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 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 proactive 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 Unions 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 cleaning is necessary.

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 baled 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

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 surprising 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.”

Continued on Page 12

Helping Hand

Health & Benefits
rep ensures member
taking VLO receives
layoff benefit

Earning Her Degree

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

Choosing Your Plan at Boeing
See page 4 for info

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

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Union Election Results........8
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Eastern Washington........12
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 benefit appeals 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 in June. He assumed his layoff benefits and other resources after layoff because the Union got it done.

Town hall meetings via Zoom

Our Union leaders will hold three town hall meetings via zoom on Tuesday, December 15th at 7 a.m., 11 a.m. and 4 p.m. All members are invited. Mark your calendars now to attend.

Union meets and takes part. Topics will include:

- What happens when or if Boeing approaches us for contract talk?
- Explanation of 787 jurisdictional grievance
- Importance of launching a new plane
- Resources for those facing labor
- These are a great opportunity for candid two-way communication with union leaders.

Upcoming town hall meetings via Zoom:

- Dec. 15th at 7 a.m. at https://tinyurl.com/yv4x43h
- Dec. 15th at 11 a.m. at https://tinyurl.com/yv4x43h
- Dec. 15th at 4 p.m. at https://tinyurl.com/yv4x43h

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 facility 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 called an arbitrator in Charleston to sort through the facts and decide if workers there will be covered by our contract.

If we win this grievance, some might ask why had we not already done so. Carolina workers are provided the same.

Page 2

November 2020

751 AERO MECHANIC

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751 Aero Mechanic
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 being notified by a WARN notice from his Grade 6 job, he asked Daniel about the contractual process and rights to other jobs. Daniel began investigating and determined 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 back rights to the Grade 4 job. Shay appreciated having Daniel as a Steward to advise 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 their seniority giving a supervisor a less control over what Group Classification each person is given, but still not a true seniority system.

1965 Contract

Changed surplus class 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 for rights if employee has two or more years seniority and worked in job 30 or more calendar days within previous 12 month period.
• Cat B must be filed every 90 calendar days

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.

1982 Contract

• Cat A recall for jobs held 30 or more calendar days within previous 3 years
• Cat A recall extended 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

1989 Contract

• 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 was 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 for Category A rights solely by seniority. 1980 Contract

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

1983 Contract

Eliminated Manpower Control Ranking levels (previously surplus went on seniority in ranking within 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 years periods depending on your seniority level.

Cat A recall extended as follows:
• Employees with 5 or more years seniority, 5 years recall rights increased
• Employees with one or more but less than 5 years seniority, 3 years recall
• Employees with less than one year, 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 had recall rights with 3-5 years seniority had 3 year recall rights).
• Employees with one or more but less than 5 years seniority, 3-years recall – 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

• Category 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
• Union
• Downgrade rights increased from 7 to 8 years for jobs held for 90 days.

2002 Contract

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

2005 Contract

• Category A rights increased as follows:
• Employees with 5 or more years seniority who were downgraded or laid-off between 9-11-04, an additional 2 years to the seniority of the employee.
• Employees with 5 or more years seniority, 7-years recall (previously 6 years)

2008 Contract

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

Nothing is a Gift: History of Category A Recall Rights

This article is designed to help members understand how their 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 diligence 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

Employees must register for recall to keep up your Category A recall rights (WARN) Act, which was passed into law in 1956.

1960 Contract

• Select: HR Data Reports including Work History Report
• Select: HR Reporting & Analytics Work History
• 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.
CHOOSE 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 Coordination 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 article at bottom of page).

Dental Options: District 751 members in Washington State can also choose between two dental plans: the Network Plan (Dental PPP) 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’s best fit 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 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.

Things to Remember

- 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 pharmacy 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 form and send it to Boeing.
- Representatives from some of the medical, dental and vision plans will be on the November local Lodge Zoom meetings.

Choosing Your Health Plans at Boeing

For reference 2020 monthly premium contributions were as follows:

2020 TMP Employee $49.05; Emp + spouse $98.10; Emp + children $98.10; Family $257.52
2020 Selections/Kaiser Employee $85.84; Emp + spouse $171.68; Emp + children $171.68; Family $257.52

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 Surcharges

Remember to complete the Boeing online health assessment questionnaire by Nov. 24 to avoid the highest 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 area 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.service-now.com/worklife. Or call 1-866-473-2016. 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.

No action is required unless you want to change coverage plans.
First Contract Delivers Increase in Wages, Benefits and Rights

On Oct. 22nd, workers at Kay & Associates FRCW confirmed they voted for IAM Union representation as they approved their first union contract. These talented mechanics work on NAS Whidbey Island. They do maintenance and engine repair on the P-3 Orion planes on the Base. They reached out to groups and a 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, their 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.

“First this collective bargaining agreement created a strong framework 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 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 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 General Studies degree in business management 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 system.”

Chalise hired into Boeing in May of 2019. She works as an MPFR 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 online or talk to an advisor to help you plan out college. Works as an MPRF on second shift in the Renton wingline.

Reasoning for Boeing Members from Delta Dental

Delta Benefits for Boeing Members from Delta Dental

Delta Dental benefits include:

- Preventive care for children
- Chronic Disease Prevention
- Preventive care for adults
- Dental exams
- Cleanings
- Sealsants (through age 14)
- X-rays
- Sealsants (through age 14)

Preventive care for children

- Dental care for children starts before their first tooth erupts. Make sure your children see a dentist to help prevent cavities. Teach each kid how to care for their own teeth, check for teeth misalignment and allow the dentist to recommend preventive services such as sealants and mouthguard.

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 like 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 one of the three-year studies. 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 lining of your heart
- Cardiovascular disease - heart disease, clogged arteries and strokes
- Pregnancy and birth - premature birth and low birth weight

Delta Dental benefits preventive care visits include:

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

Need a 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 every six months – when you’re due for your next regular dental check.

To go: https://www.deltadentalwa.com/register.

Have specific questions about your dental plan?

To go: https://www.deltadentalwa.com/group/boeing

To learn more or enroll visit: FreeCollege.goiam.org

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 to 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 dissimilar worker benefits (including TAA if approved).


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

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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 Rex 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 initiative.

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 and prompted him to speak to the HSI Site Committee continue to close aging and current SHEARS. They have closed 57 SHEARS in 2020 compared to 52 SHEARs in 2019. They are continuing to work SHEARs in-person to being resolution and agreed to close the SHEAR from Jan. 2019.

Capitalizing on the shift from working SHEARs 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 SHEARs in 2019. They are continuing to work SHEARs in-person to being resolution and agreed to close the SHEAR from Jan. 2019.

The Auburn HSI Site Committee member Shari Boggs discovered PRO-6894 concerning ADA parking at all Boeing sites. They responded to accident investigations, near-miss situations, work to resolve SHEARs and assist EHS and Operations with a variety of Health and Safety concerns.

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

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?

HSI 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 can you 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) 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://IAMBoeingWeb.boeing.com and click on the Site Committee contact information.

Questions or Comments about IAM/Boeing Joint Programs?

If you have questions about the Site Committees or IAM/Boeing Joint Programs please contact us at 1-800-234-3543 and speak with a Joint Programs Internal website or email the Communications and Safety Administration at JointProgramsWebsite@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 would like to know more about or see featured in future article, email JointProgramsWebsite@exchange.boeing.com.

IAM-Boeing Joint Programs Career Advisors can help 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.

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 3000H, 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 credits. Once approved, Oleg plans 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.
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 in training, 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 used the assistance from the VRCs 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’s License (CDL) with a Haz Mat endorsement. Since this was an approved school, Wayne was able to use his EA benefits for the enrollment tuition and started classes Aug. 10, 2020.

On Sept. 4, 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, WA. Wayne realized none of it would be possible without the IAM contractual benefits he was able to take advantage of with the 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 more: Reasonable Accommodation success stories.

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 with a computer accessory.

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 actions.

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 in remedying the situation by 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

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 (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 carpel tunnel procedure and the resulting missed work days can cost the company up to $30K not to mention being a hardship on the employee and their family. What if not injuries can be prevented, overseen injuries can be cured, lightened up the carpel tunnel, lower back pain, etc., developed over time and can often be prevented or managed 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 took to successfully assist the employee.

Now that you are aware of the Reasonable Accommodation request process, 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
Thanks to the members who voted in Local 751-A and 751-F elections in October. This was our first all-mail-in election using the MOUD. 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-A, 751-C, 751-E, 86, 1123 and 1951. Therefore, candidates in those locals were elected by acclimation.

Local lodge nominations and elections determined the District Council, which is the governing body of our District, and also Union Business Representatives in each 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 elected from the new Council at the Nov. 24th District Council meeting. This will be a special joint meeting of the current District Council 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 (all mail ballot or voting locations and times).

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 insufficent results for the exact number of candidates for ballot positions available. Therefore, the nominated candidates were elected by acclimation at their October lodge meeting.

Local 751-A

Business Representatives Western WA – (top 15 elected)
DAV 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
Levi Colaruso
Danzahn
Gerald M Johnson
Andrew Sterio

Local 751-F

Business Representatives Western WA – (top 15 elected)
DAV 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.
GARTH LUARK
RICHARD McCABE
PAUL SCHUBERT
ROD SIGVARTSON
DAV SWANK
ANDRE G TRAHAN
PAUL VELTKAMP

Local 751-C

The following were elected at acclimation 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
DAV SWANK
ANDRE G TRAHAN
PAUL VELTKAMP

Local 751-E

The following were elected at acclimation 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
DAV SWANK
ANDRE G TRAHAN
PAUL VELTKAMP

Local 751-A

District Council Delegates
HELEN KELLER
SHANE VAN PELT
JEREMY COTY
MITCHELL CHRISTIAN
DAVID BRYANT
TRAVIS KENDRICK
LOYD CATLIN
BRENNAN STANFIELD
ALI ENGLAND

Local 751-F

District Council Delegates
JAY KERGILF
JEREMY COTY
MITCHELL CHRISTIAN
DAVID BRYANT
TRAVIS KENDRICK
LOYD CATLIN
BRENNAN STANFIELD
ALI ENGLAND

Local 751-C

District Council Delegates
JAMES MCKENZIE
KEN ORGREN
PATRICK WHITE
MIKE HILL
FREDERICK MORA
DONNY DONOVAN
CHAD BAKER
JOHN COOLIDGE
SHARI BOGGS

Local 751-E

District Council Delegates
JAMES MCKENZIE
KEN ORGREN
PATRICK WHITE
MIKE HILL
FREDERICK MORA
DONNY DONOVAN
CHAD BAKER
JOHN COOLIDGE
SHARI BOGGS

Local 1123

The following were elected at acclimation 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
DAV SWANK
ANDRE G TRAHAN
PAUL VELTKAMP

Local 86

The following were elected at acclimation 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
DAV SWANK
ANDRE G TRAHAN
PAUL VELTKAMP

Local 751-A

Local 751-F

Local 751-C

Local 751-E

Local 1123

Local 86

Local 751-A

Local 751-F

Local 751-C

Local 751-E

Local 1123

Local 86

Local 751-A

Local 751-F

Local 751-C

Local 751-E

Local 1123

Local 86

Special thanks to all the members who took the time to vote and help determine our union leaders for the next four years!
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 Boschk, President
Pam Harris, Secretary
Vennie Murphy, Sergeant-at-Arms

Helen Lowe, Vice President
Tom Lux, Treasurer
Trustees: T.J. Seibert, Jim Hutchins, & Mike Kellert

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.

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.

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 Afanan
Donald Angle
Steve Austin
Peter Barone
Jimmy Bentley
Gregory Birch
Gerald Bonner
Kurt Breckenridge
David Campbell
Steven Carter
Don Chevalier
Alfred Clark
Michael Clement
Karrol Closed
John Combs
Ricky Cotton
Bernard Dahlquist
Lisa Dally
Cedric Daniels
John C Davis
James Dean
Debra Dickinson
Alejandro Dolojan
Kurt Ellisman
Tracie Farinas
Christopher Ford
Craig Fridlund
Abisas Garcia
Timothy Gensch
Chris Gervelis
William Goodman
Florella Graham
Steven Gwinn

Stephen Hambergh
Dennis Hart
Eric Hartley
Grace Holland
Keven Holsing
Dennis Ikan
Douglas Kehres
Brian Kunz
Kenneth Lamond
Kimberly Lang
Dean Lidstrom
Sarattie Lim
Alfredo Lorenzo
Oscar Lucero
Brent Maier
Robert Massey Jr
Lloyd McAlpin
John McClittrick
Lawrence Mead
Raymond Medana
James Mercer
Cory Moberg
Darrell Montz
Michael Naylor
Van Nguyen
Michael Noh
Mark Pacheco
Catherine Petite
Anita Pottruff
Leesa Russell
Mark Ryan

Robert Sautee
Johnnie Sausedo
Robert Seifried
Chris Schorr
Nickel Schulz
Edward Slater
Victoria Starkweather
Wayne Starkey
Roy Stewart
Sameun Sun
Kasama Supalapate
Thomas Wellmor Jr
Ng Bich Thi Tran
Paul Thomas
Leland Turner
Jeffrey Ubbenga
William Vang
Franklin Votkino
Janelle Weber
Leslie Wells
Jeremy Wilson
Brian Woodward
Francisca Yap
Christie Zyskowski

Local 98
Victor Lauer, 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 rememberance 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, Gary Markland, John McCafferty, Sr., Michael Myos, Jerry D. Moore, Mahlon Meyers, Dennis Ousley, Alfred Schmidt, Joe Shepard.

Local F: Clarence Bale, Cynthia Blessing, Joseph Francis, William Grosskruzer, Hughes Heppard, George Pullibeer, John Reynozo, Sharon Sands, Naomi Swenson, Marvin Thomas.

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 daphe6@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

It is important to note that he had not 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.

For Rights on the Job and a Better Life!
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.

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 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 members in their shop, contributed more than 100 pounds of candy to ensure the candy drive was a success.

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.

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 donated to a local homeless shelter the following week. Sponsored by 751 Women’s Committee.

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 & search 2021 IAM Scholarship. Packages can also be obtained by calling 301-676-4708 or email assumer@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 by Jan. 9, 2021. You can submit artwork as a jpeg, png, eps, or gif file or a picture of your hand drawn artwork.

Volunteers Ramp Up

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.”

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

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 – however, since he had no previous discipline, accepted responsibility for his actions, and repeatedly expressed remorse for his behavior.

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.

The Center for Disease Control (CDC) continues to update recommendations and guidelines for dealing with COVID-19. Knowing 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 shortly after they left. Several areas reported that managers’ instructions often conflicted with instructions from Boeing Health Services. Our union was 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 while co-workers objected. This is not acceptable and certainly not the process the state agreed to in letting Boeing open the factories.

Boeing is also evaluating their process and ensure all managers are adhering to the safety procedures outlined from the state and CDC, which have been revised.

If you have concerns about COVID or the process, please bring it to the attention of your steward or to us on your behalf.

Union negotiating committee for South Columbia Basin Irrigation District L to R: Jeff McKenzie, Chris Powers, Steve Warrens, 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). 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, safe work practices, and pumping plants – all their work is vital to the vast agriculture industry of eastern Washington.

Union Gets Unjust Termination Overturned

Our Union is Fighting for the Future on Multiple Fronts

Continued from Page 2 benefit, pay and protections as our members in Washington State, it is hard 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 layoffs and furloughed members 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 3 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 us connected and informed.

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 work to raise the standard of living for all workers. And I am thankful to our members – active, retired and laid-off. Each of you has made us stronger with your solidarity and determination. I hope you are able to enjoy the holiday with family and friends.