeing waits makes it that much tougher for Boeing to win back orders when a new plane is launched.

On Oct. 27, I took part in a State Senate Special Committee on Economic Recovery that talked about this and other topics of importance to aerospace and commercial airplane manufacturing. You can view it on TVW and hear this discussion (<https://www.tvw.org/watch/?eventID=2020101082>)

At the hearing, Aerospace analyst Richard Aboulafia presented a chart that highlighted how Boeing is lacking a viable product in this specific market. While Airbus has more than 3,000 jetliner sales in this market, Boeing's backlog is a little over 500. This didn't happen

overnight and is a 6 to 1 advantage that continues to grow.

Boeing's announcement to end (rather than their term consolidate) 787 production in Everett and 747 production scheduled to end in 2022, ensures there is plenty of room at the Everett facility to produce the new jet with relatively minor infrastructure investments. No other location can offer them what we can, which is the best chance of success with the least amount of risk and the best chance to earn back market share – all critical to the future of Boeing. It isn't just the IAM and SPEEA talking this, but aerospace analysts, financial analysts, elected officials and suppliers.

Journalists and analysts are reporting on the need to launch a new plane and we will continue to reach out to others to be proactive in securing a strong future for Boeing and our members.

Our Union continues to file information requests on 787 production as a result of Boeing's decision to have only one line in South Carolina. We filed a grievance on the 787 – not on the consolidation – but on a jurisdictional claim that the South Carolina factory is actually a remote location of Everett. We believe Boeing's own information confirms this. There is a community of interest between Puget Sound and South Carolina in regard to the 787 where the

workforce, managers and airplanes go back and forth between the two locations. Airplanes manufactured here are flown to South Carolina and vice versa. We believe there is a strong argument for a remote location, and we won a similar decision after Boeing set up a paint hangar in Portland and used Boeing employees to perform specific work. However, this is a long shot, but ultimately one person – an arbitrator – will sort through the facts and decide if workers there will be covered by our contract.

If we win this grievance, some might ask what that would accomplish. If South Carolina workers are provided the same

*Continued on Page 12*

### Town hall meetings via Zoom on Tuesday, December 15th at 7 a.m., 11 a.m. and 4 p.m.

Our Union leaders will hold three town hall meetings via zoom on Tuesday, Dec. 15th at 7 a.m., 11 a.m. and 4 p.m. All members are invited. Mark your calendars and take part. Topics will include:

- What happens when or if Boeing approaches us for contract talks?

- Explanation of 787 jurisdictional grievance
- Importance of launching a new plane
- Resources for those facing layoff

These are a great opportunity for candid two-way communication with union leaders.

Below are links to pre-register:

- Dec. 15th - 7 a.m.**  
<https://tinyurl.com/y54xedy3>
- Dec. 15th - 11 a.m.**  
<https://tinyurl.com/y4uacs3h>
- Dec. 15th - 4 p.m.**  
<https://tinyurl.com/yxjsk34u>

## Union Ensures Layoff Benefits Paid After VLO

751's Health and Benefits (H&B) Office is a great resource to assist members with retirement paperwork, disability issues, medical bills, leaves of absence or other benefit questions.

Recently, our Union ensured that 751-member Jay Carlson received his 26 weeks' layoff benefit after taking the voluntary layoff (VLO).

Jay was one of the 1100+ members who took the VLO on June 5. He assumed his layoff benefit would be paid automatically. When he still hadn't received it a month after his last day, he began trying to work through the issue himself and called Worklife on 11 separate occasions, spending countless hours on hold. After three months trying to work it himself, Jay contacted our Union's Health and Benefit Rep Les Mullen, who elevated the issue and ensured Jay received his check in a few days.

"If I hadn't gotten help from our Union, I would probably still be waiting for my 26 weeks of pay," said Jay. "Trying to navigate Worklife on your own is frustrating, especially when you spend many hours on hold. The solution is to call our Union Health and Benefits Office at 206-764-0350. They are a great resource and very helpful."

Jay also utilized our Union H&B Reps when he filled out his retirement/pension paperwork and is singing their praises.

"The entire retirement process with Boeing was a nightmare – the Boeing reps are working remotely and their phones weren't working properly. I called the retirement center seven different times, spent more than two hours on hold and



Health & Benefits Rep Les Mullen (l) helped ensure Jay Carlson received his 26 weeks' layoff benefits after taking the VLO in June. Jay tried for several months on his own to resolve the issue and appreciated the Union getting it done.

never got through to a live person to ask questions on the 36 pages of paperwork I needed to fill out," said Jay.

"Our Union Health & Benefits Reps walked me through page by page, explaining how different options would affect monthly pension payments. I recommend every member facing retirement should speak with our Union's Health & Benefits Reps so you can fully understand the choices you make before sending in your retirement paperwork."

Jay has long recognized the value of union representation and that 751 helps not just active members, but retired and laid-off members, as well.

Jay hired into Boeing in 1974 and was laid-off three times during his career – the first time in 1975. As a Steward for more than 20 years, he appreciates how our Union has fought to improve recall rights, return rights and seniority provisions over various contracts. In 1975, he only had recall rights for one year and had to

file his recall (Category A) rights every 180 days to remain eligible for recall.

"Members should appreciate having between three and eight years recall rights, as well as the required 60-day layoff notice from the WARN Act. After layoff, our members also have educational and other benefits that provide our members with a better safety net than others getting laid-off. These added recall rights, educational benefits and other resources after layoff are a direct result of action our Union has taken," Jay said.

Union efforts also played a role in passing the Worker Adjustment and Retraining Notification (WARN) Act in 1988, which ensures our members at larger employers like Boeing get a 60-day notice of potential layoffs. Prior to passing the WARN Act, workers could be handed a layoff notice on the day of their layoff.

Check out our Nothing is a Gift article (see page 3) that gives the history of recall rights at Boeing.

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

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### 751 AERO MECHANIC

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# Member Gains Job Rights with Corrected Work History

Union Steward Daniel Ponce is a strong advocate for our members. Recently, through his diligence, he was able to help a member correct his work history.

For 751-member Shay Grigsby, the proper work history ensured he had rights to an additional job. During times of surplus, having rights to additional jobs is very important and could be key in either keeping a member on the payroll or getting recalled faster because the member has more options.

After Shay received a WARN notice from his Grade 6 job, he asked Daniel about the contractual process and rights to other jobs. Daniel began investigating and learned that Shay had been performing Grade 4 work exclusively for months. Daniel gathered documentation, filed a grievance and contacted Business Rep Rich McCabe who, together with Grievance Coordinator Dan Swank, got Shay's work history corrected – giving him bump back rights to the Grade 4 job. Shay appreciated having Daniel as a Steward to advocate on his behalf. In the meantime, Boeing pulled back his original WARN to the Grade 6 job.

"Daniel did a great job for the member. He is visible and vocal as a shop floor union leader, which helps ensure management does not violate



*Business Rep Rich McCabe (l) talks with Shay Grigsby and Steward Daniel Ponce. Daniel's actions ensured Shay's work history was corrected so he has rights to another job, which is important during surplussing times.*

the contract. He is energized and works to educate newer members on the importance of solidarity to enforce the contract and make gains in the future," said Business Rep Rich McCabe.

As a Steward and Local A Officer, Daniel is passionate about members' rights. He worked for URS Corporation in 2012 and helped organize workers there to join the IAM.

"I knew with union representation at URS we would see increased wages, a contract that protected our rights and seniority based layoff/recall benefits. Joining the IAM made that happen," said Daniel, who then hired into Boeing in 2015.

"From day one at Boeing, I noticed how strong the contract language was and knew I had more rights and protections because of the solidarity of union brothers and sisters who fought hard for these rights and benefits over decades in previous contract negotiations," said Daniel.

When he was laid-off from Boeing in 2017, he appreciated having three years recall rights and other benefits. When he was recalled to Boeing in 2019, Daniel decided to get more involved in the Union. He was elected Steward and became a vocal advocate for members' rights and began actively holding managers accountable for potential contract violations. Recently,

Daniel stepped up to also serve as a Local A Officer.

"Since becoming a Steward, I have made it my goal to educate our members on the importance of our Union contract and the rights we have as union members," said Daniel. "I hope more members will do the same. Knowledge is power and it makes us stronger as a Union."

## 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.

# Nothing is a Gift: History of Category A Recall Rights

This article is designed to help members understand how each contract provides a building block for a stronger future and show how contract language evolves over time. Every word and clause was fought for with solidarity and tenacity from those who came before us; nothing was a gift from the company and if they had their way, you would receive less.

Decades ago, our Union recognized the cyclical nature of the aerospace industry and the fact that most members could experience a layoff during their career so ensuring strong recall rights was important.

## History of Notice for Layoff

Members currently receive a 60-day layoff notice, as a result of the Worker Adjustment and Retraining Notification (WARN) Act, which was passed into law in 1988 after Unions lobbied to give employees notice to plan if they were facing layoff.

**1938 contract** provided a layoff notice must be issued at least two hours before quitting time.

**1940 contract** –Language revised to give at least 8 hours notice of layoff.

**1944 Contract** – Removed any previous reference to how much notice is given for layoff.

## History of Category A Recall Rights

**1938-1955 contracts** did not specify how long recall rights extended

### 1956 Contract

First time Category A recall rights are spelled out in the contract.

- Category A recall rights for 12 months.

- Employees must register for recall once every 90 days.

- Cat A rights earned if employee worked in a job for 30 consecutive days within the preceding 12 months.

- Surplussing and recall took place in a job title within the organization first and then within group classification (9 classification rankings), which were determined by a supervisor in what was known as Performance Analysis System.

### 1960 Contract

Performance Analysis revised so employees received points based partly

on their seniority giving a supervisor less control over what Group Classification each person is given, but still not a true seniority system.

### 1965 Contract

Changed surplussing language with total revamp of Performance Analysis and established 3 employee group rankings based on seniority bands, then ability ratings one through four.

Company added Retentions to the contract.

### 1968 Contract

- Cat A recall rights for 12 months if employee has two or more years seniority and worked in job 30 or more calendar days within previous 12 month period.

- Cat A rights must be filed every 90 calendar days

- Greater restrictions placed on the use of retentions

### 1971 Contract

- Employees have the right to refuse recall while on layoff if such recall is for less than 30 days duration without losing their seniority or Cat A recall rights.

- Cat A rights extended to 24 months.

### 1974 Contract

- Cat A recall rights to jobs held 30 or more calendar days within previous 3 years

- Cat A recall filing extended to 180 days (previously had to file every 90 days)

- Cat A rights increased to 3 years for employees with more than 1 year seniority at layoff or downgrade.

- Employees with less than 1 year; get 1 year of Cat A recall rights

- Members now have the right in the event of a surplus to return to a job outside your job family that you held for 90 days or more within the past two years (provided your seniority will allow it).

### 1977 Contract

Number of days to accept a recall increased from 6 to 7 days.

Only required to register if you wish to keep up your Category A recall rights to the job from which you are surplussed.

No longer lose seniority while on layoff if you failed to register for recall



every 180 days.

The return rights of a reclassified member to return to a job from which he has been reclassified increased from one to two years.

The time required in

the former job to acquire return rights was reduced from 90 days to 60 days.

All Manpower Control 2 employees (those with 2 or more years of seniority) are recalled from layoff strictly by seniority.

### 1980 Contract

Member has up to 30 calendar days from surplus to file Category A rights. (Previous agreement had to file Category A rights within 7 days of surplus).

### 1983 Contract

Eliminated Manpower Control Ranking levels (previously surplus went on seniority within ranking level for the job title, which was issued by a member's supervisor).

### 1986 Contract

Cat A rights to jobs held 30 or more calendar days within prior five, three or one year periods depending on your seniority

Cat A Recall rights extended as follows:

- Employees with 5 or more years seniority, 5 years recall

- Employees with one or more but less than 5 years seniority, 3 years recall

- Employees with less than one year seniority, one year recall

Only required to file once to establish Cat A recall rights (previously filed every 180 days).

Cat A employees may select preferred work location and shift for recall.

### 1992 Contract:

Category A Recall rights increased as follows:

- Employees with 3 or more years seniority now extended recall rights to 5 years. (previously employees with 3-5 years seniority had 3 year recall rights).

- Employees with one or more but less than 3 years seniority – 3 years recall

- Employees with less than one year – 1 year recall

Seniority will continue to accrue and will not be lost during the extended

5-year Category A recall rights.

Downgrade rights – members establish downgrade rights after permanent assignment to a job title previously held for 30 days or longer (reduced from 60 days previously). Downgrade rights for employees with 5 or more years seniority, increased from a 5-year period to a 7-year period.

### 1995 Contract

Downgrade rights for a maximum of 7 years to jobs previously held for 90 days (prior contract downgrade rights to jobs held for 30 days and two different seniority bands).

### 1999 Contract

- Cat A rights for Employees with 5 or more years seniority increased to 6 years

- Employees have the right to reject job recall offer if job is for less than 90 days (previously 30 days)

- Downgrade rights increased from 7 to 8 years for jobs held for 90 days.

- Surplussing at a location in reverse seniority order for all employees at a primary or remote location (previously employees with less than a year seniority could be surplussed within principal organization where surplus is declared).

### 2002 Contract

Boeing increased the time assigned to a job to earn Category A rights from 30 days to 90 days.

### 2005 Contract

Cat A Recall Rights increased as follows:

- Employees with 5 or more years seniority who were downgraded or laid-off between 9-11-01 and 9-11-04, an 8-year recall

- Employees with 5 or more years seniority, 7-years recall (previously 6 years)

- Eliminated automatic 30-day Category A filing

### 2008 Contract to present

Category A Recall Rights increased as follows:

- for employees with 5 or more years seniority, 8-year recall

- for employees with 3 or more but less than 5 years seniority, a 5-year recall

- for employees with less than 3 years seniority, 3 year recall

# CHOOSING YOUR HEALTH PLANS AT BOEING

## Boeing Open Enrollment for Health Plans through Nov. 24

District 751 members working at Boeing will be asked to select their health and dental insurance coverage for 2021 during the annual open enrollment period, which runs Nov. 3 through Nov. 24.

This is the only time you can make routine changes to your health care. If you select a new medical or dental plan, changes take effect Jan. 1, 2021.

IAM members at Boeing in Puget Sound can choose from the following medical plans:

- Traditional Medical Plan (TMP)
- Selections Coordinated Care Plan (CCP)
- Kaiser Permanente HMO (formerly Group Health)

**If you don't take action during open enrollment, your current benefit choices will continue automatically and the new monthly contributions will apply.**

Our contract with Boeing spells out your health care benefits, including deductibles, office co-pays and prescription coverage (see chart below for summary).

Thanks to proactive efforts by our Union, the monthly premium contribution rate will be a smaller increase of 2.1 percent rather than the contractual 10 percent increase. The smaller increase is because our Union was proactive in challenging the cost share to ensure members do not exceed the 16 percent cost share cap on health care. The premium for Traditional Medical will increase \$1.03 a month for employee only. Premium for Selections or Kaiser will increase \$1.80 a month for employee only. 2021 contribution rates for Puget Sound are noted in the table below.

**Complete the Health Assessment Questionnaire** to avoid additional paycheck contributions in 2021 (see

**No action is required unless you want to change coverage plans**

article at bottom of page).

**Dental Options:** District 751 members in Washington State can also choose between two dental plans: the Network Plan (Delta Dental PPO) or Prepaid DeltaCare Plan. The annual dental maximum increases in 2021 to \$2,500 per person (up from the current \$2,000).

Annual open enrollment is your opportunity to rethink your current plan. Be sure you're in the plan that's best for you and your family. Boeing has mailed an annual open enrollment packet to each member's home.

**To log on to Worklife to change plans or look at Boeing's comparison information visit: <https://boeing.service-now.com/worklife>.**

**Again, no action is required unless you want to change coverage plans.**

Even if you are not planning to make a change to your benefits, you can take this opportunity to:

- Review your Health Care Cost Summary (review of out-of-pocket costs);
- Estimate your medical costs for next year;
- Compare plan details;
- Research hospitals and providers;
- Review and update your dependent information;
- Complete the online Health Assessment Questionnaire to avoid additional paycheck contributions.

**If you have any questions on open enrollment or plan comparisons, contact Worklife at 1-866-473-2016 and ask for Health & Insurance.**

Your union recommends that you study the plans carefully before selecting coverage, review how different plans affect your out-of-pocket costs and check lists of network providers to see which networks your doctor is in. It is also a good idea to verify prescription medication costs in the upcoming plan year.

Service/Care	Traditional Medical Plan	Selections CCP	Kaiser Permanente
Monthly Premium	<b>NOTE: Monthly contribution assumes completion of health assessment questionnaire</b>		
Employee Contribution	Effective 1/1/2021-12/31/2021	Effective 1/1/2021-12/31/2021	Eff 1/1/2021-12/31/2021
Employee Only	\$ 50.08	\$ 87.64	\$ 87.64
Employee & Spouse	\$ 100.16	\$175.28	\$175.28
Employee & Children	\$ 100.16	\$175.68	\$175.28
Family	\$ 150.24	\$262.92	\$262.92
Office Visits (network)	\$30 co-pay per visit primary care; \$40 co-pay specialist (including chiropractic)	\$30 co-pay per visit primary care; \$40 co-pay specialist (including chiropractic)	\$30 co-pay per visit primary care; \$40 co-pay specialist (including chiropractic)
Deductible			
Network	\$400 individual/ \$1,200 family;	None if within network.	None
Non-network	\$600 individual/\$1,800 family	\$450 per individual if non-network used	
Network services (your share)	10% after deductible	10%	10%
Non-network services (your %)	40% after deductible	40%	40%
Hearing Aid Benefit	\$1,000 per ear every 3 years	\$1,000 per ear every 3 years	\$1,000 per ear every 3 yrs
Prescription coverage	<b>** MEMBER PAYS THE DIFFERENCE GENERIC INCENTIVE PRESCRIPTION PROGRAM.</b> For brand formulary and brand nonformulary prescription drugs from a retail pharmacy or the mail-order program, you'll be encouraged to choose generic over brand-name options. That means if you purchase a brand-name drug when a generic equivalent is available, whether at your request or your physician's, you'll pay the generic copayment plus the cost difference between the brand-name and generic drug. <b>ALWAYS ASK FOR GENERIC!</b>		
Retail (up to 30 days)			
Generic	\$5 co-pay	\$5 co-pay	\$5 co-pay
Brand formulary	\$25 co-pay**	\$25 co-pay**	\$25 co-pay**
Brand non-formulary	\$40 co-pay**	\$40 co-pay**	--
Mail (up to 90 days)			
Generic	\$10 co-pay	\$10 co-pay	\$10 co-pay
Brand name formulary	\$60 co-pay**	\$60 co-pay**	\$60 co-pay**
Brand non-formulary	\$100 co-pay**	\$100 co-pay**	\$100 co-pay**
	**if no generic OR approved after review, if not you pay generic copay plus cost difference between brand-name & generic.	**if no generic OR approved after review, if not you pay generic copay plus cost difference between brand-name & generic.	**if no generic OR approved after review, if not you pay generic copay plus cost difference between brand-name & generic.
NOTE: Prescription drug formulary is changing for 2021. Also Boeing has switched drug administrators from Express Scripts to Prime Therapeutics. Some drugs may not be covered anymore. Check the website ( <a href="http://myprime.com/boeing">myprime.com/boeing</a> ) to verify your medication is covered, check the price of your medication and which pharmacies are in network.			
For reference 2020 monthly premium contributions were as follows: 2020 TMP Employee \$49.05; Emp + spouse \$98.10; Emp + Children \$98.10; Family \$147.15. 2020 Selections/Kaiser Employee \$85.84; Emp + spouse \$171.68; Emp + children \$171.68; Family \$257.52			

### Things to Remember

- ◆ Make changes by visiting <https://boeing.service-now.com/worklife>. Or call 1-866-473-2016.
- ◆ If you have questions on open enrollment or plan comparison, contact Worklife at 1-866-473-2016 and ask for Health & Insurance.
- ◆ Review enrollment materials, examine monthly premium paycheck contributions, co-pays and out-of-pocket expenses, and check list of network providers.
- ◆ Any member & spouse/partner who does not complete the health assessment by Nov. 24 will face an additional \$20 a month paycheck deduction (or possibly \$40) for health care in 2021.
- ◆ After you enroll, print the confirmation until the hard copy comes in the mail; if you have an email address on file, you'll also receive an email confirmation.
- ◆ Representatives from some of the medical, dental and vision plans will be on the November local lodge Zoom meetings.

### Double Check Your Prescriptions for Formulary & Pharmacy Changes in 2021

Before getting prescriptions filled in 2021, be sure to check the website to ensure it is one of the formulary drugs. Keep in mind Boeing prescription drug program will be through Prime Therapeutics in 2021 (previously Express Scripts). Login to <https://www.myprime.com/boeing> to compare drug prices and check the price of your particular medication, as well as verify which pharmacies are in network. With formulary changes, some drugs may not be covered anymore.

## Health Assessment Required to Avoid Added Surcharge

Remember to complete the Boeing online health assessment questionnaire by Nov. 24 to avoid higher monthly premiums for the coming year (up to \$40 per month if both employee and spouse/partner fail to complete the assessment). Retirees do not need to take the health assessment.

**Keep in mind there are no wrong answers on the health assessment and to avoid the higher monthly cost, you DO NOT have to provide any "numbers" on the Health Assessment. "I don't know" is a perfectly acceptable answer.**

Health screenings ARE NOT REQUIRED for our members and have



NO IMPACT on the deduction from your paycheck for medical benefits. Screenings are strictly voluntary.

Information from health screenings could be beneficial for you and your doctor to discuss your personal care; however, health screenings

have no impact on what IAM members will pay for medical contributions.

**REMEMBER: IAM members and their spouses/partners are not required to get ANY screenings, and you are not required to report any numbers to Boeing on the Health Assessment.**

### TAKING THE ASSESSMENT

Members: Log into Worklife and enter "Steps to Your Well Being" (with quotes) in the search bar. Within the article that pops up, click "Complete your health assessment." You will be directed to the Wellness Checkpoint portal to complete the assessment.

Spouses or domestic partners enrolled in a Boeing-sponsored medical plan: Visit <https://boeing.wellnesscheckpoint.com>. Spouses or domestic partners will need to enter the employee's BEMSID, the first three letters of the spouse's first name and the spouse's birth month and year.

# Dental Benefits for Boeing Members from Delta Dental

*Article submitted by Delta Dental*  
Dental Cleanings are an essential part of your families and your care routine.

IAM-Boeing Delta Dental plan covers preventive care with little to no out of pocket cost. This includes two visits a year for preventive care.

## Why preventive care is important

During a dental cleaning, your dentist or hygienist uses specialized instruments to remove harmful plaque and tartar, difficult to fully remove with at-home brushing and flossing. Because of this, dental cleanings are one of the best ways to prevent new cavities. Your dentist will also check your teeth, gums, lips, cheeks, tongue and throat for any abnormalities. This is important, signs of some systemic diseases like diabetes, can show up in your mouth first.



## Preventive care for Children

Preventive dental care for your children starts before the first teeth erupt. Making sure your children see a dentist will help prevent cavities, teach kids how to care of their own teeth, check for teeth misalignment and allow the dentist to recommend preventive services such as sealants and mouthguards.

## Why dental sealants matter

Dental sealants are thin, plastic, protective coatings placed on the chewing surfaces of a child's molars (back teeth). They fill the deep grooves that are hard for kids to properly clean by brushing. These grooves are where harmful bacteria likes to hide and cavities are most common. The protective layer added by dental sealants helps prevent up to 80% of cavities, according to the National Center

for Chronic Disease Prevention. Sealants are an important and covered part of the preventive care coverage.

## Other health risks

The IAM-Boeing dental benefits plan also

covers extra cleanings and maintenance exams for patients with gum disease. These treatments help reduce the long-term, negative effects of periodontal disease. People who have serious gum disease are 40% more likely to have a chronic medical condition, according to the Centers for Disease Control (CDC).

Studies suggest that bacteria and oral inflammation linked to periodontitis (a severe form of gum disease) may play a role in diseases, including:

- Diabetes: gum disease can make it harder to control blood sugar
- Endocarditis - an infection of the inner

## Delta Dental benefits

Preventive care visits include:

- Dental exams
- Cleanings
- Fluoride (through age 18)
- X-rays
- Sealants (through age 14)

lining of your heart

- Cardiovascular disease - heart disease, clogged arteries and stroke
- Pregnancy and birth - premature birth and low birth weight

## Need a preventive cleaning reminder

- Sign up for email reminders
- Email reminders make it easier to stay on track

Give Delta Dental your email address and they will remind you – around about every six months – when you're due for your next regular dental check.

Go to: <https://www.deltadentalwa.com/mysmile> to sign up.

Have specific questions about your dental plan?

Go to: <https://www.deltadentalwa.com/group/boeing>

## First Contract Delivers Increase in Wages, Benefits and Rights

On Oct. 22nd, workers at Kay & Associates FRCNW confirmed why they voted for IAM Union representation as they approved their first union contract.

These talented mechanics work at NAS Whidbey Island. They do maintenance and engine repair on the P-3 Orion planes on the Base. They reached out to gain rights and a better standard of living by having IAM Union representation after they saw other workers on the Base benefit from IAM Representation.

Their first union contract provided generous General Wage Increases in each of the three years; a substantial health and welfare hourly allowance that increases in each of the three years; an additional 24 hours of paid time off; hourly contributions to the Machinists Retirement Savings Plan that increase

each year, and more.

In addition, these workers are no longer at will employees and their employer must follow just cause progressive discipline. The contract secured a true grievance procedure that includes binding arbitration.

"This first collective bargaining agreement created a strong foundation of rights, pay, benefits and working conditions that these members can build on in the future. Along with improvements in wages and benefits, this agreement also secured in writing many protections they did not have, preventing the employer from making changes on a whim," said Richard Jackson, Chief of Staff who served on our union negotiating committee.

This first contract reinforced why these workers sought IAM Union



Desmond Kellman (l) and Blake Fleming count the ballots where members ratified a first contract at KAI FRCNW reaffirming why these workers voted for union representation.

Representation...to put them on a path to a better future.

If you know any workers who would like to gain a voice and a path to a better

future, have them visit [IAMUnionYes.com](http://IAMUnionYes.com) and fill out the online form to have one of our union organizers contact them to begin the process.

## Member Earns Degree with Free Online College Benefit

751-member Chalise Crowder utilized the IAM's free online college and believes more Union members and their families should take advantage of this unique benefit.

In July, Chalise completed her first two-year Associate of Business Management Degree with a Human Resources focus and immediately started working on an accounting degree in August. She hopes to complete the second degree by the end of next spring or summer (depending on how heavy a class load she takes).

This free benefit is open to IAM 751 members (active, retired and laid-off) and their families (defined as spouse, children, stepchildren, children-in-law, dependents, grandchildren, parents, grandparents and even siblings.)

"I started using the free college when I was at my previous job before I hired into Boeing and became an IAM member. I was eligible because my husband is an IAM member," said Chalise. "It is a great education, that is truly free and I'm using it to better myself. I hope more people will use this dynamic program."

Chalise hired into Boeing in May of 2019. She works as an MPRF on second shift in the Renton wingline.

"This program is truly free. You can self register online or talk to an advisor to help you plan out what you are trying to achieve," Chalise noted. "An



751 member Chalise Crowder completed a two-year degree with the IAM's free online college, is working on a second two-year degree and considering a four-year degree. IAM members (active, retired and laid-off) and their families are eligible for this unique benefit, learn more at [freecollege.goiam.org](http://freecollege.goiam.org)

advisor helped me select classes that worked for more than one degree because I knew I was going to continue after my first degree. I wanted to be sure as many classes as possible worked for both degrees."

"All the instructors have been great, and they also offer free tutoring," Chalise added.

With COVID and nearly all colleges nationwide switching to an online format, our Union hopes more family members will take advantage of this unique program. Beyond a two-year transfer degree, there are many programs to choose from with a variety of specialties.

"This year at Thanksgiving, I want to encourage other family members to take advantage of this

program and let them know how easy it is. They have upgraded the system to make it easier to navigate and more intuitive, which is awesome," said Chalise. "My husband is one of eight kids so I'm hoping some of his siblings will take advantage of this."

Chalise is also considering the IAM's free 4-year degree options that became available in June 2020. Currently, this program offers Bachelor's degree in Business Administration, Teaching K-5 or Criminal Justice for union members and their families.

To learn more about this program, visit [FreeCollege.goiam.org](http://FreeCollege.goiam.org). The next classes begin in January, which gives family members time to research the programs before enrolling.

## Free Online College a Great Family Option



During these uncertain times, your Union stepped up to provide resources for you and your family by offering a two-year associates degree completely free of charge from Eastern Gateway Community College. The two-year degree is transferrable to a four-year degree.

This unique program expanded in June to offer three online 4-year Bachelor degrees: Business Administration, Criminal Justice and Teaching K-5. Like the two-year online degrees, these new 4-year degrees are available at no cost for all IAM751 members, retirees, laid-off members (up to 5 years following layoff), and their families (defined as spouse, children, stepchildren, children-in-law, dependents, grandchildren, parents, grandparents and even siblings). Our laid-off members considering this program should talk with a Joint Programs Career Advisor by calling 1-800-235-3453 before enrolling yourself in this program to ensure this free online college does not create issues with unemployment benefits or other dislocated worker benefits (including TAA if approved).

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

**To learn more or enroll visit:  
[FreeCollege.goiam.org](http://FreeCollege.goiam.org)**

# IAM-BOEING JOINT PROGRAMS

## Helping to Resolve Members' SHEARs

Joint Programs continues to focus on safety issues during the COVID-19 pandemic. In Auburn, the HSI Site Committee, IAM Program Coordinator Donovan McLeod and Company Program Coordinator Ron Storvick have focused on resolving the current backlog of Safety, Health and Environmental Action Request (SHEARs).

They have taken more time to research aging SHEARs in an effort to bring resolution and closure to the safety concerns in a manner that eliminates or mitigates the issue with collaboration between responsible organizations and the SHEAR initiator.

A recent example involves 751 member Dave Edwards who initiated a SHEAR in 2019 about a possible lack of or reduced number of American with Disabilities Act (ADA) parking spots during certain activities such as parking lot maintenance, safety awareness events or snow removal situations. Dave wasn't aware of any written documented process on how ADA parking issues are addressed and wanted one developed.

Environmental Health and Safety (EHS) determined that even with temporary closures of ADA parking spots, the Auburn site met the federal regulatory requirements. This response alone was not satisfactory to Dave who was looking for documentation and would not agree to close the SHEAR. Management requested an Administrative Closure



L to R: Auburn HSI Site Committee member Shari Boggs, SHEAR Initiator Dave Edwards and IAM Program Coordinator Donovan McLeod.

of the SHEAR, which was rejected.

COVID and work restrictions allowed Joint Programs and HSI more time to deep dive into aging SHEARs. In researching the SHEAR, Donovan and HSI Site Committee member Shari Boggs discovered PRO-6894 concerning ADA parking at all Boeing sites. They identified gaps between the different organizations who were responsible for closing parking on the Auburn site. After further conversations and collaboration with multiple site organizations, they felt the situation was a lack of communication and inconvenience rather than a matter of safety.

Donovan and Shari spent time explaining the existing parking documentation to Dave and assured him the ADA parking requirements were being upheld in Auburn. In the end, Dave was willing to accept resolution and agreed to close the SHEAR from Jan. 2019.

Capitalizing on the shift from working SHEARs in-person to being able to spend longer time researching and working them through virtual collaboration IAM/Boeing Joint Programs and the Auburn HSI Site Committee continue to close aging and current SHEARs. They have closed 57 SHEARs in 2020 compared to 52 for all of 2019. They are continuing with their efforts. Addressing the health and safety issues remains a top priority for everyone.



Oleg Zubatov utilized several Joint Programs benefits to obtain a grade 7 job and continue to utilize the program and Advisors to gain additional skills and further his career.

## Education Assistance Helps Improve Skills for Career Success

751-member Oleg Zubatov recognizes the importance of developing workplace skills. Prior to joining Boeing, Oleg worked for local companies as an electronics assembler. After hiring into Boeing as a 30304 Assembler Installer in 2018, he has continually utilized Joint Programs Career Advisors and contractual education benefits.

Oleg quickly learned how to navigate the ERT process to further his career. Support from Career Advisors helped him enroll in the required off-hour electrical troubleshooting assessments required for his target job 34107 Aircraft Test Tech. After just one year with Boeing, he was able to file for and accept a Grade 7 position in Renton.

Oleg hopes to have a long career with Boeing and one that continues to allow him to leverage his skills while acquiring new ones. He plans to continue utilizing our rich contractual education benefits.

"I take classes on my own time because I have long term goals to improve my work skills at the Boeing Company," said Oleg.

Oleg understands the importance of developing workplace skills. In addition to learning electrical and mechanical requirements for the grade 7 Aircraft Test Tech position, he has also focused on his communication skills. Born in Russia, Oleg immigrated to the U.S. in 2012 with few English skills. Completing basic communication skills classes through local colleges has helped but learning English can be challenging, especially with its grammar, vocabulary, and spelling complexities. To further improve, Oleg took the initiative to enroll in more advanced writing skills classes to better support the communication demands of his new fast-paced Boeing career.

Utilizing EA and Career Advisor support, Oleg has successfully completed a series of communication skills classes culminating in the completion of college-level English – all on his own time and at a pace that fits his off-hours schedule. When college classes shifted online due to COVID 19, Oleg adapted to new remote learning. Despite the pandemic, local colleges continue to offer an array of Education Assistance eligible classes. Opportunities to enhance basic skills in writing, math, computers, software, team leadership, and much more are available to interested hourly employees.

Oleg plans to use the generous IAM-Boeing contractual benefits to fund a course equivalency evaluation of his foreign college transcript in preparation to enroll in Boeing-funded engineering classes. "Without Education Assistance, the Learning Together program and career advisor support, it seemed impossible for me to take classes. I am very happy to have this support. Thank you so much for the quick help in paying for my classes," said Oleg.

To learn more about these benefits call IAM/Boeing Joint Programs at 1-800-235-3453 and speak with a Career Advisor for assistance.

**IAM-Boeing Joint Programs Career Advisors can help with Career Planning, Education Assistance, Interview Tips, Job Search Assistance, Resume Assistance and more. To schedule an appointment with a Career Advisor call 1-800-235-3453**

## Joint Programs 101: HSI Site Committees

Welcome to Joint Programs-101 a monthly feature where we will share overall information about Joint Programs while we highlight different program services and teams available.

IAM/Boeing Joint Programs was initially formed and added to the 1989 Collective Bargaining Agreement (CBA) to address health and safety improvements. Boeing and the IAM agreed to collaborate and partner to ensure the health, safety and well-being of the IAM-represented hourly employees. The services, benefits, and committees governed under the IAM/Boeing Joint Programs Organization have been expanded over the years. This month Joint Programs-101 will highlight:

### Health and Safety Institute (HSI) Site Committees.

Contract language established HSI Site Committees at each major Boeing site from Everett to Portland. Additional sites can be added by mutual agreement between the IAM and Boeing.

#### Who are on the Site Committees?

Per Article 16.2 (e) (1), the Site Committees are made up of a minimum of four members from the Company and the IAM hourly. Each Site Committee will also include the Union's Health and Safety focal for that site as well as the EHS safety manager for that site and the Joint Programs Administrators who oversee that site.

#### How often the Site Committees meet and why?

The Site Committees have a contractual obligation to meet at least once a month. In addition to or during this monthly meeting the Site Committees will also perform a monthly tour of their respective sites based on the following criteria: accident injury rates, SHEARs, Operations safety plan goals and other safety indicators as agreed to by the Site Committee. The Site

Committees also meet bi-annually for an inclusive Puget Sound/Portland meeting to collectively share best practices and engage in training while continuing to focus on the health and safety concerns on the job.

#### Why you might contact a Site Committee member at your site?

You can reach out to a Site Committee member with any health and safety related questions or concerns. They respond to accident investigations, near-miss situations, work to resolve SHEARs and assist EHS and Operations with a variety of Health and Safety concerns.

#### Where you can find Site Committee contact information?

Union Bulletin Boards have flyers with Union Site Committee contact information, which is also posted on the union website ([www.iam751.org](http://www.iam751.org), click on Virtual Board).

Or you can find the Site Committee organizational chart for your site, by visiting the IAM/Boeing Joint Programs Internal website <http://IAMBoeing.web.boeing.com> and click on the Site Committees icon.

#### Questions or Comments about IAM/Boeing Joint Programs?

If you questions about the Site Committees or IAM/BoeingJointPrograms, please contact us at 1-800-234-3543 or email the Communications and Safety Administration team at [IAMBoeingJointProgramsCommunications@exchange.boeing.com](mailto:IAMBoeingJointProgramsCommunications@exchange.boeing.com)

Thank you for reading the inaugural article of Joint Programs-101. Check each *AeroMechanic* to read about another IAM/Boeing Joint Programs service. If you have an IAM/Boeing Joint Programs service or team that you would like to know more about or see featured in future article, email [JointProgramsWebsite@exchange.boeing.com](mailto:JointProgramsWebsite@exchange.boeing.com).



The IAM-Boeing Joint Programs Co-Director Tommy Wilson speaks at one of the Site Committees bi-annual offsite meetings in October 2019 at the Museum of Flight in Seattle. These events help committee members share information and best practices between the sites. (NOTE: Pre-pandemic event).

# IAM-BOEING JOINT PROGRAMS

## Career Advisors Assist Members with WARN Notices

When Wayne Kimball hired into Boeing in September 2018, he had no way of knowing he would be laid off on July 31, 2020 before reaching his two-year anniversary.

Wayne started at the company as a 75005 Skin and Spar Surface Finish Technician. Early in his career, he reached out to the Joint Programs Career Advisors for assistance with a training plan, ERT classes and turning on his green lights for advancing his Boeing career.

When he got his 60-day WARN notice in May 2020, he reached out to the Joint Programs Career Advisors again for help navigating the layoff process. Joint Programs Career Advisor Jodale Brinkley worked with Wayne providing him with valuable information about the Rapid Response WEBINARs, Education Assistance (EA) information, TAA benefits and many of the community resources available to him.

Wayne opted not to use the TAA benefits because he needed to gain employment sooner and thought that route would take too long. Instead, he utilized his IAM contractual benefits and took advantage of the EA program that pays up to \$3,000 a year for training at



Laid-off member Wayne Kimball holds his CDL completion of training certificate standing next to the truck he now drives for Sutter Metals.

any approved institution.

Laid-off members have IAM contractual benefits for a specific time frame but they need to meet with a Joint Programs Career Advisor and develop an Individual Development Plan (IDP) prior

to using their EA benefits.

After meeting with Jodale, and getting a better understanding of his options, Wayne enrolled at Commercial Driver Services in Tacoma WA to obtain a Commercial Driver's License (CDL) with a Haz Mat endorsement. Since this is an approved school, Wayne was able to use his EA benefits for the enrollment tuition and started classes Aug. 10, 2020. On Sept. 14, 2020

Wayne graduated from the school with his CDL and Haz Mat endorsement.

Wayne immediately began applying at local companies in need of CDL drivers and got an interview and subsequent job

offer. On Sep. 23, Wayne started as a CDL driver for Sutter Metals in Tacoma, WA. Wayne realized none of it would be possible without the IAM contractual benefits he was able to take advantage of with his EA funds and the guidance from Jodale.

After Wayne got his new job, he contacted Jodale to thank her. "I want to take this time to say thank you for all your efforts and helping me utilize the Employee Assistance funds so I could accomplish my commercial driver's school. I graduated on Sept. 14, and have been hired by Sutter Metals in Tacoma," said Wayne. "Having Employee Assistance and access to Career Advisors is a good thing and very much appreciated."

Others who have been laid-off should utilize these IAM contractual benefits and the resources of Career Advisors.

To learn more about Education Assistance contact a Career Advisor today at 1-800-235-3453.

Or visit our websites:

Internal: <http://IAMBoeing.web.boeing.com> or externally at <https://iam-boeing.com>

## IAM Crest Vocational Rehabilitation Counselors Help Members Navigate Reasonable Accommodation Requests

The IAM CREST Vocational Rehabilitation Counselors (VRCs) here at IAM/Boeing Joint Programs are working hard to ensure employees get the reasonable accommodations they need to perform the full scope of their work.

Everett VRCs Sam Beidas and Ken Eriksen were contacted recently by Accommodation Services to assist an employee who was having wrist pain.

Sam and Ken set up several WebEx meetings to meet with the employee remotely and assess the situation.

In these meetings the VRCs were able to educate the employee on the use of Dragon – a voice-to-text software available to help minimize the repetitive keyboarding motions and action. Sam and Ken presented various ergonomic computer accessories that may help relieve their symptoms.

The VRCs also educated the employee about the Reasonable Accommodation Request process to obtain the Dragon software and the GSEP ordering process to obtain the needed ergonomic computer accessories.

Additionally, Ken referred the employee to the office Ergonomics focal in the 40-88 Building in Everett. The employee was able to test ergonomic mice and keyboards. Having the opportunity to "try before you buy" helps employees select the most appropriate equipment for their specific ergonomic situation, which is not only a cost savings, but ensures the equipment will actually work for that person.

VRC Sam Beidas later assisted the employee remotely with placing an order using the GSEP ordering system for the ergonomic computer accessories.

The employee appreciated the assistance from the VRCs and felt much better about the path forward to resolve their wrist pain issues.

A Reasonable Accommodation request



(see example boxed below) can be made by an employee to address an adjustment needed to accommodate a physical or cognitive need, to improve ergonomics, prevent injuries, and to promote safe and

healthy work environments. Reasonable Accommodation requests can include anything from sit/stand desks for back injuries, ergonomic keyboards for wrist/carpal tunnel issues and computer software, like Dragon, to reduce typing and assist with enhanced visual requirement.

VRCs regularly come up with creative solutions to address a member's issue and meet their accommodation needs.

During these difficult times, employees might feel like they should put off these requests to save the company money or because they can "get by." However, injury prevention and mitigation through the Reasonable Accommodation request process can save large sums of money. For example, the average cost of one carpal tunnel procedure and the resulting missed work days can cost the company



L to R: IAM Crest Vocational Rehabilitation Counselors (VRCs) Sam Beidas, Ken Eriksen and Cody Harrington help members with reasonable accommodation requests and much more.

up to \$30K not to mention being a hardship on the employee and their family. While not all injuries can be prevented, overuse injuries like carpal tunnel, lower back pain, etc., develop over time and can often be prevented or mitigated with proper ergonomic training and equipment.

Additionally, these requests can improve productivity, morale, reduce lost work days and offer many other financial benefits to the company as well as to the employee.

Reasonable Accommodation requests can contain confidential

medical information, and VRCs are ethically bound to keep information confidential; therefore, they cannot always share Reasonable Accommodation success stories. VRCs want to educate members on the accommodation process and feel comfortable asking for them. Here is an example of a request and steps the VRCs would take to successfully assist the employee.

Now that you are aware of the Reasonable Accommodation request process please reach out to any of the VRCs if you have similar needs so they can work with you and get you the help you need. To locate a VRC at your site you can go to the IAM/Boeing Joint Programs website and click on Vocational Rehabilitation or call at 1-800-243-3453

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

External site access: <https://iam-boeing.com>

### Example Sit/Stand Desk Reasonable Accommodation Request Process

1) An employee with a medical concern visits their doctor or a Boeing doctor who should complete a Reasonable Accommodation request form to explain a need (for example a sit/stand desk due to low back pain).

2) The completed request form is brought to Boeing Medical and a Reasonable Accommodation Focal or Disability Manager is assigned who will refer the request to one of the VRCs.

3) The VRC will contact the employee, set up a time to meet/discuss the need and find solutions. This can include setting up an in-person meeting if things like a chair/desk or other equipment is needed.

4) If a particular item is needed

(sit/stand desk) the VRCs will ensure the Disability manager has worked with management to provide an existing unit that can be moved for the employee to use, or make purchases as needed.

5) The VRC will assist in making adjustments to the existing setup to improve ergonomics and discuss what type of desk (or other equipment) would best meet the need.

6) The VRC will discuss general ergonomics and other services available at Boeing like Industrial Athlete for stretching/body mechanics improvements, items available in ergo cribs, etc. The VRC will discuss things like posture and lifestyle at home and at work that

can affect one's overall wellbeing and how changes might help reduce pain and reduce injury risk, improve performance, etc.

7) Based on this evaluation the VRC will create an Ergonomics evaluation that will be used for moving or purchasing equipment as needed.

8) The VRC will then work with site/services, management, etc., to get the necessary equipment to the employee in a timely manner.

9) Once the employee has the necessary equipment, the VRC will follow up with the employee to ensure the need has been met and may follow up again in person to adjust the new workstation/equipment as needed.

# Members Elect 751 District & Local Leaders for the Future

Thanks to the members who voted in Local 751-A and 751-F elections in October. This was our first all mail-in election due to COVID. Ballots were counted at the Seattle Union Hall on Sept. 15th (see results in chart below).

Nominations were held in all seven local lodges (751-A, 751-C, 751-E, 751-F, 86, 1123, and 1951) in September per the process announced in the August *Aero Mechanic* (also in a Steward Bulletin and posted on the website). The nomination process resulted in the exact number of

candidates for positions available in 751-C, 751-E, 86, 1123 and 1951. Therefore, candidates in those locals were elected by acclamation.

Local lodge nominations and elections determined the District Council, which is the governing body of our District, and also Union Business Representatives, District Audit positions, as well as local lodge officers in 751-A, 751-C and 1951.

Since the same 15 Western Washington Business Reps and

one Eastern Washington Business Rep were elected in all seven local lodges, there will not be a District election required and all are elected for a four-year term effective Feb. 1, 2021.

District Officers (President, Secretary-Treasurer, Vice President and Sergeant-at-Arms) will be nominated from the new Council at the Nov. 24th District Council meeting. This will be a special joint meeting of the current District Council delegates and alternates along with the newly-elected District

Council delegates and alternates. Both the current and new Council delegates may nominate individuals for the four officer positions from the new District Council delegates. If more than one candidate is nominated for a District officer position, a District election will be scheduled on a date between Jan. 5 and Jan. 20, 2021 per the District bylaws. If an election is required, formal notification will be sent to all eligible voters specifying the voting process (if all mail ballot or voting locations and times).

## Oct. LOCAL LODGE



## ELECTION RESULTS

Below are results from the October 2020 Local Lodge Elections. Winners are noted in bold, capital letters and blue type. Only 751-A and 751-F conducted elections, as they had more nominations than positions. Nominations in Local 751-C, 751-E, 86, 1123 and 1951 resulted in nominations for the exact number of candidates for ballot positions available. Therefore, the nominated candidates were elected by acclamation at their October lodge meeting.

### Local 751-A

- Business Representatives**
- Western WA – (top 15 elected)**
- DAN SWANK
- PAUL SCHUBERT
- SPENCER BURRIS
- PATRICK BERTUCCI
- ROD SIGVARTSON
- CHRISTINE FULLERTON
- HOWARD CARLSON
- GARTH LUARK
- PAUL VELTKAMP
- RICHARD McCABE
- JASON CHAN
- JOHN LOPEZ JR
- ROBLEY A. EVANS
- IRA CARTERMAN
- ANDRE G TRAHAN
- Joe Harrison
- Jacki Colarusso
- Dan Zahlmann
- Gerad M Johnson
- Andrew Sterio
- Business Rep Eastern WA**
- STEVE WARREN
- District Council Delegates**
- MATTHEW HARDY
- DEREK GOTTSCHALK
- JOEL HETLAND
- BRYAN BUTLER
- WES HEARD
- KENT CHRISTIAN
- BRIDGETTE HARDY
- KIMBERLY GIFFORD
- RICHARD JACKSON
- District Council Alternates**
- PATRIC BOONE
- KRISTI KIDRICK
- BRIAN DE ROHN
- Scott Parker
- District Audit - 1 elected**
- JEREME J WISE
- Local A President**
- MATTHEW HARDY
- Local A Vice President**
- LEVI WILSON
- Local A Recording Secretary**
- DEREK GOTTSCHALK
- Local A Secretary-Treasurer**
- MICHAEL MACK
- Local A Conductor-Sentinel**
- JOE KELLEY
- Mike Marty
- Local A Trustee - 3 elected**
- JON VOSS
- PAUL J RICHARDS
- STEVEN MORRISON
- Local A Audit - 3 elected**
- DANIEL PONCE
- MAX ACOSTA
- TODD CAMPBELL

### Local 751-F

- Business Representatives**
- Western WA – (top 15 elected)**
- DAN SWANK
- ROBLEY A. EVANS
- HOWARD CARLSON
- PAUL VELTKAMP
- SPENCER BURRIS
- ROD SIGVARTSON
- PAUL SCHUBERT
- GARTH LUARK
- ANDRE G TRAHAN
- JASON CHAN
- RICHARD McCABE
- PATRICK BERTUCCI
- CHRISTINE FULLERTON
- JOHN LOPEZ JR
- IRA CARTERMAN
- Jon Anderson
- Joe Harrison
- Business Rep Eastern WA**
- STEVE WARREN
- District Council Delegates**
- JON HOLDEN
- SHANE VAN PELT
- JEREMY COTY
- MITCHELL CHRISTIAN
- DAVID BRYANT
- TRAVIS KENDRICK
- LLOYD CATLIN
- BRANDON STANFIELD
- ALI ENGLAND
- District Council Alternates**
- MICHELLE VAN METER
- KATIE FINNEGAN
- KATIE R EAGLESON
- District Audit**
- TOM KELLER

### Local 1123

- The following were elected at acclamation with no opposition.*
- Business Reps Western WA**
- PATRICK BERTUCCI
- SPENCER BURRIS
- HOWARD CARLSON
- IRA J. CARTERMAN
- JASON CHAN
- ROBLEY A. EVANS
- CHRISTINE FULLERTON
- JOHN LOPEZ JR
- GARTH LUARK
- RICHARD McCABE
- PAUL SCHUBERT
- ROD SIGVARTSON
- DAN SWANK
- ANDRE G TRAHAN
- PAUL VELTKAMP
- Business Rep Eastern WA**
- STEVE WARREN
- District Council Delegate**
- WALLACE "PEE WEE" PLEASANTS
- District Council Alternate**
- KENNETH "LEVI" MITCHELL

### Local 751-C

- The following were elected at acclamation with no opposition.*
- Business Representatives**
- Western WA (15 elected)**
- PATRICK BERTUCCI
- SPENCER BURRIS
- HOWARD CARLSON
- IRA J. CARTERMAN
- JASON CHAN
- ROBLEY A. EVANS
- CHRISTINE FULLERTON
- JOHN LOPEZ JR
- GARTH LUARK
- RICHARD McCABE
- PAUL SCHUBERT
- ROD SIGVARTSON
- DAN SWANK
- ANDRE G TRAHAN
- PAUL VELTKAMP
- Business Rep Eastern WA**
- STEVE WARREN
- District Council Delegates**
- JAMES MCKENZIE
- KEN OGREN
- PATRICK WHITE
- MIKE HILL
- FRANCISCO MORAN
- DONNY DONOVAN
- CHAD BAKER
- JOHN COOLIDGE
- SHARI BOGGS
- District Council Alternates**
- GARY NAPLE
- JOE RUTH
- NEAL KEY
- District Audit**
- NEAL KEY
- Local C President**
- JAMES MCKENZIE
- Local C Vice President**
- DONNY DONOVAN
- Local C Recording Secretary**
- KEN OGREN
- Local C Secretary-Treasurer**
- PATRICK WHITE
- Local C Conductor-Sentinel**
- SHARI BOGGS
- Local C Trustee**
- MICHELLE JACKSON
- JOHN ORCUTT
- ARIEL MCKENZIE
- Local C Audit**
- TIM O'HARA
- CLINT MOORE
- JOHN L COOLIDGE

### Local 751-E

- The following were elected by acclamation with no opposition.*
- Business Reps Western WA**
- PATRICK BERTUCCI
- SPENCER BURRIS
- HOWARD CARLSON
- IRA J. CARTERMAN
- JASON CHAN
- ROBLEY A. EVANS
- CHRISTINE FULLERTON
- JOHN LOPEZ JR
- GARTH LUARK
- RICHARD McCABE
- PAUL SCHUBERT
- ROD SIGVARTSON
- DAN SWANK
- ANDRE G TRAHAN
- PAUL VELTKAMP
- Business Rep Eastern WA**
- STEVE WARREN
- District Council Delegates**
- GUERDON ELLIS
- BRUCE McFARLAND
- LINDA RAMOS
- District Council Alternate**
- WILLIAM SIMPSON
- District Audit**
- RANDY HAMLIN

### Local 86

- The following were elected at acclamation with no opposition.*
- Business Representatives**
- Western WA (15 elected)**
- PATRICK BERTUCCI
- SPENCER BURRIS
- HOWARD CARLSON
- IRA J. CARTERMAN
- JASON CHAN
- ROBLEY A. EVANS
- CHRISTINE FULLERTON
- JOHN LOPEZ JR
- GARTH LUARK
- RICHARD McCABE
- PAUL SCHUBERT
- ROD SIGVARTSON
- DAN SWANK
- ANDRE G TRAHAN
- PAUL VELTKAMP
- Business Rep Eastern WA**
- STEVE WARREN
- District Council Delegates**
- ALLEN EVELAND
- JERRY PURSER
- District Council Alternate**
- DARRIN TRUITT

### Local 1951

- The following were elected by acclamation. with no opposition.*
- Business Reps Western WA**
- PATRICK BERTUCCI
- SPENCER BURRIS
- HOWARD CARLSON
- IRA J. CARTERMAN
- JASON CHAN
- ROBLEY A. EVANS
- CHRISTINE FULLERTON
- JOHN LOPEZ JR
- GARTH LUARK
- RICHARD McCABE
- PAUL SCHUBERT
- ROD SIGVARTSON
- DAN SWANK
- ANDRE G TRAHAN
- PAUL VELTKAMP
- Business Rep Eastern WA**
- STEVE WARREN
- District Council Delegates**
- JIM HENLE
- MERLE FOWLER
- District Council Alternate**
- MARK SHEAR
- Local 1951 President**
- JIM HENLE
- Local 1951 Vice President**
- DON GIESE
- Local 1951 Recording Secretary**
- TOMMY ELDHARDT
- Local 1951 Secretary-Treasurer**
- MERLE FOWLER
- Local 1951 Conductor-Sentinel**
- MARK SHEAR
- Local 1951 Trustee**
- BYRON JOHNSON
- JOE JENSEN
- Local 1951 Audit**
- DUSTY NELSON
- Machinists Council Delegate**
- JIM HENLE

**SPECIAL THANKS TO ALL THE MEMBERS WHO TOOK THE TIME TO VOTE AND HELP DETERMINE OUR UNION LEADERS FOR THE NEXT FOUR YEARS!**

# RETIREMENT NEWS

## Thanksgiving Greetings from the IAM District 751 Retirement Club!

This special holiday greeting from us is to remind you of the important connection our Retirement Club makes between our members and the Machinists Union and to each other.

The Corona virus pandemic ended our meetings in February and caused us to hold our summer potluck as a virtual webinar. We know that nothing can come close to replacing our fun and festive Annual Christmas Luncheon so it is cancelled for 2020.

We cannot forecast when meetings will resume so it is difficult to plan for next year. But rest assured, we will continue to use the Aero Mechanic to advocate politically on behalf of retirees and keep our members informed.

The officers of the 751 Retirement Club send you best wishes for the health and safety of all our members. As we approach the Thanksgiving holiday, we are thankful for our retirees, active members and union leadership. Together, we will get through this trying time.

We look forward to a bright and healthy future for our Club, Machinists District 751, and all our members when things return to normal!

In Solidarity,

Jackie Boschok, President

Pam Harris, Secretary

Vennie Murphy, Sergeant-at-arms

Helen Lowe, Vice President

Tom Lux, Treasurer

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



## Retirement Club November Legislative Report

By CARL SCHWARTZ

Thank you to all the Retiree Club members who voted, phone banked, and otherwise supported our endorsed candidates and issues. The results were not available as the paper went to print on Nov. 3rd.

With the election over (hopefully), now comes the work of implementing the pledges and goals and protecting issues important to us as seniors. We must ensure we continue to be heard by our elected officials, which will require on-going lobbying, personally, and as members of the organizations we support, because we all know the list of unmet issues is long.

We see the announced Social Security cost of living adjustment is 1.3 percent, which is about half of the real senior cost-of-living

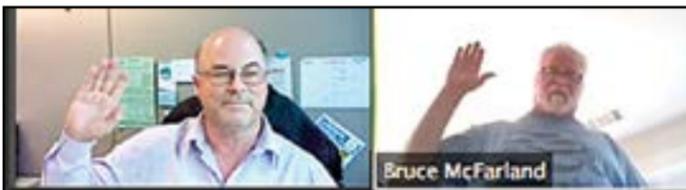
increase. A measure has been introduced in Congress to require Social Security to use the alternative calculated CPI-E index which would reflect this real senior cost. We support this measure and will encourage our elected officials to support it, as well.

As we reported earlier, the Trump Administration has suspended the employer share of the Social Security tax. This, in effect, defunds Social Security by half. We expect the requirement to be restored and will push for that to ensure Social Security remains solvent in the future.

We will also continue to advocate to strengthen and improve Medicare and protect pensions.

Your Retiree Club continues to follow the retiree concern issues. Stay safe, wear a mask and wash your hands.

## Accepting the Oath of Office



Business Rep Ira Carterman administers the oath of office to Local E President Bruce McFarland at the October Local E Zoom lodge meeting.

## Guide Dog of America Raffle Tickets Still for Sale

With our fundraising events for Guide Dogs of America cancelled due to the pandemic, there is still an opportunity to help this worthwhile organization by purchasing raffle tickets for some wonderful prizes.

**\$5 Raffle ticket to win 2 American Racer Mini-Bikes**

The District Puppy Putt \$5 raffle tickets offer a chance to win two American Racer 215 Mini-Bikes (1 red and 1 black). Tickets are available at all District 751 Union Halls or from Union Stewards who have checked out tickets. Drawing will be held in the District Council Chambers on Dec. 1, 2020 at 5:45 p.m. You need not be present to win. Make checks payable to District 751 Charity Fund.

All proceeds go to Guide Dogs of America.



## RETIREES

Congratulations to the following who retired from our Union. Thank you for your years of service and dedication to our Union.

Glenn Afan	Stephen Hambergh	Robert Saupe
Donald Angle	Dennis Hart	Johnnie Sausedo
Steve Austin	Eric Hartley	Robert Seifried
Peter Barone	Joe Henson	Chris Schorr
Jimmy Bentley	Grace Holland	Nickey Schultz
Gregory Birch	Keven Holsing	Edward Slater
Gerald Bonner	Dennis Ikani	Victoria Starkweather
Kurt Breckenridge	Douglas Kehres	Wayne Starkey
David Campbell	Brian Kunz	Roy Stewart
Steven Carter	Kenneth Lamond	Samoeun Sum
Don Chevalier	Kimberly Lang	Kasama Supalasang
Alfred Clark	Bruce Larsen	William Thornell Jr
Michael Clement	Dean Lidstrom	Nga Bich Thi Tran
Karin Cloud	Saratte Lim	Paul Thomas
John Combs	Alfredo Lorenzo	Leland Turner
Ricky Cottom	Oscar Lucero	Jeffrey Ubbenga
Bernard Dahlquist	Brett Maier	William Vangog
Lisa Dally	Robert Massey Jr	David Vaughn
Cedric Daniels	Lloyd McAlpin	Franklin Victorson
John C Davis	John McKittrick	Janelle Weber
James Dean	Lawrence Mead	Leslie Wells
Debra Dickinson	Raymond Meduna	Jerome Wilson
Alejandro Dolojan	James Mercer	Brian Woodward
Kurt Eliassen	Cory Moberg	Francisca Yap
Tracie Farinas	Darrell Montz	Christie Zyskowski
Christopher Ford	Michael Naylor	
Craig Fridlund	Van Nguyen	
Abisai Garcia	Michael Noh	
Timothy Gensch	Mark Pacheco	
Chris Gervelis	Catherine Petite	
William Goodman	Anita Pottruff	
Florelia Graham	Leesa Russell	
Steven Gwinn	Mark Ryan	

### Local 86

Victor Ivanov, ASC  
David Martin, ASC  
John Quinn, Big B's  
Truck Repair

## In Memoriam for our Retirees

The following retirees have passed away since the last AeroMechanic was published. Give a moment of silence in remembrance of:

**Local A:** Cora Ashmore, John Foudray, Carolyn Holford, Thomas Kaufman, Henrietta Naber, Catherine Olsen, Steven Perry, Raymond Revell, Lloyd Schrum.

**Local C:** Raymond Barwell, Melvin Bellerud, Gary Berg, Gary Chastain, Robert Jacobson, Garry Markland, John McCafferty, Sr., Michael Miyo, Jerry D. Moore, Mahlon Moyers, Dennis Ousley, Alfred Schmidt, Joe Shepard.

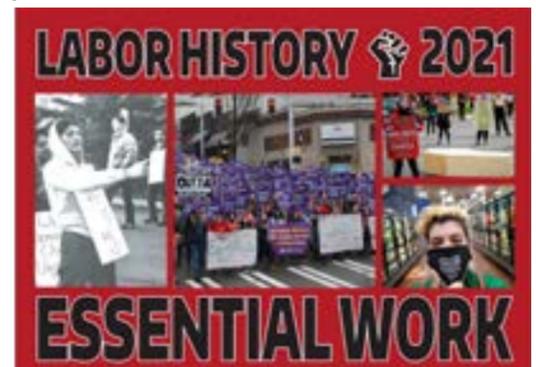
**Local F:** Clarence Bale, Cynthia Blessing, Joseph Francis, William Grosskrueger, Hughes Heppard, George Philliber, John Reynozo, Sharon Sands, Naomi Swenson, Marvel Thomas.

## 2021 Labor History Calendar Just \$5

You can get your labor history all year long by purchasing a 2021 Labor History Calendar for just \$5.

Nearly every day of this full-color calendar features photos of events from labor's history.

The District 751 Labor History Committee has these calendars available for purchase at the Everett, Seattle, Renton and Auburn Union Halls.



## Update Your Address

It is important you keep your mailing address up to date! Contact the Union at 1-800-763-1301 to make sure we have your current mailing address.

If we have received "returned mail" you will receive an email or phone call (if contact information is on file) from daphneb@iam751.org.

If you have moved and have not submitted a change of address with the US Post Office, please do so as soon as possible.

## Renton Stewards Stop Unjust Discipline

*Continued from Page 1*

to an expectation he hadn't been trained in.

After investigating the situation, Jon presented the facts to both the second and third level managers, who agreed on all points. After some back and forth exchanges with management and HR, the member's CAM was removed and reduced to a documented coach and counsel.

These are just two of the hundreds of proactive actions taken by Stewards every day to ensure members' rights are protected and no improper discipline is issued.

**UNION  
YES** ✓

**For Rights on the Job and  
a Path to a Better Life!**

# FREE WANT ADS

FOR MEMBERS ONLY

## AUTO PARTS & ACCESSORIES

9" FORD 3150 TRAC-LOK 31 spline 3L50. \$400.00 360-563-2422

NEEDED: FRONT AND REAR DOOR PANELS for 1976 Chevrolet Caprice (2DR) or any car compatible. 253-576-7037

S&S DUAL POWER TUNE EXHAUST HEADERS. Include heat shields, new, never installed. Fit H/O Touring models 2009-2016. \$400.00 206-762-1117

2012 JEEP WRANGLER ENGINE & MANUAL 6 speed, 100,xxx miles. 4,000 mile LOF w/records. Excellent condition. Engine \$1250. Transmission \$750. Call 360-691-2791 or 425-359-5337

37x/2.50R17 SUPER SWAMPY RADIALS - Qty Four. 50% tread. Excellent condition. \$800. Call 360-691-2791 or 425-359-5337

## TOOLS

WANTED: Complete set of CRAFTSMAN PHILLIP SCREW DRIVERS. Must be the ones made in USA. 253-777-5707

## FURNITURE & APPLIANCES

Top mount cast iron KOHLER KITCHEN SINK 33" long x 22" wide, double bowl, white \$250 OBO. Top mount cast iron KOHLER BATHROOM SINK 19.5" long x 15.5" wide, white \$100 OBO. SHARP CAROUSEL MICROWAVE oven, white \$60 OBO 253-845-2997 (Puyallup)

Super capacity 4.65 cubic foot self cleaning WHIRLPOOL ELECTRIC RANGE (free standing) white \$175 OBO. MAYTAG MICROWAVE RANGE HOOD combination (stainless steel) \$225 OBO. Under counter WHIRLPOOL DISHWASHER white \$175 OBO 253-845-2997 (Puyallup)

## SPORTING GOODS

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

OUT DOOR 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

## RECREATIONAL MEMBERSHIP

KM RESORTS of AMERICA camping membership. 7 Northwest campsites. Free with membership. Office located in Fife, WA \$2000. Call 253-863-6721

## COTTAGE INDUSTRIES

WANT A FUSSY HOUSE KEEPER? Call Barbara at Beefussy House Keeping in the late afternoon. Works mornings and early afternoon. 206-909-2196

WANT TO BOOST YOUR IMMUNITY? Proven safe, proven quality, proven effective, organic and good for you. Call Joe. 206-819-7924

RATES ALL TIME LOW: Buy land - home, downsize-vacationhome? I'm the app for that!! Call - text- Barb at John L. Scott 253-353-0650

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

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

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

## 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 Dec. 7th**

## 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

TOWNHOUSE IN RENTON HIGHLANDS for rent. 3 bdrm, 2 bath, 2 car garage, 1480 sq ft. Newly remodeled, gated community, 15 minutes from Boeing. \$2750 monthly. \$2750 security deposit. 206-465-8087

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 & much more. 206-459-3444

## MISCELLANEOUS

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

ULTIMAKER 2+ 3D PRINTER with ruby nozzle and materials PLA ABS many extras \$1500 Yakima (509) 966-5608

LEATHER CRAFT: 65 year collection. 200 Tandy tools, Craftaids, lacing, raw hide hammers, punches, Al Stohman books, brushes, alphabet sets, everything you need to make anything of leather. 425-271-8751

NEW BOEING V-NECK TEE size XL, light purple heart/wings burnout. Retail \$26. Also have one in black/gray. Asking \$8425-757-3301

WEIGHT LOSS! KETOSIS MADE EZ! I dropped 45 pounds and am keeping it off. Are U ready? Coaching is included too! Carl.v.bauer@gmail.com or 253-358-6302

DALE FAULSTICH artist Native American designed SERVE WARE new in boxes. Serve ware (Platter, bowl and salt and pepper shakers) Asking \$35.00 for the set. 425-757-3301

BEST PROTECTION MASK - patented silver nano tech fabric. Made in Korea. Sterilization/Antibacterial/Deodorant/Reusable. Union members 50% off \$6 each, 5 for \$25, 10 for \$40. Free shipping. 206-306-6225

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

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

LIMOGES URN approximately 2 feet tall with ornate pattern trimmed in gold. Has been appraised between \$300-\$500, via email by Garth's Auctioneers/Appraisers Delaware Ohio. Asking \$375.00 425-757-3301

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

2017 EDGAR MARTINEZ Light Bat BOBBLEHEAD. New mint condition in box. \$22.00 425-757-3301

J P PATCHES MEMORABILIA NEW Includes: Picture signed by J P Patches and Gertrude, book, J P Patches Northwest Icon by Julius Pierpont Patches & Bryan Johnston, J P Patches T-shirt (size XL) plus other items. Asking \$450.00 425-757-3301

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

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

2 SEATTLE MARINER HOODIES, new in packaging. Size XL \$30. Blue & tan duffel bag, new in packaging. \$10. SEAHAWKS LUNCH BOX with ice pack compartment. Have 2 new with tag. \$13 each. Collectible vintage MICKEY MOUSE DISNEY ceramic music box (Fascination waltz) \$75. 425-757-3301

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

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

NAUTICA 5 PIECE ACCESSORIES (new) includes: Nautica make up bag, Nautica shoulder purse, Nautica purse, large tote and backpack (NEW in packaging) \$35 425-757-3301

POSITIVE CHANGES LIFESTYLE ENHANCEMENT SYSTEM with CD's. Lifestyle Enhancement system used in clinic (new in box) asking \$90.00 system and 8 CD's MSRP over \$250.

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

HEALTH & WELLNESS - Integrity coaching and training CDs, new set of 8 asking \$5. Brenda Watson's Skinny gut program (new, never used) Asking \$20 MSRP over \$200. 425-757-3301

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

MEN'S 10K and DIAMOND POKER RING in original box. Originally paid \$375, asking \$150. POKER THEMED LATTE MUGS (qty 6) new in box. \$20. BRILLIANT CUT LOOSE DIAMOND: one brilliant cut loose diamond weighing 0.47 carat, K S12, originally paid \$1500.00 Includes Shane Co appraisal (\$194,000 value) Asking \$650.00 425-757-3301

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

FLAVORS of ALOHA COOKING with TOMMY BAHAMA, new in shrink wrap. MSRP price sticker on back of shrink wrap \$40. Asking \$15. 425-757-3301

WANTED TO BUY - COLOR SLIDES of: Slo-Mo-Shun, Hawaii Kai III, Maverick ECT. Thank you! Please call: 206-557-0282

## PROPERTY

1 ACRE KETTLE RIVER FRONTAGE, 35 ft RV with slideout. Deck, power, water, sewer. Bunk house with full bath, \$119,000. Very motivated seller. Call 509-684-6931

2 CEMETERY PLOTS at FLORAL HILLS Cemetery in Lynnwood in coveted area of Azalea Garden near fountain Lot 13-T spaces 3 & 4. \$3,000 each. 360-982-2960

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

GREENWOOD MEMORIAL PARK, Renton. I have 4 plots side by side in the Azalea Garden and 1 double headstone for sale. \$1,500 less than retail price on each plot. Great location and beautiful cemetery. Will negotiate the price of the headstone. Call to find out the price. 253-852-6809

## VEHICLES

2002 yellow 750 HONDA SHADOW BIKE with removable windshield and hard saddle bags. \$1,500 or best offer. Needs tabs, must sell. 206-920-6096

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

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 Dec. 7th!

## SERVICE TO THE COMMUNITY

# Making Strides Against Breast Cancer Hits the Road During the Pandemic

Team 751 again took part in the annual Making Strides Against Breast Cancer fundraiser. With a global pandemic making large gatherings risky, the event turned into a pink road rally with cars and participants

decorated in traditional pink for breast cancer month. Participants made a caravan from Northgate Mall to Everett Mall to raise awareness on this disease. Team 751 shared some pictures of their decorated vehicles at the event on Saturday, Oct. 17.



Susan Palmer and Sean Bagby pinked out for the event.



Above: Aaron Jacobs and his daughter Aaliyah ready to hit the road for breast cancer.



Nathan Hatch and Winona Ormbrek had their pink for the breast cancer road rally.



Dan Huntington took part in the making strides road rally.

Right: Terri Myette was ready to roll with her decorated truck.



Left: Webby from the Aquasox social distances from Shari Boggs, Carolyn Romeo and Michelle VanMeter.



Tucker Orpin-Wilkes, Jim Hutchins and Vennie Murphy built a ramp for an Enumclaw resident.

## Volunteers Ramp Up



The Enumclaw resident takes a test run on the new ramp.

751 volunteers built a ramp for an Enumclaw resident who can now easily get in and out of his home without assistance. His wife wrote: "Please extend to your crew our deepest thanks for the great job you all did on the ramp for my husband. He can now get in and out of the house with ease."

## Machinists Donations Make Halloween Sweeter

District 751 members did their part to make Halloween a little sweeter for kids in one South Seattle neighborhood. Union members collected hundreds of pounds of candy, which was donated to the Salvation Army of White Center for its annual Halloween celebration.

"There was enough candy left over to cover the Christmas holidays too," said IAM 751 Business Rep Rich McCabe, who was the union's focal for the candy drive. The Salvation Army provided a safe alternative to trick or treating during this pandemic.

Special thanks to Everett Union Steward Paul Richards and Kelly Smith, and members in their shop, contributed more than 100 pounds of candy to ensure the candy drive was a success.



Above: Business Rep Rich McCabe (2nd from left) and Business Rep Jason Chan (2nd from right) deliver hundreds of pounds of candy donated by 751 members to the White Center Salvation Army.

Photo left: In Everett, Union Steward Paul Richards displays some of the more than 100 pounds of candy donated from his crew and 777X Steward Kelly Smith's crew.

## 1-Day Turkey Drive on Nov. 19

A one day Turkey Drive will take place on Thursday, Nov. 19. Frozen turkeys will be accepted between 8 a.m. and 3 p.m. on Nov. 19 at the Auburn, Everett, Renton and Seattle Union Halls. Note: Auburn, Everett and Renton halls close for lunch between noon and 1 p.m.



Turkeys donated at the Everett Hall will go to Volunteers of America. Turkeys donated at the Seattle, Renton and Auburn Union Halls will be donated to the Rescue Mission in Tacoma. Checks made out to Volunteers of America or Rescue Mission will also be accepted.

## IAM Scholarship Now Accepting Applications

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

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

### Awards to Children of Members are:

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

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

### Eligibility:

Any applicant must be either:

- an IAM member, or
- the son, daughter, stepchild or legally adopted



child of an IAM member.

Child of a Member Applicant--

- Must have one living parent with two years of continuous good-standing membership up to and including the closing date of Feb. 12, 2021.
- Must be planning to graduate during the winter or by the end of the spring 2021 school year (i.e., normally a high school senior);
- Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;
- Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of "continuous good-standing membership" at the time of death.

For information on all rules of eligibility or to obtain an application form, visit [www.goiam.org/iamscholarship](http://www.goiam.org/iamscholarship). NOTE: Completed Application Packets must be postmarked no later than Feb. 12, 2021.

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

## Use Your Talent to Help Design Our Next Union T-shirt

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



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

## Sock Drive for the Homeless



How can you help make a homeless person's life better during the holidays? Give the gift of new socks! Bring new socks to one of the 751 Union Halls through Dec. 11th. They will be delivered to a local homeless shelter the following week. Sponsored by 751 Women's Committee.

## EASTERN WASHINGTON

# Union Gets Unjust Termination Overturned

Union efforts overturned an unjust termination for Machinists member Larry Shupe who worked at Republic Services in Goldendale – highlighting the value of union membership. Our union challenged his unjust discipline/termination from Republic Services in Goldendale after the Company fired him in January.

Larry had worked there for more than 12 years with no discipline on his record. The case involved two members taunting each other, which resulted in horseplay. The Union argued that termination was too extreme a penalty for the circumstances and Larry's actions warranted lesser discipline – especially since he had no previous discipline, accepted responsibility for his actions, and repeatedly expressed remorse for his behavior.

Union Steward Rick Porter with assistance from Staff Assistant Chris Powers filed a grievance. When resolution couldn't be reached, they elevated the issue to an arbitrator and Union Staff attorney Spencer Thal presented our case. The arbitration case hinged on the question did the employer have just cause to terminate Larry? And if not, what is the appropriate remedy?

The arbitrator agreed the discipline was too severe and that Larry should be reinstated without back pay.

"It was great to have union representation and they did an awesome job. Without the union, I wouldn't have this job or would have had no way to challenge the unjust discipline," said Larry. "Our union was there when I needed them and has your back, which is invaluable should you find

yourself in a similar situation."

This case reinforces that one of the most valuable benefits of union representation is you are no longer an "at-will employee," which means a company must not only show just cause for termination, but must follow progressive discipline outlined in a union contract. Union contracts provide a grievance and arbitration system to ensure that discipline is fair and consistent and cannot be on the arbitrary whim of a supervisor or HR rep.

This is another example of how our union is fighting daily on behalf of members in every workplace. A member could go decades without ever having an incident, but when it matters most, it is good to have our union as your advocate if you find yourself in an unjust situation.



Larry Shupe appreciated having the union to get an unjust termination overturned so he can return to Republic Services where he has worked the last 12 years without any incident of discipline.

## Negotiations Begin at South Columbia Basin Irrigation Council

Formal negotiations between the South Columbia Basin Irrigation Council and the Columbia Basin Irrigation District began on October 29. The Union presented a comprehensive proposal of economic and non-economic areas of the contract that reflected the issues identified by Union members. Much of the day was spent presenting the Union's proposal and explaining concerns the membership has raised in relation to those proposals.

The next formal bargaining session will be on November 19, 2020. At this meeting, we anticipate receiving the District's counterproposal. Thanks to those serving on the bargaining committee: Ricky Bauman, Nick Trejo, Jeff McKenzie, Dennis Rankin, Kathy

Wilkens, Chris Powers and Steve Warren.

South Columbia Basin Irrigation Council represents approximately 74 members from four different unions (Machinists Union, Operating Engineers, Teamsters and Laborers' Union). The unions work as a team under one collective bargaining agreement. The current contract expires on Dec. 31.

These members keep intricate irrigation systems flowing through the eastern side of the state. Their work includes cleaning and maintaining irrigation canals and ditches, maintaining and monitoring automated gates, pipeline projects, and pumping plants – all their work is vital to the vast agriculture industry of eastern Washington.



Union negotiating committee for South Columbia Basin Irrigation District L to R: Jeff McKenzie, Chris Powers, Steve Warren, Kathy Wilkens, Ricky Bauman, Dennis Rankin, Nick Trejo. The committee presented a comprehensive proposal on Oct. 29. The current agreement expires Dec. 31, with future bargaining sessions scheduled for mid-November. The contract covers 74 members from four different unions (Machinists, Operating Engineers, Teamsters, and Laborers' union) who work as a team under one contract.

## Ensuring Protocols Are Followed to Keep Us Safe!

Continued from Page 1

cleaning occurs in an impacted area;

- ensuring proper masks and personal protective equipment are required in areas where social distancing is not possible.

These procedures are part of an effort to avoid transmission of the virus in the workplace.

The Center for Disease Control (CDC) continues to update recommendations and guidelines for dealing with COVID, which is something Boeing has an obligation to not just follow but ensure implementation occurs throughout their company to keep the workplace safe for our members.

We have heard reports from various locations that showed a breakdown in the process to initiate deep cleaning when a potential COVID positive employee worked in an area and was sent home.

Several areas reported that managers' instructions often conflicted with instructions from Boeing Health Services. Managers were sending emails that didn't align with the verbal instructions received

from Boeing Health Services.

"The bottom line is we can't rely on the Company to keep us safe. They might follow through in one area and fail in another. It is up to each of us," said Holden.

From Frederickson to Everett we heard reports of managers giving employees a choice of whether to quarantine or come to work after a co-worker tested positive. This is not acceptable. Guidelines must be consistently applied and not left to the discretion of the shop manager.

Everett Stewards spoke of a member whose spouse tested positive for COVID, yet the member continued to come to work until co-workers objected. This is not acceptable and certainly not the process the state agreed to in letting Boeing open the factories.

Boeing needs to re-evaluate their process and ensure all managers are adhering to the safety procedures outlined from the state and CDC, which have been updated.

If you have concerns about COVID or the process, please bring it to the attention of your Steward who can ensure it is addressed. Our goal is to minimize any workplace transmissions so our members can continue to work in a safe environment during this global pandemic.



Business Rep Pat Bertucci (l) talks with Dan Swank about safety issues in COVID protocol.

## Our Union is Fighting for the Future on Multiple Fronts

Continued from Page 2

pay, benefit and protections as our members in Washington State, it is harder to pit the two against each other in order to chip away at our contract and protections. I will keep you informed as we move forward through the grievance and arbitration process.

**Town Halls Scheduled:** With no end in sight for the pandemic, we continue to look for ways to connect and communicate with members. We will be holding our next set of town hall meetings via Zoom on December 15th and hope many members will take part from their phone, tablet or computer. We offer three separate times to accommodate all shifts and invite all interested members to attend. A few of the topics we will cover include:

- What happens when or if Boeing approaches us for contract talks?
- An explanation of jurisdictional claim on 787 and South Carolina as a remote location
- The importance of launching a new airplane and efforts on this front
- Resources for those facing layoff
- Other topics members chose to bring forward to discuss with Union leaders.

These town hall zoom meetings will be held on Tuesday, Dec. 15th at 7 a.m., 11 a.m. and 4 p.m. (see box on page 2 for links).

We look forward to the time our members can meet in person again at the halls, but will utilize this platform in the meantime to keep up our two-way communication.

**Monthly Premium Costs Contained:** There is good news to report from our Benefits Committee, who have been proactive in working to hold down medical costs for our members at Boeing to ensure our members' total share of health care costs does not exceed

16 percent across all plans, all members and dependents.

For 2021, our costs were projected to be above 16 percent, which gave us the ability to hold down increases in the monthly premium. As a result of our proactive efforts, the monthly premium for each plan will only go up 2.1 percent (for each plan and tier). This is important as our monthly premiums were set to increase 10 percent this year and each year throughout the life of this long agreement.

Because our contract language calls for the premiums to be adjusted prospectively, it was important to challenge this early, long before it is time for open enrollment. This is a very important topic to our membership and why our Benefits Committee worked hard to make information requests and evaluate the data throughout the year to stop the contractual premium increase of 10 percent well before the annual open enrollment period (see page 4 for premium amounts for 2021).

As we head toward Thanksgiving, I am truly thankful for the health of family, friends and our members during this global pandemic. I want to thank our Stewards, Officers, and Reps who fight daily to enforce the contract and protect members' rights in the workplace. I am thankful we can join together and speak out against corporate injustices, push to keep workplaces safe during the pandemic, and continue working to raise the standard of living for all workers. And I am thankful to our members – active, retired and laid-off. Each of you have made us stronger with your solidarity and determination. I hope you are able to enjoy the holiday with family and friends.