

DISTRICT 751

AERO MECHANIC

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Union Helps Ensure Reinstatement of Inspections

Not OK to Cut QA Remains Our Message

Our Union's relentless work to protect the build process and quality of Boeing airplanes is making some headway and recently scored a victory. In September, as a result of our Union's efforts through our Verification Optimization (VO) union reps, Boeing reinstated more than 6,600 close tolerance hole inspections mainly on the 767 and 777 airplane lines. These close tolerance inspections in Everett alone equal a work package for more than 100 of our Quality Assurance inspectors whose sole purpose is to protect the integrity of the airplane and the production process.

Credit goes to our VO Reps in Everett: Lloyd Catlin, Dave Bryant and Travis Kendrick, as well as all our stewards and members who brought information to the

Union about concerns they had over the removal of thousands of inspections from the manufacturing/production process. District 751 President Jon Holden, along with Grievance Coordinator Dan Swank, have also been a driving factor in this effort.

"From the start we have raised concerns about removing inspections – particularly on close tolerance holes which is a critical part of the build process – but Boeing wasn't listening to us. Thanks to efforts from our Everett VO Reps and the FAA, Boeing is reinstating these inspections," said Holden. "This is a big deal, and I appreciate our VO reps advocating on many fronts to make this happen. We will continue pushing for this in other areas of the build process because our goal remains to protect the integrity of Boeing airplanes and save

Continued on Page 3



Union efforts helped reinstate more than 6,600 inspections on close tolerance holes on the 767 and 777 lines. Above: Union VO Reps Travis Kendrick, Dave Bryant and Lloyd Catlin examine some of these holes pointed out by Steward Dan Huntington who was one of our inspectors voicing concerns about the removal of inspections and providing the union with documentation.

South Carolina 787 Consolidation Another Bad Decision

After Boeing announced it would consolidate 787 production in South Carolina, IAM District 751 President Jon Holden issued the following statement:

"IAM District 751 believes this is the wrong decision and just another in a string of bad decisions Boeing has made that fails to capitalize on the strengths of our workforce. Boeing leaders discount the efficiency, quality and productivity of our Puget Sound workforce. Once again, this Company fails to take into account all the benefits Washington State offers in support of training programs, higher education, research and innovation, infrastructure, and continued tax incentives. Additionally, favoring a non-union site is only about control of the workforce, nothing more.

Boeing can't stand the idea that those who design and build the aircraft, who are the heart and soul of the manufacturing process, have rights. Boeing doesn't respect that our members have the ability to stand up, voice

concerns and attempt course correction of poor management decisions to protect the integrity of the airplanes and the industry. This ability should be looked at as a positive; however, Boeing only sees it as conceding control rather than ensuring a quality product.

We will continue working to bring aerospace work to this region because our members and our communities have demonstrated why our state has the most efficient, productive aerospace manufacturing facilities in the world. This has been validated in the objective study completed by Richard Aboulafia



L to R: 751 Work Transfer Reps Steve Morrison and Mike Hill discuss our Union's alternative proposal to maintain 787 production in Everett with 751 President Jon Holden. Boeing rejected this, which we believe is just another bad decision that will hurt Boeing in the long term.

entitled the [2019 Aerospace Competitive Economics Study \(ACES\)](#) used to rank each state's manufacturing capabilities using dozens of metrics that matter to companies making siting decisions. Washington State remains far and above the best place for aerospace design and manufacturing."

District 751's alternative proposal showed the economic benefits of not just maintaining production in Everett, but the added benefit of our members sharing best practices with South Carolina workers, while bringing those workers under our District 751 contract with Boeing so we all work to the same standards of safety, quality and productivity, along with all the protections contained in our agreement. These protections would allow union members in South Carolina to raise their hand and point out quality issues impacting production in South Carolina.

Our Union will push for Boeing to launch the new mid-market airplane and capitalize on the workforce, capacity and resources in Washington to ensure success and help Boeing gain back market share they have lost to Airbus because of gaps in their product offering. This must be a top priority to ensure our mutual success long into the future.

Health Care Protected for Members Considered High Risk

Thanks to swift action by our Union, members considered at high risk (as defined by the Centers for Disease Control) who have been on leave for longer than 90 days will continue to simply pay their active employee contribution rates to continue their medical coverage

throughout the duration of Governor Inslee's State of Emergency declaration because of the COVID pandemic.

Our Union challenged Boeing on this issue in late August after it came to our attention that Boeing was in violation of Governor's Proclamation 20-46 in

regard to high-risk employees. Boeing had erroneously charged our high-risk members full COBRA rates after 90 days on leave – which directly conflicts with the Governor's order. Rather than accepting Boeing was correct on this issue, several members contacted our Health and Benefits office, who then involved District President Jon Holden and Staff Attorney Spencer Thal to resolve the issue.

Boeing has indicated this impacted 46 IAM members who since have gotten their coverage corrected, but any other members who believe they are in the same situation and need assistance in correcting it, should contact our Health and Benefits office by calling 206-764-0350.

Members in this situation who already paid the full COBRA rate have been or will be reimbursed. Members who

were in danger of lapsing their medical coverage had their health care reinstated without disruption, again only paying the monthly active contribution rate. This will last through the duration of the current Governor's State of Emergency.

IAM Health and Benefits Reps Les Mullen and Christine Fullerton helped many of these members ensure they had continuous coverage so they did not have to navigate the frustrating Worklife situation on their own.

Our Union continues to fight for all members during this global pandemic to ensure your contractual rights are protected, proper personal protective equipment is provided, workplace safety procedures are followed, and all of the Governor's proclamations are enforced.



Staff attorney Spencer Thal (l) and 751 President Jon Holden enforced the Governor's Proclamation to continue health coverage during the pandemic for high-risk members on leave – ensuring 46 members Boeing attempted to charge full COBRA coverage will continue their health care at active rates.

Rights Restored
Union action cancels WARN; contractual return rights recognized **3**



Plans for the Future
Career Advisors help navigate resources before and after layoff **5**



VOTE
in the General Election
NOV. 3rd
See Voting Recommendations, page 8

Inside Index
President's Message.....2
IAM/Boeing Joint Programs ..5
Want Ads.....6
Retirement.....7
Eastern Washington.....8

REPORT FROM THE PRESIDENT

Anger Can Spur Action for a Better Future for Us & Boeing

By JON HOLDEN
IAM 751 District President

I am angry over Boeing's decision to consolidate 787 production in South Carolina – not because I didn't expect it. Like most everyone in the state of Washington, I thought the decision was made years ago when they announced the second line in 2009.



I'm angry because I knew it was coming, and we don't have contract language to stop it. We tried to show logic and facts for keeping production in Everett, but the reality is we couldn't stop this decision. We did make Boeing provide information (we have received some and are still waiting for more), and we continue to highlight why we believe this is a short-sighted decision that puts the future of the Company at risk.

Why did we expect this? You just have to look at recent history, Boeing's decisions and the threats levied against the IAM and the communities we live in since our strike in 2008.

- In 2009, Boeing announced a second 787 line in South Carolina even though their own metrics said it was the riskiest, most costly choice to duplicate the infrastructure already in place in Everett. Keep in mind Boeing decided to outsource design and production of the 787 all over the world – resulting in a delivery delay of 3.5 years and deferred production costs exceeding \$32 billion. These were conscious executive level decisions that put their profits at risk.

- 737MAX threat and contract extension. In 2011, even though production was at record highs, in a consolidated, super efficient factory in Renton – a production system they couldn't duplicate easily – Boeing threatened to move the 737MAX somewhere else. And since then, we

increased single aisle production to levels unheard of in the past.

- 777X threat and forced contract extension. Again, Boeing threatened to move one of the most efficient wide-body production systems in the world elsewhere. Clearly, this shows the Company is willing to sacrifice relationships, our communities and our livelihoods all in the name of profits.

- In the past decade, rather than investing in new airplanes to maintain single aisle market share and continue our advantage over Airbus in wide-body aircraft, Boeing spent \$43 billion to buy back Boeing stock. That only benefitted shareholders and the executives making this decision. The stock buyback is a huge reason why Boeing is struggling with cash flow today. Boeing needs to look at the future and the products they offer their customers. They would have been in a much better position to design and build new airplane programs needed in the future had they not focused on stock buyback and stock price while cutting research and development.

- Following the merger with McDonnell Douglas in 1997, Boeing's Board of Directors and executives focused more on shareholder value than innovation and quality – moves that had already hastened McDonnell Douglas' exit from commercial airplanes. Former McDonnell Douglas execs quickly took control of Boeing and changed the culture from engineering and innovation to finance and shareholder value. Many joked McDonnell Douglas bought Boeing with Boeing's money, but the joke is on those of us who truly care about the future of this company.

- Boeing has eliminated many inspections within their South Carolina production facility and pressured workers there, who have no way to raise concerns or question directives without jeopardizing

their job. It was reported in August, that the FAA proposed fines after allegations that senior managers exerted undue pressure to approve work. Here, because we have union representation, we can speak up and fight against decisions we believe could degrade the production process (see story page 1 regarding reinstatement of inspections). While our successes are never easy and it is always a long battle, we have an avenue to voice our concerns and work to get them addressed.

- Now, 787 consolidation is just another action in a long list of actions resulting in loss for our members and our communities; actions that put the future of the Company at risk.

It's time we take our anger and turn it into action. Let it motivate us to prepare for 2024. It's time to fight for true job security, as well as making a concerted effort to show why Boeing needs to launch new airplane programs, to fill the product gaps in their current airplane lineup, right here in Washington State, where commercial aerospace production has proven success.

The people leading this company have no loyalty to our communities. They are only here to reap profit and line their own pockets. They are placeholders until the next greedy exec comes to power and attempts to make more profits for themselves rather than invest in the future of this company, industry and our local community.

Many partners have ensured Boeing's success by making thoughtful investments at the state, county and city level for more than 100 years. It's no accident Washington State is far and above the most competitive business environment for the manufacture of major aerospace structures (see 2019 ACES study). Boeing may have overlooked these facts, but we will continue to push forward because these are jobs worth fighting for.

Let's use this 787 decision to refocus

on the future and take action. We can help bring pressure to launch a new airplane and given Boeing's current cash situation, they can't afford to take unnecessary risks. Therefore, they should embrace the place with the highest probability of success and efficiency, as well as the place requiring the least amount of investment - that is Washington State.

We can make a difference in the next 4 years so let's each prepare. Our future here depends on what we can gain at the bargaining table, and we must focus on job security language. We will utilize the only power Boeing understands – our solidarity, skills and workmanship that generate their profits every day.

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

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Added Recall Rights Thanks to Union Action

As a Union member, it is important to ensure you have an accurate work history – especially when Boeing is issuing layoff notices. Recently, thanks to action from Local C President Jim McKenzie, two members were able to get their work history corrected prior to layoff.

“Both of the members were newer and unaware of their contractual rights. They had been loaned to Everett for more than 100 days when 737MAX production was suspended. I wanted to be sure jobs they worked in Everett were on their work history and their rights were protected,” said Jim.

After they ordered their work histories, neither had the Everett jobs on their work history, which Jim worked to correct.

“While their seniority didn't prevent them from getting laid-off, correcting their work history prior to layoff gave

them additional recall rights to other jobs. Rights to additional jobs enhances their chances of getting recalled,” Jim added.

Both members were thankful for the assistance of our Union.

“As a Union member it is wise to be proactive and not simply trust that management has recorded your work history correctly. If you have worked more than one job at Boeing, confirm that your work history accurately reflects every job you have worked for more than



Business Rep John Lopez (r) thanks Jim McKenzie (l) for helping correct two members' work histories to accurately reflect jobs they were loaned to in Everett for more than 100 days

90 days,” advised Business Rep John Lopez. “Jim did a great job getting this corrected for the members who had been on loan. With so much surplussing action taking place, it is important for members to be proactive, order their work history through WorkLife. If it is not correct, talk with a Steward for help in getting it corrected.”

Help Get Out the Vote!

There is less than a month before the November 3rd general election. There will be crucial races at all levels of government! Whether in Washington D.C., Olympia or in local government, we will be turning to those elected to lead during one of the most challenging times in history.

Help us get candidates elected who see our country's recovery centered on strong unions and protecting

workers' rights to organize; better jobs for all workers; and, economic, racial and social equity across our communities.

Join your Union's “get-out-the-vote” efforts by visiting www.iam751.org and signing the IAM Action Pledge 2020 today! A member will get in touch with you regarding specific opportunities to get involved virtually or by phone due to COVID.

Changes to Boeing Contributions to the VIP

In September, the IAM was notified that Boeing would utilize Boeing Stock to make matching fund contributions into the VIP Plan beginning in November. Boeing stated that as contributions are made, Boeing stock would be immediately sold and allocated as cash into the investment options as directed by the participant. This may cause other concerns about the free cash flow of the company, but doesn't violate the matching principles in the Collective Bargaining Agreement. We will continue to monitor this practice going forward.

751 AERO MECHANIC

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Return Rights Restored Helps 32 Year Member Avoid Layoff

751 member Pete Cardin has always recognized the value of union representation and having an advocate on his behalf. Recently, his union helped ensure his work history was corrected, which provided him bump back rights to a job he held 6.5 years ago – saving him from a potential layoff on Oct. 2nd.

With 32 years seniority and two previous layoffs, Pete had assumed he would be secure in his job until he chose to retire. However, he was stunned when he received a 60-day WARN layoff notice on July 31.

Knowing he had held other jobs in his time at Boeing and that he had rights, he knew where to go for assistance and contacted his Union Steward Chuck Moden and Business Rep Jason Chan. Together,



Union Steward Chuck Moden (l) and Business Rep Jason Chan (r) helped correct Pete Cardin's (center) work history to ensure he had proper return rights that cancelled his WARN notice.

they walked Pete through ordering his work history through WorkLife. When he received the report, it showed he had rights to the 17507 straightener job he last held in December 2013.

Jason contacted Labor Relations with

a copy of the work history and ensured that Pete's WARN was rescinded, since he had contractual rights to the other job. In the end, Boeing ended up cancelling the WARN, and Pete could breathe easier knowing he was not facing a third layoff

during his career and has return rights to another job where the surplussing action is not as dramatic.

"It was reassuring to have our Union advocating on my behalf. I knew I had rights to other jobs, but alone I would have had no way to ensure my job rights were protected. My supervisor had no idea how to correct the situation," said Pete. "Having our Union as an advocate is invaluable. I appreciate the work they do every day for our members – often it is behind the scenes. Knowing someone is fighting for you and your rights are protected is reassuring. Without the Union, I might have been laid-off again and not extended the contractual return rights I have earned."

1,000+ Take Voluntary Layoff

As Boeing pulled back on nearly 700 WARN notices, giving some members a reprieve from impending layoff, more than 1,000 members applied and were accepted to take the voluntary layoff (VLO) with exit dates of either Oct. 2 or Dec. 4.

Our union would like to thank all our members taking the voluntary layoff for your years of service and dedication. Each of you have been an integral part of our Union and have helped to ensure Boeing builds the best airplanes in the world.

Our Business Reps, Health and Benefits Reps and Stewards worked hard to answer as many questions as possible so members could make an informed decision with only a week to decide if

they would apply for the VLO.

Per a Memorandum of Understanding (MOU) members accepting the VLO receive one week of severance pay for each full year of service (to a maximum of 26 weeks of pay) and 6 months of medical at active employee rates (basically mirroring our contractual layoff benefits for layoffs occurring in reverse seniority order in a job code).

"We believe voluntary layoffs are an important option to allow more senior members who want to leave, or may be ready to retire, the option to go with some additional benefits they might not otherwise have received. This allows other less senior members to remain on the payroll. This is just an option that may



Business Rep Garth Luark (2nd from right) answers questions on the voluntary layoff (VLO), pension and retiree medical for an equipment services crew so members could make an informed decision on whether or not to apply for the VLO.

be appealing to some members, but only the individual can determine what is best for their situation," said IAM District 751 President Jon Holden.

Unfortunately, not every job code was included in the VLO, and Boeing pulled a

handful from their original offering. Keep in mind Boeing controls the workforce and determines which job codes they need to reduce employment in and which jobs they will continue to hire in.

Union Helps Ensure Reinstatement of Critical Inspections

Continued from Page 1

management from making poor decisions that become more costly to correct later in the manufacturing process. Hopefully, we will have more success to report in the future as a result of our efforts."

Our Union's goal from the start has been to maintain the integrity of the build process while recognizing the importance of having a second set of eyes – especially in critical areas where close tolerance holes were traditionally 100% inspected until Boeing launched their Verification Optimization (VO) plan in late 2018.

Having union representation gives our members the ability to voice concerns over issues they see in the workplace, such as the removal of inspections. Nothing in Boeing's VO plan gave mechanics additional training or time to check their work, but instead Boeing's focus seemed to be eliminating the second set of eyes, which perform a critical role in the production system.

When our Union learned of Boeing's plan to modify quality assurance with their Verification Optimization (VO) plan in late 2018, we held town hall meetings to share with members Boeing's plan to remove thousands of different inspections from the production

process on all airplane lines. At these meetings, members were asked to provide documentation on concerns they had with this removal of inspections, i.e. mistakes now being caught further down the production process resulting in costly rework. We also asked for examples where Boeing encouraged our inspectors to work with mechanics rather than writing pick ups – a process that eliminated documentation of errors, could mask defects forcing rework, damage and higher costs downline.

At that time, in late 2018, we demanded to bargain the effects of Boeing's changes in working conditions. This resulted in the appointment of our VO Reps, who have been working full time since then to stop the removal of inspections and to get inspections reinstated. By demanding to bargain the effects of this change, we were provided access to data in areas where inspections are being removed, giving us the ability to talk with our members to assess the work packages, as well as the ability to propose reinstating inspections where we believe they are still necessary for the production process. Our VO reps investigate each area where inspections have been removed, review Boeing's applicable risk assessment criteria/

measures, evaluate the rationale Boeing used to implement VO and provide input for consideration. If there is degradation in quality after inspections are removed or concerns, our VO reps can propose to reinstate inspections.

In addition, our Union leadership has contacted and met with regulatory agencies, including the FAA and Congressional Committees to discuss our concerns and information members have brought forward.

"If our Union hadn't raised our concerns and worked to identify the impacts of this faulty strategy, Boeing may not have addressed this issue. Again, our goal is to ensure quality is built into every airplane and necessary inspections remain a part of the build process. Redundancies are key to airplane production," said IAM District 751 President Jon Holden. "We understand this is a long battle, which we will continue to fight to ensure the quality of our manufacturing process and the airplanes we build. Because our members have union representation, they can share their concerns, including pertinent data from their work area, with our VO reps without fear of losing their job."

Being able to voice concerns, speak freely and have an advocate to bring issues forward is yet another benefit of



VO Rep Dave Bryant points at some of the thousands of close tolerance holes that will again be inspected before they are filled. Looking on Lloyd Catlin, Dan Huntington and Travis Kendrick. Our Union fought hard to ensure these critical inspections were reinstated into the build process on the 767 and 777 lines.

union membership for both our members and the airline customers, who count on Boeing quality to remain a standard of excellence.



L to R: VO Reps Travis Kendrick and Lloyd Catlin, 751 President Jon Holden and Josh Timmerman, an integral fuel cell mechanic, discuss close tolerance hole inspections which will be reinstated on 767 and 777 lines.



751 Member Ken Stewart, who is a Structures Mechanic, talks with 751 President Jon Holden on the importance of having inspectors as a second set of eyes in the build process.

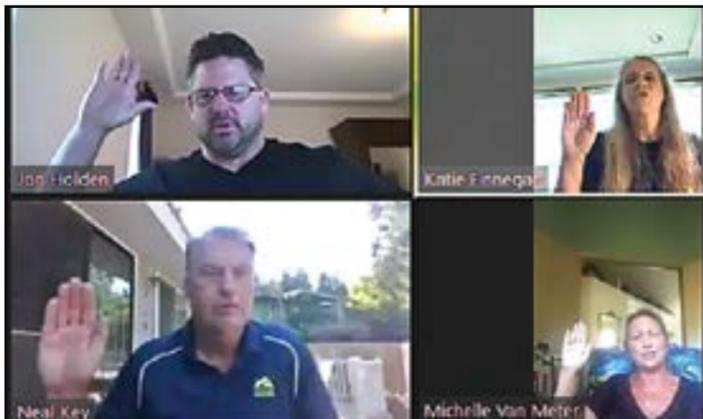
Officers Accept the Oath of Office

Photo Right: Local C Recording Secretary Ken Ogren (l) accepts the oath of office from Local C President Jim McKenzie at the September Zoom meeting.



Robert Rush donated Aero Mechanics from World War II that belonged to his grandfather who was also a Machinist.

Below: Clockwise from top left: District 751 President Jon Holden administers the oath of office to Local F District Council Alternate Katie Finnegan, Local F Alternate Michelle Van Meter and Local C Alternate Neal Key in a Council Zoom meeting.



Local A Vice President Levi Wilson (l) accepts the oath of office from Local A President Matt Hardy at the September Zoom meeting.

History Donation

751-member Robert Rush came across several *Aero Mechanic* newspapers from 1942 during World War II when his grandfather Felix Foster was also a 751 member. Robert's father gave them to him many years back when he hired into Boeing and joined our Union. 32 years later, Robert is preparing to retire and donated the historical papers to our Labor History Committee so they can be exhibited in our Labor History display cases at our Union Halls.

Ramping Up Throughout the Region

In September, 751 volunteers built four wheelchair ramps from Snohomish to Tacoma. Three ramps were for 751 retirees and one was at a member's home to accommodate his parents who were coming to live with him. Great work to all!

Photo right: Jason Chan, Jim Hutchins, Katie & Bill Finnegan (and Vennie Murphy who took the photo) built a ramp in Enumclaw Sept. 17.



Above: Jason Chan and Katie Finnegan. Below on the completed ramp built by Jim Hutchins, Jacob Powers, Vennie Murphy, Hazel Powers, Katie Finnegan and Jason Chan.



Jim Hutchins (l) and Vennie Murphy (r) pose with Robyn Jones, daughter of 751 retiree Dorothy Jones who needed the ramp. Jason Chan also helped with the ramp.



L to R: Fred Harmon, Jonathan Keay, Wes Heard, Adrian Camez, retiree Allan Oudean and Jason Redrup with the completed ramp.



751 Food Donations

Members donated to a one-day food drive as part of United Way's Day of Caring 2020 event. Adrian Camez delivered donations from the north end while Business Rep Rich McCabe delivered south end donations. Thanks to all who contributed to help others during this difficult time.



Above: Adrian Camez dropped off donated food to the Everett location.

Left: Rich McCabe delivered food donated at the Renton hall.



Candy Drive

The Salvation Army of White Center is asking for donations of Halloween candy to help disadvantaged children living in the White Center neighborhood of Seattle. Anyone who would like to help can drop off donations of unopened, individually wrapped Halloween candy to any of the IAM 751 Union Halls through Friday, Oct. 30th.

Green for Guide Dogs



L to R: Local A Car Show Committee Wes Heard, Paul Richards and Kristi Kidrick present the vouchers for the trip to Las Vegas to Kimberly and John Meno. While the car show was cancelled due to COVID, the raffle raised more than \$2,285 for Guide Dogs of America.

IAM-BOEING JOINT PROGRAMS

Joint Programs Offers Resources for Our Laid-off Members

A layoff can feel overwhelming, however, it can also be seen as an opportunity to chart a path in a new direction. IAM/Boeing Joint Programs Career Advisors are available to assist our active members, as well as our laid-off members during these stressful times. They are career professionals with extensive knowledge and resources accessible to support members through some of the uncertainty and chaos of these stressful times.

When a member gets laid-off from Boeing they continue to have IAM/Boeing Joint Programs contractual Education Assistance (EA) benefits for one to three years depending on how long they were with the company.

- Members with less than a year at Boeing before getting laid-off have one year from their layoff date to utilize up to \$3,000 in Education Assistance.

- Members with more than a year who get laid off are eligible for up to a \$3,000 Education Assistance each year for three years following their layoff date.

Note: Members must apply for benefits per the EA guidelines. EA Applications must be received and approved prior to start date of course to ensure payment. Retroactive payments will not be approved.

Members issued a WARN (layoff) notice should immediately make an appointment with a Joint Programs Career

Advisor for assistance navigating through the layoff process and to learn about many of the benefits/resources available.

751-Member Colin Pearson, who was laid-off on July 31, took the advice to heart and immediately met with Joint Programs Career Advisor Lindsay Ruf, who helped him research training programs at local colleges. After assessing his personal situation, Colin selected Highline College's one-year certificate in Purchasing and Supply Chain Management because he felt this additional training would make him more marketable for future jobs.

After graduating from Washington State University with a degree in Media Production with an emphasis in psychology, Colin worked several independent media production jobs, but wanted more stable income. He hired into Boeing in August of 2018 as a 61003 Materials Management Specialist B, but unfortunately, found himself laid-off on July 31.

Colin was proactive and utilized resources immediately after receiving his WARN notice to enhance his chances in finding a new job. He read through the Union's Facing Layoff booklet, followed the advice provided and shared it with co-workers who were also facing layoff.

"With a mortgage to pay, I realized I need to be working so I can't attend school full time. I utilized resources

our Union provided, attended a Rapid Response webinar on Company time, and submitted TAA paperwork after my orientation," said Colin. "The WSLC Rep at the webinar gave good advice that employers want to see you add new job skills following layoff. Getting this certificate in 7-9 months will enhance my resume while I'm learning more about this industry and gaining new skills to qualify for additional positions."

To ensure he was enrolled fall quarter in Highline's one-year certificate program in Purchasing and Supply Chain Management, Colin:

- Contacted a Joint Programs Career Advisor for initial help and research.
 - Met with the Worker Retraining counselor at Highline College for assistance with Commissioner Approved Training/Training Benefits (CAT/TB) applications.
 - Enrolled in school for fall using contractual IAM-Boeing Joint Programs Education Assistance funds since time was short and he couldn't get other funding approved in time.
- Colin kept in touch with his Joint Programs Career Advisor about any questions or roadblocks. He also:
- Attended a Rapid Response layoff briefing to learn about potential resources



Colin Pearson's proactive efforts before his layoff on July 31, ensured he has a plan and got enrolled for Highline fall quarter.

while he was still working, as Boeing provides 5 hours for members to explore resources available when facing layoff

- Applied for Unemployment.
- Attended a Trade Adjustment Assistance (TAA) Orientation, submitted his paperwork, and has a TAA advisor.

Contact a Joint Programs Career Advisor to learn about how to access these benefits and start your future today! Make an appointment by phone 1-800-235-3453 or email JointProgramsWebsite@exchange.boeing.com.

For more information please visit the IAM/Boeing Joint Programs websites:

- Internal: <http://iamboeing.web.boeing.com/index.aspx?com=1&id=1>
- External: <http://www.iam-boeing.com/>

VRC's Help Our Members Daily

IAM C.R.E.S.T Vocational Rehabilitation Counselor's (VRCs) are provided to our members as part of our Contract in Letter of Understanding (LOU) #18 and are under the IAM/Boeing Joint Programs umbrella of benefits for our members.



VRC Mel Riley advised and counseled a member who was injured on the job to transfer to a new position that is a better fit. Schedule an appointment with a VRC by calling 1-800-235-3453.



reassignment process could impact their benefits;

- Information about the on-site Physical Rehabilitation program.

When the member finished their medical treatment and recovery in 2020, our member's proactive efforts utilizing Joint Programs Education Assistance to learn additional skills and file for an Employee Requested Transfer (ERT) resulted in a job offer for a grade 6 position in Seattle.

Usually a new job offer to a higher paying job is good news; however, the worker's compensation process put the member in employment limbo between the two jobs. The member was almost ready to give up, but Mel continued to provide ongoing support and advice.

Mel supplied expert consultations and analysis about the physical demands of the new and old jobs to the DMRs. To facilitate the member's transfer, Mel also visited the employee's new work area and met with the manager to confirm the physical demands of the position and prepare a Job Analysis for the new job.

As a result of the member's patience during this process and persistent coordination with their Healthcare providers, the member was finally medically released to start the new job in August 2020. Our member contacted Mel to say, "You are probably the only reason I didn't quit. You kept me from going crazy with all this drama. Thank You!"

Members can contact a VRC by calling 1-800-235-3453.

The VRCs are very knowledgeable about services and resources that may be helpful to union members who are experiencing a health condition that impacts their employment. VRCs offer support to members when they get injured through their medical recovery and return to work.

In 2018, VRC Mel Riley began working with a grade 5 member at the Renton site who experienced a work related injury. The member was placed on light duty status because they were unable to perform the full functions of their base job. Mel attended the member's light duty meetings that included the Disability Management Representative (DMR), as well as having private and confidential consults with the member in 2018 and 2019. When the member expressed concerns about being able to continue working in their base job, Mel provided the following services, resources and information:

- Referral to an IAM/Boeing Joint Programs Career Adviser for information about Education Assistance and career planning;
- Preparation of a Job Analysis (JA) for their base job so the member and their Healthcare provider could make informed decisions about their ability to work;
- Information about the Reassignment process and how the various outcomes could impact their employment;
- Referral to the IAM Union Health & Benefits representatives for information about how the potential outcomes of the

IAM/Boeing Joint Programs

Services

- Career Advising
- Career Planning
- Job Search Assistance
- Resume Assistance/Referral
- Interview Tips
- Education Assistance

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

Please contact a career advisor with any questions you have regarding your benefits. Call 1-800-235-3453 to schedule an appointment.

www.IAM-Boeing.com

Facing Layoff? Attend Live Webinar

We encourage any member holding a WARN notice or taking the VLO to register and attend an IAM Rapid Response Live Webinar that includes representatives from WorkSource and Unemployment Insurance to answer your questions. Members with a WARN can attend this live webinar during work hours, as Boeing provides you 5 hours to learn

about available resources and participate in these activities; however, the 5 hours can't be taken all at once. Visit www.iam751.org/layoff to sign up to attend a IAM Live Rapid Response - Click on the time to register. Webinars limited to 300 participants. October webinars:

- Wed, Oct. 21 - [10 a.m. - 12:30 p.m.](#)
- Wed, Oct. 21 - [5 p.m. - 7:30 p.m.](#)

Joint Programs Computer Labs Open

IAM/Boeing Joint Programs computer labs are open for active and laid-off members, at lab locations, days and times listed in the chart (right).

Members can utilize the computers for completing training (self-paced, Online Expert, etc.), to review and study for ERT courses (note: we cannot proctor tests - that needs to be completed in an ERT lab), job searches, use of Boeing Intranet and Worklife (for active employees), resume / cover letter editing (professional resume service is available through Education Assistance / Career Advisors), applying for Education Assistance and attending the Rapid Response live webinars.

Tukwila and Everett have staff available to answer any questions; Auburn is an open

Site	Building/Room	Day	Hours
Auburn**	17-75.2, 21A2	Monday-Friday	24 hours - must sign in & out
D.C.	9-110	Monday/Friday Wednesday	7 am - 3 pm 10 am - 6 pm
Everett	7-76, 109 & 110	Tuesday/Thursday	7 am - 3 pm

****Auburn: the 17-75 is accessible 24 hours a day from the S1 door (south door within the gate) on all shifts with your badge. Green classroom is open all 24 hours on the second floor near column B3. Employees using the computer lab must sign in and out.**

lab. Appointments and walk-ins are welcome although computers are on a first come first serve basis. **Due to the COVID-19 restrictions you will need to bring your own headset to listen to training.**

If you have questions or would like to schedule an appointment with an IAM/Boeing Joint Programs Career Advisor please contact us at: 1-800-235-3453

Visit our website: internal: <http://iamboeing.web.boeing.com/index.aspx?com=1&id=1> or External: <http://www.iam-boeing.com/>

FREE for Members Only

WANT ADS

BOATS

Wanted to purchase: SLIDES FROM THE 50's-60's of UNLIMITED HYDROPLANES, also snap shot type photos. 206-557-0282

AUTO PARTS

S&S POWER TUNE DUAL EXHAUST HEADERS, include heat shields. New never installed. Fits H/D Touring models 2009-2016. \$400 206-762-1117

REC VEHICLES

1998 COLEMAN CHEYENNE, sleeps 7. Everything works. New top seal (2019), lift cables, Z slides, ABS pop-up top needs work (internet fix). \$1000 OBO 360-652-7752

2012 "LANCE" TRAVEL TRAILER 17' \$20,000. Excellent condition. Parked in carport all the time. One slide out. Must see! 206-372-4810

SPORTING GOODS

PRO-FORM CROSSWALK/FIT 415 TREADMILL \$175. Great shape, space saver design, running area is 18"x50". This also features arms to work upper body while walking. 206-227-6380

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

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

COTTAGE INDUSTRIES

Union member planning retirement, making URNS FROM OAK WINE BARREL STAVES. Barrels are from Washington State wineries. Pictures/info email Mike at mpj2@gmail.com text 509-759-5145.

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

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

HOUSING/ PROPERTY

SINGLE ROOM/STUDIO, Everett, 20 minutes from Boeing. Private room/toilet. Furnished. Includes utilities. View of lake and mountain. \$900 per month. \$500 security deposit. 425-397-1999

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaallicove.com. Ready for that month long vacation in paradise? Sleeps 5. Min 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

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 Oct. 20th

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

10 ACRES, 8 miles south of COLVILLE WA, small remodeled home with shop and outbuildings, all fenced and ready for animals. Paved county road. \$175,000 Call for more info. 425-327-2514

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

REC MEMBERSHIP
KM RESORTS OF AMERICA camping membership. 7 Northwest campsites free with membership. \$2,000. Call Rick 253-863-6721

MISCELLANEOUS
Wanted to purchase PHOTOS of "CUSTOM CARS" that were built in the fifties and early sixties. Also looking for slides. 206-557-0282

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

Hi, I sell AMSOIL PRODUCTS. The product speaks for itself. It's top of the line in synthetic products and helps extend the life of your engine for whatever it may be. If you would like more info please contact me and ask how you can get free shipping. 206-484-9746

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)

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

RETIRES WHO WORKED AT KSC N/C MACHINE SHOP 18-62 bldg. who like to meet for breakfast get-together, we meet on the 1st Tuesday of the month. For more info: contact clintbonnie@hotmail.com.

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)

OUTDOOR PRESSURE TREATED WOOD: 18 PS - 2x8x15'L, 3 PS - 4x12x9'L, 2 PS - 4x12x10'L. Also extra bonus wood \$150. 425-412-3896

Are you stuck in a wheelchair? You might like a lower sized 4' or 6' RAISED CEDAR PLANTER. Perfect for herbs, flowers or veggies. Waist high, no bending over. Call 360-431-7061 or text for a photo. Customer must "pick up" in Long Beach, WA. 6 happy customers so far.

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

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

VEHICLES

WANTED: USED PICK UP TRUCK, 4 x 4, late model crew cab. Call 425-931-1897 or email charlieinseattle@yahoo.com

CADILLAC DeVILLE DTS 2002, \$7,500, 78,000 miles, original owner, always kept in garage, has new smell, special grill and paint, remote start feature. 360-269-3681 or cell 425-345-0914

HARLEY DAVIDSON, original owner, model Fat Boy. 36K orig. miles. Always garaged. Excellent condition \$3500 Call Chris 425-277-9270

Moved Recently? Update Your Address

It is important you keep your mailing address up to date! To ensure you are receiving your mail, if you have moved, submit a change of address with the US Post Office. By notifying the US Post Office, it will add your new address to the National Change of Address (NCOA) database which mailers use to obtain new mailing addresses for their clients.

You should verify your employer has your current "Mailing Address" on file. If not, update it as soon as possible. Also contact the Union at 1-800-763-1301 to make sure we have your current mailing address

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ANIMALS ELECTRONICS & ENTERTAINMENT PROPERTY
BOATS FURNITURE & APPLIANCES RECREATIONAL MEMBERSHIP
TOOLS RECREATIONAL VEHICLES SPORTING GOODS
HOUSING MISCELLANEOUS VEHICLES
AUTO PARTS & ACCESSORIES COTTAGE INDUSTRIES
Ad (25 word limit. Please print).
Name BEMSID
Address
Mail Coupon to AERO MECHANIC PAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Oct. 20th

RETIREMENT NEWS

Remembering a Union Leader: Betty Ness

In August, District 751 lost a long-time Union leader and champion for women with the passing of Betty Ness.

Betty initiated in our Union in 1953 and helped break the glass ceiling for women in union leadership roles when she was elected the first female District Secretary-Treasurer in 1992. Following her four-year term as Secretary-Treasurer she retired in 1997, but continued to serve her union. In retirement, Betty remained active through the 751 Retirement Club and served as an officer from 2000-2013.

She dedicated her life to helping others – in our union and in her community. Her commitment to serving the membership dates long before her time as District Secretary-Treasurer. Betty worked for 11 years in our District's Health & Benefits Office as our Social Service Organizer. In that role, she visited members in the hospital, taking them their leave of absence

paperwork and ensuring their weekly disability pay was activated (long before it was done online). By processing the LOA paperwork through our Union, members had a record of the leave paperwork, which often proved helpful in instances where the Company misplaced the paperwork or had no record of the leave papers.

Working in 751's health and benefits office she also helped members with medical bills, answered questions on medical and dental coverage, assisted with retirement paperwork, and helped members get into alcohol or drug treatment programs.

Betty was a union leader on the shop floor, as well, serving 10 years as Union Steward, 15 years on the District



Betty Ness

Council, and many years as a Community Service Counselor – referring members to necessary resources. In Local F, she worked her way up through the leadership ranks holding several officer positions including Recording Secretary. She also served on the Boeing-IAM Community Outreach

Committee, Contract Study Committee, and volunteered as a voter registrar.

She was always helping others in need and cared deeply about her family and her community. She greeted everyone with a smile and had a kind word for all she met. She loved golf, square dance and valued spending time with her family above all else.

We will miss this classy lady who impacted so many lives.

In Memoriam

The following retirees have passed away since July. Give a moment of silence in remembrance of:

Local A: Judith Austin, Walter Baich, Donald Barto, John Boheman, Sue Brundage, Norman Christenson, John Colburn, Timothy Eriksen, Chris Gaspard, Edward George, Harry Hendricks, Roger Herrera, Renee Hooker, Duane Howser, Erling Hoxie, Francis Janosov, Ronald Johanson, Linda S. Johnson, Leroy Judkins Sr., Alvin Kamara, Berta Kent, Terry Keith, Ellery Lacambra, Kathleen Layton, Roy Matsuzawa, Forrest McCoy, Janet Murphy, Robin Myers, Marvin Nishimoto, Leonard Ohrt, Kenneth Parker, Bruce Peterson, Steven Petite, Greg Ponton, Ricardo Rooke, Lloyd Schrum, Alexander Scott, Scott Seeley, Glen Serl, Grace Spencer, Jarrel Sundet, Steven Tan, Paul Walderhaug, Stanley Young Jr.

Local C: Roger Ahrnkiel, Willie Atkins, Terry Barnhardt Sr., Kenneth Bellnavis, Joseph Candito, Billy Caples, Sr., Michael Coad, Charles Derosier, Douglas Ferguson, Samuel Finnigan, Lewis Frederick, Edward Gish, Richard Knapp, Michael Lundi, Ross Lynch, Michael Orton, Kevin Phillips, Richard Pickrell, Rudolf Plikat, Richard Redmond, Forrest Schmid, Wynn Smith, Gerald Stine, James Tobin, Ross Van Duser, William Walimaki, William West.

Local E: Harry Buckner, Frederick Buttke, Jr., Joseph Chodkiewicz, Robin Peckman, Agnes Smith, Linda Wild.

Local F: John Angelini, Diane Barnett, Flora Birkelund, Howard Duncan, Jerry Durbin, Joseph Fagan, Rudolph Fast, Gordon Kelsy, Douglas McAlpine, Lizabelle Moorman, Betty Ness, Vicki Olson, Mark Philpott, Alberto Romero, Beatrin Salveson, Linda L. Smith, Kenneth Tamura, Shirley Taylor, Diana Williams, Lynn Zeigler.

Seniors Have a Lot at Stake

By Jackie Boschok,
751 Retirement Club President

I want to encourage all seniors to vote. However, I also want to highlight President Trump's stand on a few issues that directly impact seniors.

President Trump's budget called for cutting more than \$500 billion from the Medicare program over the coming decade, despite his explicit campaign promise not to cut the life-saving program. Much of these "savings" would come from reducing payments to partially cover unpaid medical bills for Medicare beneficiaries. Out-of-pocket expenses are already a major cause of bankruptcy for seniors living on fixed incomes. This is a dangerous game.

Claims that prescription drug prices have fallen in the last four years are rated "Mostly False," as anyone who has filled a prescription recently knows already. At the same time, access to low-cost generic drugs covered by Medicare is being squeezed even further, while Big Pharma continues to game the system and harm older patients.

The recent White House announcement, crowing about a \$200 voucher for prescription drug costs, was a slap in the face of seniors who spend more than \$5,000 on out-of-pocket health care costs, on average. Moreover, the Administration is also pushing the Supreme Court to repeal the Affordable Care Act, even more of a risk since the passing of Justice Ruth Bader Ginsburg, which would re-open the Medicare Part D "donut hole" and cause prescription drug costs for millions of seniors to spike immediately.

The list goes on. Efforts to defer (not cut) the payroll tax could seriously undermine Social Security. Programs such as Medicare and Social Security are not entitlements; they are earned benefits that seniors have worked for and paid into all their lives. They must be guaranteed, regardless of who sits in the White House or holds power on Capitol Hill.

Before you cast your ballot, consider the President's stand on these issues that are critical to all seniors.

Consider This...

By Carl Schwartz, 751 Retirement Club

As the election approaches, consider the impact if a candidate becomes Governor who has promised to "cut taxes."

People from all over our state ask the legislature to support schools, health care, highways and bridges, and all basic public functions. Members of the legislature are constitutionally mandated to consider and evaluate the needs, pass legislation, then a budget to meet these needs while at the same time keeping the funding and taxes, fair and reasonable. It is the constitutional duty of the Governor to "faithfully execute them" – not to change them. This is basic civics.

The same principles apply at the national level. It is NOT within the responsibilities of a Governor or President to enact or change tax laws, or assign or change enacted expenditures or to spend on pet projects. Again, as promised at inauguration, the oath is "to faithfully execute the laws". Remember this when you vote.

RETIREES

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

John Adams	John Chrisman	Harry Galdeira	John Johnson	Macario Maravel, Jr	David Roberts	Ray Strickland
Michael Adams	Mark Clark	Raymond Gall, II	Kathy Johnson	Milinda Malloy	Ismael Rollolazo	Cheryl Sudduth
Amado Agsunod	Gene Click	Douglas Goeman	Kevin Johnson	Jeffrey Marker	Glenn Rome	Vickie Sweeney
Susan Amadio	Lawrence Cobain	William Goff	Robert Jonientz	Kelly Marx	David Ross	Timothy Taylor
Cynthia Anderson	Scott Cochran	James Grover	Willie Jordan	Timothy Mcabee	Jeffrey Rose	Tracy Taylor
Angelito Angeles	Brian Cole	Glenn Grubbs, Jr	Donald Juhl	John McCaslin	Robin Rossow	Bryan Thresher
Douglas Angell	Dan Collins	Julia Guerrero	William Julum	Julie McKee	Harold Runciman	Maria Torres
Ismael Apalis	Lawrence Collins	Lawrence Haggerty	Limheng Kean	William Miotke	Paul Ryckman	Peter Tou
Jocklyn Arnold	Zachary Cooper	Milo Hall, Jr	Chantha Khammanithong	James Miracle	Lorna Rugg	Cuong Tran
Jacqueline Ayers	Alvaro Cordova-Diaz	John Hansen	Ae Kim	Hoeurn Mon	Matthew Sajec	Viseth Tuon
Edward Bagdasarian	Ricky Cottom	Steven Hansen	Myong Kim	James Moore	Alexis Sanchez	Ivan Turner
Jimmy Baker	Alyssa Crawford	Bercie Harris	Savin Kim	Nancy Morris-Sherman	Robert Sampson	Alan Ulasiewicz
Bruce Bates	John Creech	Jeffrey Hartshorn	Wayne Kimball	Maurice Mosley	Piseth Sar	Joseph Valadez
Margaret Beecher	Michael Curtin	Patrick Hassett	Danny Kline	Munyrak Muon	Traci Saxon	Mario Valenzuela
William Bigger	Kenneth Dalton	Debbie Hastings	Glenn Konertz	Chuong Nguyen	Brian Saylor	Edwin Villeza
Timothy Bitney	Freddie Davis	Edward Hastings	Donna Kratofil	Sokhatey Noranarith	James Scharpff	Tiakham Vorachak
Beverly Blair	Ruth Davis	Gaillard Hayes	Vinton La	Masoud Nour	Theodore Schmeichel	Mark Waggoner
Eugene Blake	Jon Deiglmeier	George Heard	Desiree Lamarsh	Marian Ocheltree	Daniel Schmidt	Peter Walenceus
Martha Bredemeier	Steven Deshler	Sheila Hereth-Holloway	Darren Lamb	Wayne Ogilvy	Johnnie Shoemaker	Gary Whiteaker
Max Broaten	Kimberly Dixon	Kellie Hernandez	Ricardo Laxa	John Okeefe	Lee Schrock	Alva Whitley
David Brown	Rhonda Dubois	Edward Herold	Que Le	Jeffery Olson	James Scott	Jason Whittaker
Randall Bryan	Dao Duong	Dave Heyne	Mija Lee	Kelly Owens	Vance Scott	David Wilkerson
Clayton Bryant	Truc Duong	Lucas Hibler	Stephen Lebeau	Richard Payne	Kevin Sengvongdeuane	Donald Williamson
Linda Burgemeister	Gregory Fagot	William Hines	Man Leung	Ron Payseno	Saiyin Shaver	Matthew Woods
Larry Butterfield	Bernardo Feinbaum	Hieu Hoang	Cuong Lieu	Martin Pham	Reginald Sheegog	Lawrence Younger
Jay Carlson	Russell Felch	Lee Hopf	Sophie Lim	Thuan Pham	Bernard Singleton	Paul Yu
Lisa Caron	Joe Fisher	Karl Horn	Walter Lindula	Thuy Phan	Anthony Sjur Thostenson	Michael Zemanek
James Carruthers	Chester Flaggard	Karen Huber	Gerald Littlejohn	Don Phung	Robert Slosson	Local 86
Ernest Caskey	Kelly Flanary	Thomas Jackson	Kevin Lofgren	Gina Pugel	Mary Smith	Michael Koppel,
Frozine Chalmers	William Foley	Alisa Jarry	Kurt Lohse	Carmelita Pusateri	Dennis Souriyavongsa	Kenworth
Hien Che	Peggy Frank	Brian Johnson	Gary Loveless	Boen Que	Alan Spradling	Local 1951
Keovanny Chey	Dale Freeman	Byron Johnson	Alynn Luessen	Jeffrey Quesenberry	Donald Stevens	Andrew Robinson,
Kok Cho	Cathy Frieland	Dennis Johnson	Karman Lundell	Lillian Riley	Radu Stoica	Pexco

EASTERN WASHINGTON

New Three Year Agreement Approved at Akima

Machinists Union members working for Akima Logistics Services (ALS) approved a new three-year contract on Sept. 4th.

The contract maintained the original language of many articles and made positive improvements in several areas. First and foremost, members will receive a General Wage Increase in each of the three years. One of the top concerns was around the Aircraft Mechanic II job and the need for additional members to be placed in this classification. Members felt many were working out of their job classification and not being properly compensated. The employer committed to 4 new Aircraft Mechanic II positions, which will be posted for folks to apply and made permanent positions.

“This creates an upward commitment from an employer who had been trying to combine job classifications. It was a

challenge to get this job classification in the contract and appropriate pay for the promotion. Membership solidarity got the employer to move on this issue,” said Business Rep Steve Warren. “Now, going forward we can challenge the employer if there is a need for more people in the job classification.”

The contract also made improvements on overtime language, which will now use seniority principles when assigning overtime by first asking the person working the job and then ask by seniority. Previously, overtime was strictly at management’s discretion.

The contract also provided increases in shift differential, stand-by duty, lead premium, and assistant program manager premium. Employer hourly contribution rates to purchase insurance increased each year of the contract, as well.



Members working at Akima Logistics voted to approve a new three-year contract on Sept. 4th at the Spokane Union Hall.

The allowance for safety boots was increased to \$120.

These 18 talented mechanics provide aircraft and equipment maintenance to support helicopters the U.S. Air Force uses in flight crew training at the USAF

Survival School. Our members prepare aircraft before crew arrival, assist during flight preparations and then recover, inspect and service each aircraft before the next launch.

Mark Scott and Dan Minnich vote to approve a new three year agreement that covers PAE workers in Spokane and Great Falls, Montana.



New Contract at PAE

IAM members working at PAE in Spokane and Great Falls, Montana, who are mechanics performing helicopter maintenance for customs and border patrol, recently ratified a new three-year agreement.

The new agreement brought members at the two sites under one contract. Members overwhelmingly approved the new agreement, which provided General Wage Increases in each year of the contract, as well as other economic adjustments for A&P license and lead pay, as well as increasing the second and third shift premium.

Union negotiators were able to fend off company proposed concessions on health care and maintain health and welfare coverage for the next three years.

Members appreciated union negotiators pushing to address their top issues and their overwhelming vote demonstrates our union delivered for these members.

Labor-Management Meeting at Pexco

A Labor-Management meeting was held at Pexco Aerospace to discuss issues at the Yakima facility, which has been hit hard with layoffs because of the pandemic and grounding of the 737MAX. Morale is low during this stressful time.

Management reported they have work for the current reduced workforce. It was good to meet and discuss issues and grievances and other areas of concern impacting our members.



Business Rep Steve Warren and Staff Assistant Chris Powers meet with Stewards from Pexco Aerospace before meeting with management to discuss grievances and current issues with the pandemic.

Members Approve Contract at Lee & Eastes

IAM members working at Lee & Eastes in Pasco approved a one-year agreement on September 28. These talented mechanics repair and maintain hundreds of trucks, trailers and tankers each year.

The agreement ensured Health & Welfare stayed the same with the employer paying 100% health care premiums, with no increased cost to our members. In addition, the contract revised outdated language on sick leave to ensure it complied with the new state law. The top issue involved the Automotive Pension. With this contract, the company withdrew from the Automotive Pension (paying the liability penalty) and will contribute \$3.50 an hour into the Western Benefit Trust Fund 401(k) for retirement security for the members.



Voting on a new one-year agreement at Lee & Eastes L to R: Steward Corey Billington, Darren Gleich and Jesse Blackburn.

IAM ENDORSED CANDIDATES FOR Nov 3rd GENERAL ELECTION

Vote in the General Election - Nov. 3rd

FEDERAL RACES

President/Vice President
✓ Joe Biden/Kamala Harris

U.S. House

- ✓ 1st Dist. - Suzan DelBene
- ✓ 3rd Dist. - Carolyn Long
- ✓ 6th Dist. - Derek Kilmer
- ✓ 7th Dist. - Pramila Jayapal
- ✓ 8th Dist. - Dr. Kim Schrier
- ✓ 9th Dist. - Adam Smith
- ✓ 10th Dist. - Beth Doglio

STATEWIDE POSITIONS

- Lieutenant Governor
✓ Denny Heck
- Secretary of State
✓ Gael Tarleton
- State Treasurer
✓ Michael Pellicciotti
- Superintendent of Public Instruction
✓ Chris Reykdal
- State Supreme Court
✓ Pos. 3 David Larson

STATE LEGISLATURE

- 3rd District
✓ Senate Andy Billig
✓ House 1 Marcus Riccelli
✓ House 2 Timm Ormsby
- 4th District
✓ House 2 Lori Feagan
- 5th District
✓ Senate Ingrid Anderson
✓ House 1 Bill Ramos
- 6th District
✓ House 1 Zack Zappone
✓ House 2 Thomas McGarry
- 10th District
✓ Senate Helen Price Johnson
✓ House 1 Angie Homola
✓ House 2 David Paul
- 11th District
✓ Senate Bob Hasegawa
✓ House 1 Zack Hudgins
- 16th District
✓ Senate Danielle Garbe Reser
✓ House 1 Frances Chvatal
- 17th District
✓ Senate Daniel Smith
✓ House 1 Tanisha Harris

- 19th District
✓ House 2 Brian Blake
- 21st District
✓ House 2 Lillian Ortiz Self
- 22nd District
✓ Senate Sam Hunt
✓ House 1 Laurie Dolan
✓ House 2 Jessica Bateman
- 23rd District
✓ House 1 Tarra Simmons
✓ House 2 Drew Hansen
- 25th District
✓ Senate Julie Door
✓ House 1 Jamie Smith
✓ House 2 Brian Duthie
- 26th District
✓ House 1 Carrie Hesch
✓ House 2 Joy Stanford
- 27th District
✓ Senate Jeannie Darnielle
✓ House 1 Laurie Jinkins
✓ House 2 Jake Fey
- 28th District
✓ Senate T'wina Nobles
✓ House 1 Mari Leavitt
✓ House 2 Don Bronoske
- 30th District
✓ House 1 Jamila Taylor
✓ House 2 Jesse Johnson

- 33rd District
✓ House 1 Tina Orwall
✓ House 2 Mia Gregerson
- 34th District
✓ House 2 Joe Fitzgibbon
- 35th District
✓ House 1 Colton Myers
- 36th District
✓ House 1 Noel Frame
✓ House 2 Liz Berry
- 38th District
✓ Senate June Robinson
✓ House 1 Emily Wicks
✓ House 2 Mike Sells
- 39th District
✓ House 2 Ryan Johnson
- 40th District
✓ Senate Liz Lovelett
✓ House 1 Debra Lekanoff
✓ House 2 Alex Ramel
- 41st District
✓ Senate Lisa Wellman
✓ House 2 My-Linh Thai
- 42nd District
✓ House 1 Alicia Rule
✓ House 2 Sharon Shewmake

- 43rd District
✓ House 2 Frank Chopp
- 44th District
✓ House 2 April Berg
- 46th District
✓ House 1 Gerry Pollet
✓ House 2 Javier Valdez
- 47th District
✓ House 1 Debra Entenman
✓ House 2 Pat Sullivan

- 48th District
✓ House 2 Amy Walen
- 49th District
✓ House 2 Monica Stonier

COUNTY POSITIONS

- King County Superior Court
✓ Pos. 13 Hillary Madsen
✓ Pos. 30 Doug North
- Pierce County Executive
✓ Larry Seaquist
- Pierce County Council
✓ Pos. 2 Sarah Rumbaugh
✓ Pos. 4 Ryan Mello
✓ Pos. 6 Jani Hitchen
- Benton County Commissioner
✓ Pos. 1 Justin Raffa

Endorsements based on voting records on pro-labor bills and stated positions on union and worker issues

In addition to the listed endorsements made by IAM 751 and the WA State Machinists Council, WA State Labor Council endorsements can be found at: <https://www.wslc.org/political-action>