

President's Report: Solidarity Is Our Path Forward

By **JON HOLDEN**
IAM 751 District President



Unions are so important as we deal with the economic fallout from the global pandemic. This is especially true in dealing with Boeing – a Corporation that seizes every opportunity (including a pandemic) to push boundaries and try to get more from its workforce, the community and the state.

As I said in my message sent to members on Aug. 21st, now is the time to stand together. We have been weakened in the past by division from outside pressures. Since that time, we have held many discussions at Local Lodge meetings, town halls and now virtually about our Union, rebuilding it, and preparing for the next negotiations.

The question that always comes up is: “will Boeing attempt to open up bargaining before the expiration of the contract in 2024?” We have answered that we will not know until it happens; however, it is something that we need to expect and prepare for, and we believe that we may be facing that threat soon.

Since I became President in March 2014 a few months after that destructive vote on Jan. 3, I worked with our locals

and our membership to provide transparency and rebuild trust. We held workshops to discuss protections to empower our members and through that fought for and passed the Membership Bill of Rights in our International Constitution in 2016 because we knew that we needed to operate with specific principles if we ever expected to maintain our unity and solidarity. These principles are based on transparency. We committed to the membership that once we were made aware of anything, our members would be the first to know. Transparency would ensure that we would have a foundation of trust that our members could count on. And, finally, we pledged that we would always work to place our members in a position of strength going forward. If union leadership determines that negotiations are appropriate, then it will be the members who decide whether to open up the contract for negotiations at any time other than contract expiration. Negotiations will not happen in secret, and our members will not give up their power.

Since we passed the Membership Bill of Rights, members always ask is it strong enough to stop Boeing from forcing another contract vote. We believe it is and could see it play out in the near future.

When I sent members the message on Friday, Aug. 21st we had been made aware through conversations with elected officials, and notified by the media, that Boeing indicated they want to talk to the IAM about “further flexibilities and efficiencies” they want from the IAM as the Company evaluates its study to consolidate 787 final assembly at one site. We don’t have details of what they want from the Union. In order to be transparent, we shared that in an email message to members and posted it on our website. Not knowing exactly what the media would be printing, I wanted to reassure members aside from being notified that there is a study, there have not been any discussions on this topic between Boeing and the IAM.

In typical Boeing fashion, Boeing is talking to everyone else but the Union. It is what they do in these situations. They are attempting to align the politicians and the media in order to exert maximum pressure. This is not new; it is simply more of the same tactics Boeing has used before. Boeing will work to turn the public against us. They threaten our jobs, our families and our community; then work to pressure you. Just know that this Union is not interested in being placed in a position of weakness. Boeing has not approached us, but media reports imply that as a result

of the Membership Bill of Rights, Boeing is waiting for us to approach them with concessions. This, along with the charade of a 787 consolidation study, may simply be masking a decision that is already made.

We have no intention of approaching the company with concessions and will only work to place our members in a position of strength.

When we get to the bargaining table at contract expiration, we will make proposals important to our membership based on surveys, town hall meetings and discussion with our members. Our proposals, on behalf of our members, will reflect the value you bring to the Boeing Company and the aerospace industry as a whole. Our proposals will be to maintain and improve important areas of our bargaining agreement. Reasonable proposals that our membership tells us are important.

The fact is Boeing has all the economics they need right here in Puget Sound to be successful. Our members, SPEEA members, our communities and our state have made investments for more than 100 years to ensure this is the most productive and successful aerospace manufacturing hub in the world. In fact, by all measures, we are the best place for Boeing to build airplanes and be successful.

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Boeing Offers Second Round of Voluntary Layoffs

In August, after much urging from Union leaders and members, Boeing announced it would offer another Voluntary Layoff (VLO) to IAM 751 members in select job codes in an effort to lessen the number of involuntary layoffs. District 751 President Jon Holden, along with District W24 President Noel Willet, had sent a message directly to Boeing CEO David Calhoun – urging another VLO and emphasizing the need to include jobs that were excluded from the previous VLO but were then impacted by WARNs for layoff on 7/31/20 (this group of jobs were included in the new VLO). Apparently, the effort made a difference as Calhoun’s message to employees noted the new VLO was in response to employee feedback.

Members in eligible job codes will receive an invitation for the VLO through Worklife to apply Aug. 28 through Sept. 4. When the *Aero Mechanic* went to print on August 24th, we were still working to get details to present to the members. Members who are approved will receive the VLO benefits negotiated in a Memorandum of Understanding (MOU) in 2016 that provides one week of severance pay for each year of service up to 26 weeks maximum and 6 months of medical at active employee rates (mirroring our contractual layoff benefits for layoffs occurring in reverse seniority order in a job code). Boeing determines which job codes and how many members in the job to reduce. Our Business Reps, Health and Benefits Reps and Stewards can help answer questions so members can make an informed decision.

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

L to R: Dan Swank, Richard Jackson, Jon Holden, André Trahan and Howard Carlson discuss Boeing's unilateral changes to their discipline policy that erodes progressive discipline. We filed an Unfair Labor Practice charge in an effort to modify or remove these policy changes.



Challenging Boeing Policy Changes

On August 11th, IAM District 751 filed an Unfair Labor Practice (ULP) charge against Boeing for unilaterally implementing major changes to its disciplinary policy, which is called the Employee Corrective Action Process Requirements, otherwise known as the ECAPR, without bargaining their decision or the effects of their decision with the Union.

This ULP is meant to reset the disciplinary policy, which is used to determine the method and severity of discipline handed out to our members for violations of Company rules, policies or other procedures that we are held accountable to every day. The ULP itself will not determine if the changes Boeing made were legal or not; the goal is to reset the ECAPR in order that bargaining can take place.

The National Labor Relations Act gives unions the right to demand to bargain any changes to working conditions. We believe that, with a change this significant, this bargaining process must occur before

the employer implements the changes. In this case, these severe changes were made and implemented without allowing the bargaining process to be completed.

The District demanded Boeing suspend use of the changes made to the ECAPR, in order to reset the policy, and allow the bargaining process to be completed. When the Company determined they would not suspend the use of these changes, we had no choice but to file a ULP to defend our members’ rights.

The reason the District feels so strongly is due to the fact that, in many categories of the ECAPR, violations would now be aggravated to a higher level of discipline; in fact, several violations could mean termination on a first offense for our members. These changes erode the disciplinary process, which is meant to change behavior. We bargained just cause in our contract, and these changes make our members more

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Union Ensures Better Air Filters in Confined Spaces

The COVID pandemic has presented many safety issues making it more challenging for our members to perform their work. Thanks to efforts from IAM Site Safety Committee member Ken Ogren, members in Everett working in confined spaces can breathe a little easier – literally.

Our members who work in confined spaces expressed concern about the air quality in their work environment since COVID may be transmitted through the air when workers are in close proximity to others.

OSHA recommended installing high-efficiency air filters and increasing ventilation in the workplace.

District 751 President Jon Holden asked Ken to investigate if HEPA filters were being used in the confined space blowers in Everett.

Ken turned to 751 Member Joe Raisanen, who is an HVAC tech. He investigated and learned HEPA filters



Steward and Site Safety Committee member Ken Ogren (l) and member Joe Raisanen pushed to ensure HEPA filters are used in confined space blowers in Everett to increase filtration during COVID.

were not being used; instead they were using a lower grade filter that is readily available at the Everett site.

Ken began researching the issue and consulted OSHA's Guidance on Preparing Workplaces for COVID-19. OSHA recommended engineering controls such as installing high-efficiency air filters and increasing the ventilation rates in the work environment.

Armed with OSHA's recommendations, Ken approached first and second level managers for Equipment Services to get approval from engineering to change the process and use HEPA filters. The engineer assigned to this area of work asked Environmental Health Services (EHS) to make a determination about Boeing's policy on the filters.

Rather than chancing that the issue could get delayed, Ken contacted Rene Irish, an Everett EHS Industrial Hygienist. Rene dug into the subject, but could find no official guidance. Rene noted as long as the added filtration didn't reduce the airflow that they should move ahead.

With the green light from EHS and the engineer approving that the machines could use the HEPA filters without damaging the equipment or reducing the airflow for our members, the group agreed to run a trial in 777 wing laydown.

Joe installed the filters and after about

two weeks of running with no issues, they requested engineering approve moving the change across the Everett site so members working in confined spaces elsewhere would also get the added filtration.

Ken ordered additional filters and set them up in stores to ensure we could maintain a consistent supply. Ken communicated the change to the other HVAC technicians and the plan is now implemented site wide.

District 751 President Jon Holden stated, "I appreciate Ken's extra effort to protect our members. When others put up barriers, Ken did the research and pushed through to ensure our members have this added protection of better airflow in confined spaces during this global pandemic. Great work, Ken!"

1¢ COLA and 1% GWI for IAM members at Boeing on 9/11/20

Members at Boeing on the active payroll on Sept. 11, 2020 will receive a 1-cent cost-of-living adjustment (COLA) based on the months of May, June and July 2020.

Members at Boeing on the active payroll on Sept. 11, 2020 (or approved leave of absence for 90 days or less), will also receive a 1 percent General Wage Increase effective September 11, 2020.

The new 1¢ COLA (along with the 6 cents COLA generated previously since Sept. 2019) will be added into the base wage prior to calculating the 1 percent GWI.

NOTE: Employees at the maximum Grade A rate will receive their 1 percent as a lump sum percentage of bargaining unit gross earnings as stated in Letter of Understanding #23.

The value of our quarterly COLA, even when it is only a penny, has a significant impact on our maximum rate over time. As of Sept. 2020, \$16.59 of the maximum rate is the result of COLA payments being folded into our base rates.

Base Rate for IAM 751 Members at Boeing effective 9/11/20

Labor Grade	Minimum per hour	Maximum per hour
11	\$26.00	\$47.81
10	\$25.00	\$46.51
9	\$24.00	\$45.35
8	\$23.00	\$44.11
7	\$22.00	\$42.83
6	\$21.00	\$41.61
5	\$20.00	\$40.33
4	\$19.00	\$39.15
3	\$18.00	\$37.96
2	\$17.00	\$36.70
1	\$16.00	\$35.46
A	\$15.00	\$20.29

Challenging Boeing Policy Changes

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vulnerable to discipline. We will always resist the Company's efforts to bring us closer to "at will" employment.

Discipline is an important aspect of managing employees, and we recognize that. However, addressing behavior, work performance or other issues should happen with the use of progressive discipline, in order that actions leading to these violations are addressed and employees are allowed to correct their behavior.

It is progressive discipline that is being eroded by these changes to the ECAPR, leaving us no choice but to fight against them. Filing a ULP doesn't guarantee we will be able to remove all the Company's changes; again it is meant to reset the policy to allow the bargaining process to be completed.

Prior to filing the ULP, District 751 President Jon Holden held two Zoom webinars with Stewards to alert them to the unilateral changes and answer questions they had on the process.

We will continue to push to bargain over these issues in an effort to remove provisions, soften changes or restore progressive discipline. We will keep you updated as progress is made.

Take Action: Help Get Out the Vote!

There are only a couple short months 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!

In light of COVID-19, most campaign activity will be virtual or by phone, but no less important than knocking on doors and talking to fellow union members and neighbors in person. In fact, the campaigns need our help this year more than ever!

When you sign the IAM Action Pledge, IAM 751 Legislative & Political Director Chelsea Mason will get in touch with you regarding specific opportunities to get involved and make the November 3rd election a success for workers and working families.



Members and retirees, join your Union's "get-out-the-vote" efforts by visiting www.iam751.org and signing the IAM Action Pledge 2020 today!

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

Jon Holden
President, Directing Business Representative

Paul Schubert
Vice President

Susan Palmer
Secretary-Treasurer

Mike Hill
Sergeant-at-Arms

Steve Warren (Eastern WA)

Dan Swank

Paul Veltkamp

Dena Bartman

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Richard McCabe

Spencer Burris

André Trahan

Ira J. Carterman

Patrick Bertucci

Robley A. Evans

John Lopez Jr.

Howard Carlson

Jason Chan

Paul Schubert

Rod Sigvartson

Union Business Representatives

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

751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild, CWA #37082

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Staffing Changes as We Service the Members

September brought several staff changes within the Union. All have been Union leaders for many years in other roles, and each shares a commitment to serving the membership utilizing their years of experience.

Business Rep Grace Holland retired on September 1, which triggered the resulting changes. District President Jon Holden announced the appointment of Paul Schubert to fill the position. Paul has held many union leadership positions before taking on the role of Business Rep.

Paul hired into Boeing in January of 2007 after trying to help unionize his previous shop at Tramco on Paine Field. He understood having union representation translated into better benefits, pay and insurance.

He became a Steward in early 2008 and organized his intank team to picket together weekly to maintain solidarity during our strike. Paul worked his way up through Local A leadership ranks holding

various officer positions including Local A President and District Council Delegate. He has been active in our community service program, volunteered on countless projects, as well as being active on our legislative committee, Snohomish County Labor Council, and other committees.

With a new BR, it was a good time to reassess membership needs and make other staff changes. Several changes were made to Business Rep assignments in Everett to redistribute the workload.

In August, Greg Campos was assigned to IAM-Boeing Joint Programs Administrator in Everett opening up another Business Rep position in Everett.

Rod Sigvartson, who helped members in our Health & Benefits office since 2015, is now assigned to serve as a Business Rep in Everett. Rod has been active in our Union and served in multiple leadership roles since hiring into Boeing in 1989 as an environmental control

technician. His years as a Health and Benefits Rep provided valuable experience dealing with Boeing reps to resolve issues for members on contractual benefits. He has served as a Local C Officer, District Council Delegate, HSI Site Committee, Joint Programs Coordinator, Work Transfer Rep, ECF Trustee and President and much more.

Christine Fullerton,



Everett Crane Crew Stewards Steve Parsley (l) and Mike Bachman talk with newly appointed Business Rep Paul Schubert (r).

who was working as a Joint Programs Administrator in Everett, is now assigned as Health and Benefits Rep out of the Seattle Union Hall. She will assist members with medical/dental issues, provide guidance for medical layoff, retiree medical questions, disability requirements, help filling out pension paperwork, leave of absence, Family Medical Leave Act (FMLA) questions, Labor & Industries questions for on-the-job injuries, and Social Security Disability. She is excited to directly help members in her new role.

Throughout her 32 years of membership, Christine has been active and worked her way up through the leadership ranks holding multiple officer positions in Local F including Recording

Secretary and District Council Delegate. She has been an active volunteer on community service projects and helped organize fundraising events, as well as serving on many Union committees such as Legislative, Labor History, Organizing, Strike Checks and much more.

Assisting members remains her top priority. She brings her enthusiasm to this position and looks forward to helping members navigate any issues that arise with their contractual benefits.



Business Rep Rod Sigvartson (l) talks with Steward John Scofield regarding issues on the 777 line, which is part of the assignment Rod will cover in Everett.



Health & Benefits Reps Les Mullen and Christine Fullerton help members with issues on medical, dental, retirement, FMLA, leaves of absence and much more.

President's Report: Solidarity Is Our Path Forward

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This has every indication of history repeating itself, so let's not forget history.

- In 2003, Boeing threatened to launch the 787 somewhere besides Washington State. Our Members worked hard on a campaign to secure public support for tax incentives for Boeing. Right after Boeing received the tax incentives and announced they would locate 787 Final Assembly here, Boeing immediately sent the 787 wings to Japan. In fact, besides final assembly and some interiors, we don't currently produce or fabricate the fuselage, wings, or any major wiring packages for this program.

- In 2009, Boeing threatened to move the "second 787 line" outside of Washington State. After surface bargaining with the IAM, they sited the second line in South Carolina.

- Boeing threatened to move the 737MAX in 2011.

- Boeing threatened to move the 777X in 2013. Our first vote was in November of 2013 when we had the power of solidarity and the ability to talk to each other on the shop floor; members resoundingly rejected Boeing's initial concessionary proposal. But Boeing didn't stop there. A second concessionary vote was forced and the Company used the Christmas holidays to bombard our members with a vote yes campaign using politicians, media, internet, radio ads, and other media everywhere you looked to threaten and intimidate our members to vote yes for a contract that destroyed generations of reasonable, hard fought wages and benefits on Jan. 3, when many had not returned from the holiday break. It narrowly passed. And what did members get in return? Wage stagnation, a huge health-care cost shift to employees, and the loss of our hard-earned pension. That is what drove us to fight for and pass the

Membership Bill of Rights; returning power to the members and ensuring members would determine if and when a contract would be opened mid-contract – setting the date, time and place of voting and ensure that they would not be placed in a position of weakness again.

During these campaigns, Boeing used the media, politicians, and the public to pressure our members to give up reasonable provisions within our contract that our members fought hard to secure over multiple generations. Now, they are threatening our members and the communities we live in once again with possibly eliminating 787 production from Washington State. The promise of the 787 may turn out to be the biggest disappointment that our community has invested in and counted on; to only have the rug pulled out from under us again. IAM members should not sacrifice anything more for this or any other airplane program.

Clearly, these jobs mean a lot to us and are critical to our community. We feel strongly that our membership and our community have already earned these jobs. We lobbied for tax incentives in support of landing the 787 final assembly for Washington in 2003. Our members worked through the problems associated with Boeing's far-flung supply chain in order to support the 787's entry into service in 2011. For generations, our community has supported investments in infrastructure and training programs designed to provide the workforce of the future, and we continue to meet every production goal placed before us. After all this effort, investment, and support, it is wrong for Boeing to place these jobs in jeopardy once again, attempting to leverage even more from those who have already sacrificed so much.

Our members and our communities have demonstrated why our State has the most efficient, productive aerospace

manufacturing facilities in the world. Start by looking at Richard Aboulafia and the Teal Group's independent and objective [2019 Aerospace Competitive Economics Study \(ACES\)](#) used to rank each state's manufacturing capabilities, using metrics that matter to companies making siting decisions.

Again, aside from notification, there have been no discussions between Boeing and the IAM related to their study to consolidate the 787 at one site.

Our Union's commitment to the membership is in our Bill of Rights, which we worked hard to pass to empower our members and ensure nothing like the travesty of 2014 will happen to our membership again. I pledge to you if the Company approaches us, you will hear from us directly, and I will not put this membership in a position of weakness.

Again, since becoming Union President in March of 2014, I and other union leaders have worked to build solidarity and transparency. We took our anger from that forced vote and turned it into historic change that returned power to our membership with passage of the Membership Bill of Rights on Sept. 6, 2016. In addition, we have utilized different ways to challenge Boeing as we work through this long-term agreement that so many of us opposed. We are pushing back at issues, that in the past, might have gone unchecked. Each time Boeing has changed a policy, we demanded to bargain the decision and the effects those changes have on our membership. We have utilized Unfair Labor Practices, filed information requests, and we have emphasized contract enforcement taking a record number of grievances to arbitration. We hired a staff attorney so we could more aggressively represent the members. The fact is even though we are in a long-term agreement, by utilizing all our legal resources, we have made improvements to wages, hours and working conditions

despite having four more years until contract expiration. For anyone questioning the value the Membership Bill of Rights has brought to our entire Union; it has successfully been used here at District 751 and across the country to shield IAM members from the threats greedy corporations constantly make.

So as we celebrate Labor Day 2020, it is a good time to reflect on the accomplishments of workers and organized labor, as well as some of our history at 751 – especially in light of Boeing's recent statements to public officials as they again attempt to exert pressure on our members.

Labor Day is our holiday; a day to honor the contributions American workers made to the economic prosperity of this country and recognize the power of workers united toward a common goal. Remember nearly EVERY benefit workers enjoy today is because union members fought Corporate America to make life better. Things we often take for granted like the 40-hour workweek, weekends, overtime, paid vacation, paid holidays, and health care coverage are attributed to union members who came before us and fought for and gained these important benefits.

Thanks to our union contract at Boeing, all overtime on a contractual holiday or on the weekend connected to the holiday is voluntary. Members can always volunteer for overtime on holiday weekends or a holiday, but this contract language ensures you have the option to spend the holiday weekend with family and friends.

This Labor Day, unions are continuing to push hard to ensure workers are equipped with the proper personal protective equipment and workplaces are safe during the COVID pandemic.

On Labor Day and each day, we must stand together, united for a stronger future because that is our path forward.

Machinists Volunteers Make Others' Lives Better

Machinists Union members continue to help others despite disruption from the global pandemic. In August, our volunteers built two wheelchair ramps for area residents and helped with a school supply drive.

Jim Hutchins, Jason Chan and Ed Lutgen built a ramp for the 104-year old father-in-law of 751 member Earl Long. Earl saw other ramps our volunteers had built and inquired at the Seattle Union Hall.

Volunteers also built a ramp in Puyallup after a resident saw another ramp we had built for a neighbor and asked for one for her family.

Finally, volunteers also assisted with a Toys for Tots back to school supply drive in Snohomish County.



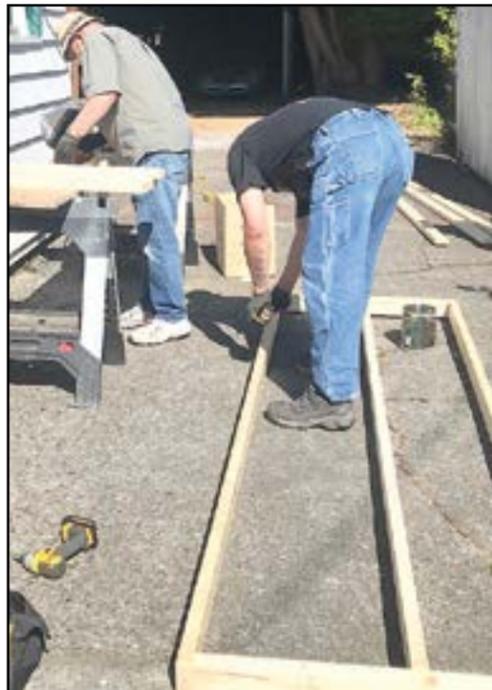
Paul Richards (l) and Wes Heard volunteered on a Saturday to help collect school supplies as a Toys for Tots project in Snohomish County.



Volunteers pose on the finished Puyallup Ramp. L to R: Jason Chan, Ryan Maples, Katie Finnegan, Bill Finnegan and Jim Hutchins.



Left: Building the Puyallup ramp and ensuring the slope is not too steep.



With temperatures in the 90's, Jim Hutchins, Jason Chan and Ed Lutgen powered through and built a ramp for the 104-year old father-in-law of long-time member Earl Long. Left: Jason Chan and Jim Hutchins on the finished ramp.



Resources to Assist Those Facing Layoff

Our Union's Facing Layoff Booklet is available online (www.iam751.org/layoff) and includes information and links on: how to file your recall rights, training options, resumé assistance resources, free online college info, how to activate 6 months contractual medical benefits, applying for UI, WorkSource info, Union Dues, Job Search assistance and more.

Anyone holding a WARN notice or already laid-off should attend an IAM Rapid Response Live Webinar that includes representatives from WorkSource and Unemployment insurance to answer your questions. Members can participate during work hours, as Boeing provides those holding a WARN notice 5 hours to learn about available resources and participate in these activities. Register at www.iam751.org/layoff or click on links beside the date and time you want to participate:

IAM Live Rapid Response Webinar Schedule for September
 Wednesday, Sept. 9 – [Morning 10 a.m. - 12:30 p.m.](#)
 Wednesday, Sept. 9 - [Evening 5 p.m. - 7:30 p.m.](#)

Wednesday, Sept. 23 – [Morning 10 a.m. - 12:30 p.m.](#)
 Wednesday, Sept. 23 – [Evening 5 p.m. - 7:30 p.m.](#)
 Following layoff, members should watch for the Employment Security Department (ESD) mailing with paperwork to apply for Trade Adjustment Assistance (TAA) benefits, which provide additional resources for those getting laid-off. Once you have the ESD mailing on TAA, call the TAA hotline at 425-861-3704 and sign up for a TAA virtual orientation where you will complete your TAA paperwork. You will be assigned a TAA case manager who will help you obtain specific benefits for your situation. Some TAA benefits have deadlines. Your case manager can help you avoid common mistakes that can delay potential benefits.

Free Online College is available for up to 5 years after layoff for you and your family members. There is no need to pay out-of-work dues. You can take a withdrawal card and remain eligible for up to 5 years. There are various two-year degree programs and three 4-year online degrees in Criminal Justice, Business Administration and Teaching K-5. This free benefit is open to IAM members



(active and laid-off), retirees and their families (defined as spouse, children, stepchildren, children-in-law, dependents, grandchildren, parents and even siblings). To learn more visit: freecollege.goiam.org

Officers Accept the Oath of Office

Business Rep Paul Schubert (l) administers the oath of office to Local A President Matt Hardy.

Below: District 751 President Jon Holden (l) administers the oath of office to Local F Auditors Michelle VanMeter and Katie Finnegan.



Local A Car Show Raffle Delivers Green for Guide Dogs

Local A cancelled their car show due to the pandemic, but held their raffle to raise money for Guide Dogs of America. On Sat., Aug. 15th at the Everett Hall, car show organizers drew the winning ticket. Kimberly Meno won the 2 night/3 day stay in Las Vegas for Super Bowl weekend 2021. This includes \$700 Alaska Airlines voucher and a stay at the MGM Grand Hotel. Thanks to all who helped with the raffle.



Local A Car Show Organizers Wes Heard, Jerry Smith and Kristi Kidrick drew the winning ticket of Kimberly Meno. The raffle brought in several thousand dollars for Guide Dogs of America (final total still being calculated). Paul Richards was also an organizer of the event and raffle, but had designated overtime so he couldn't attend the drawing.

IAM-BOEING JOINT PROGRAMS

Small Steps Lead to Big Career Success

751-member Phalin Phal knows how much the little things matter when it comes to career advancement. To achieve her goals, the 30104 Assembly Electrician managed numerous small steps on a path to success. Balancing the daily demands of family, work and classes occupied much of her time these past months but the extra effort and sacrifice paid off. Phalin was recently offered and accepted a 97109 Aviation Maintenance Technician position. She started her new position in March on third shift and couldn't be happier. "I'm proud of myself" she said.

Before joining Boeing in early 2018 as a 30104 Assembly Electrician, Phalin had already taken a number of important steps to advance her manufacturing career. She completed courses at a local community college to sharpen her workplace communication skills. She also built an impressive resumé with over nine years of progressively more challenging assembly, electrical, and quality experience gained through local manufacturing companies.

The advice she regularly shares with coworkers wanting to also explore their career options: "Meet with a career advisor right away and know that job change is possible." Considering the demanding training requirements (green lights) and specific procedures required to file a 97109 transfer request (Category C), Phalin was glad to have advisor support each step of the way. "Career advisors are like guides who help you define your goals and clarify your next steps," she said. Phalin also regularly connected with ERT lab testing facilitators whom she found to be extremely helpful in clarifying ERT testing schedules and procedures.

Other steps to reach her goal included working with advisors to plan, schedule and request (wait-list) required instructor-led ERT classes. While on wait-lists for needed classes, she took the initiative to monitor My Learning daily for available seats. Ongoing throughout, she studied required self-paced and web-based course content during off-hours.

Phalin made the decision to upgrade even though it reset her progression steps. She took time to understand the progression step policy related to upgrades and feels she made an informed decision. IAM members receive progression increases, or steps, every six months until they reach the twelfth step for their labor grade. Because of her upgrade, reaching the maximum rate might take Phalin a little bit longer, but she noted, "I'm looking forward to my new work environment, to learn and solve new problems, and gain new knowledge as a grade 9 Aviation Maintenance Tech."

Being in the driver's seat of her career is important to Phalin. "I believe in investing in myself. I want to be well-rounded, and to better understand Boeing," she said. For instance, she recently went above and beyond by completing additional off-hours ERT classes to deepen her understanding of Boeing manufacturing related to composites. A next step for Phalin includes working towards an associate's degree using generous IAM-Boeing contractual Learning Together Program (LTP) funding. "Education is central to being in control of your career," she said.

Her pro-active actions have paid off in other ways as well. Phalin would have been at risk for layoff in her previous position while the 97109 Aviation



751-Member Phalin Phal set her sights on an Aviation Maintenance Technician job after hiring into Boeing in 2018 as a 30104. She met with Joint Programs Career Advisors who helped her develop a training schedule to obtain her new job. In March, she moved to the 97109 job, which may keep her safe from layoff during this current downturn. To schedule an appointment with an advisor, call 1-800-235-3453.

Maintenance Technicians is one of the few jobs that has had no layoffs or surplussing – making her future at Boeing more secure.

Support, Assistance & Perseverance Pays Off After Getting a WARN

When Jonah Wallace started at Boeing in 2016 as a 03703 Painter Spray B in Renton, he had no idea he would receive a WARN notice in 2020 with a July 31, 2020 layoff date.

Even after changing jobs and moving into a 34107 Aircraft Test Tech job in 2019 Jonah felt pretty secure with his position at the company. Prior to Boeing, Jonah spent 16 years in the US Air Force and has an Associate of Science (AS) in Aviation Maintenance Technology.

Now faced with the possibility of getting laid off Jonah reached out to the IAM/Boeing Joint Programs Career Advisors for help in navigating his next steps.

This wasn't the first time Jonah used his contractual benefits at Joint Programs. He initially reached out to Career Advisor Wendy Kellison for a resumé update in 2019 when he was interested in QA jobs. At that time, his old resumé was three pages long. Wendy rewrote it and updated the formatting to highlight Jonah's prior experience with Aircraft Maintenance, Inspection, and Repair experience including his military background and leadership experience.

One of the many services the IAM/Boeing Joint Programs Career Advisors provide for our members is professional resumé writing.

Earlier this year Jonah worked with a Career Advisor to have his 2019 resumé updated again to reflect his recent accomplishment of joining the FAA Flight line Inspection Compliance Team, working with maintenance crews on flight line fundamentals and 5S process improvements to ensure passing of FAA spot checks.

After receiving the WARN notice and meeting with a Career Advisor for guidance, Jonah decided in July to have his resumé adjusted once again, gearing it towards potential job openings that he was qualified for so he could apply for them. Jonah applied and interviewed for multiple jobs in a short

period of time which could be unsettling to anyone since each job applicant had to endure a highly competitive interview process.

Once again Jonah relied on the services of the IAM/Boeing Career Advisors for support, encouragement, coaching and tips on how to respond and engage in a successful interview, no matter the target job position. At this point he had about one month left with the company according to his WARN notice but he kept pushing forward and his perseverance paid off. Jonah was hired as a Tankers Technician at the Military Delivery Center (MDC) in Seattle just prior to his July layoff date. "The resumé you made set me up for success! 11th hour in the nick of time. Thank you!" Jonah said.

He also indicated that this new position as a 92709 Experimental Radio Frequency (Rf) + Micro Tech A, means that professionally, he will get to continue to work learning new technologies and helping deliver a superior product for the military. His new job is the next level in a long career evolution for Jonah. He feels that being on the cutting edge of new technology means a guaranteed spot in the future because only knowing old technology can deem a person or job obsolete. He is excited about the potential opportunities his new job might hold for him and he is proud to be able to continue his career at Boeing.

Jonah says the IAM/Boeing Joint Programs Career Advisors helped him in all aspects of his job search and made it possible for him to transfer into his new role in a timely manner and avoid getting laid-off.

If the Career Advisors and services they provide were not available, Jonah said he would not have had the confidence to even begin applying for jobs. Jonah said, "Having someone to believe in me when I needed it is the most impactful thing... Having a coach in my corner to help me, opened up a world of possibilities -- Thanks, Wendy!"



With help from Career Advisors, after receiving a WARN notice Jonah Wallace ERT'd to a new position.



Career Advisor Wendy Kellison helps members get training to move to new positions. To schedule an appointment, call 1-800-235-3453.

One of the many services the IAM/Boeing Joint Programs Career Advisors provide for our members is professional resumé writing.

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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

Joint Programs Helps Members in Moses Lake

Members of the Everett Fab & Delivery IAM/Boeing Joint Programs team recently headed to Moses Lake, Washington in response to the need for safety training videos. IAM Joint Programs co-director Tommy Wilson, who has spent the last year in Moses Lake as a leader and safety advocate for the employees, recognized the need for site specific safety training videos. These safety training videos will be linked to the Moses Lake site portal for easy accessibility for all employees. The portal is a live site that continues to be updated with new videos as needed.

IAM/Boeing Joint Program Coordinator Tim Johnson and videographer, Miller Stevens joined Wilson in Moses Lake to film these videos. Despite the challenges around the heat and the additional COVID-19 requirements for masks and physical distancing, the Moses Lake teams were incredibly accommodating and eager to participate in creating these peer-training safety videos.

By setting expectations and explaining the filming process in advance, the team was able to film three safety videos in their entirety throughout the day with minimal disruption or wasted time.

The three site specific safety videos were Aircraft Towing, 737 Engine Cover Removal/Installation and LOTO Procedures. The final edited footage of these three videos are a perfect example of how quickly the turnaround for just-in-time training can

Continued on Page 6

In Moses Lake, IAM/Boeing Joint Programs Co-Director Tommy Wilson (right) and Program Coordinator Tim Johnson (left) assisted in filming safety training videos.



Guide Dog of America Raffle Tickets 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 Guide Dogs of America.



Membership Bill of Rights: Historic Action that Empowered the Members

With Boeing telling elected officials and the media they want to talk to the IAM, it is a good time to reflect on what is in the Membership Bill of Rights on page 80 of the IAM Constitution.

On Sept. 6, 2016, District 751 members were the driving force behind monumental changes to our IAM Constitution that shifted power back to the membership and ensured that the forced contract vote of Jan. 3, 2014, will never happen again to any other member in the IAM. Passage of the Membership Bill of Rights culminated a year-long effort led by District 751 President Jon

In 2016, 751's Jason Chan spoke to the heart of our issue with the Bill of Rights, asking delegates to approve the reform to make our union stronger going forward and return power to the members.

[View his compelling speech on IAM 751's Facebook page.](#)



Holden. Passage of this historic language, guaranteed:

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



District 751 President Jon Holden addresses the delegates in 2016.

Moved Recently? Update Your Address with the Union

If you have had a recent address change, please contact the Union at 1-800-763-1300 to make sure we have your current mailing address. If you know of someone who isn't receiving the *Aero Mechanic* or other union mailings have them contact the Union to verify their mailing address.

Joint Programs Help Members in Moses Lake

Continued from Page 5
be accomplished with the right preparation. It also exemplifies the continued leadership from IAM/Boeing Joint Programs collaborating with sites for the health, safety and benefit of our members.



Moses Lake Tow Team demonstrates the proper tow procedures.

FREE

WANT ADS

FOR MEMBERS ONLY

BOATS

2002 year 1802 model TROPHY CUDDY CAB FISHING BOAT. Single axil, 125 hp Mercury saltwater 2strk engine, electric freshwater trolling motor, downriggers. Call for photos \$7500. 253-254-8322

AUTO PARTS

EDELBROCK 460 FORD PERFORMER INTAKE #2166 for 1968-72 engines \$150. 360-563-2422

S.T.P.OILADDITIVE in 15 oz cans \$2.50 each. It extends the life of older engines for cars or trucks. You pay shipping cost. 360-683-4994

FURNITURE

2018 model ELECTRIC RECLINER CHAIR, brown fabric. Lazy Boy power recliner. \$250.00 425-466-2542

REC VEHICLES

2012 LANCE 17' TRAVEL TRAILER, like new. Ready to go. Asking \$20,000. One slide out. Must see! 206-372-4810

SPORTING GOODS

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

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

COTTAGE INDUSTRIES

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

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

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

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 Sept. 14th**

MISCELLANEOUS

HAMPTON H305 WOODSTOVE w/48" x 48" hearth pad. \$700. 425-478-2245

TREADMILL GP5 great condition. Pro Form. \$75.00 253-839-9169

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

3XL SUZUKI MOTORCYLCE JACKET. Performance series, impact protection, removable quilt liner. Excellent condition. \$275.00 360-460-4868

2016 TROY-BILT BRONCO 17 HP automatic 42-inch riding lawnmower & 6.5 bushel twin bagger. New condition, only used about 4 times. \$1,455.00 New battery. 425-353-7252 or cell 425-308-6148

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.

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

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

HOUSING

SINGLE ROOM in 3 BED, 2 BATH IN RENTON, WA. 5 min from Boeing factory. Prime location. Private room/bath for \$850 monthly. Includes utilities. \$850 security deposit. Close to Landings. Benny 856-534-4612

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

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaalicove.com. Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 31 days. 10% discount to Boeing employees. Pays the taxes. \$2950-3950/month. Amenities include designated parking, DSL, pool, Jacuzzi and much more. 206-459-3444

PROPERTY

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

2 CEMETARY PLOTS in Cypress Lawn Memorial Park Inc. Everett WA 8714 Broadway. \$800 each 425-343-7311 or 5021 Rucker Ave, Everett WA 98203

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

SPORTING GOODS

BICYCLE TRAILER, never used. About 7 years old. \$250.00 425-466-2542

3 BIKES for sale – 2 Mountain Bikes, 1 Counterpoint Recumbent Tandem bike. Call for further details. \$1,000.00 425-466-2542

VEHICLES

2000 DODGE CARAVAN ACCESSIBLE VAN, wheelchair included. Low mileage. Needs some body work but runs. \$1,000.00 425-466-2542

- | | | |
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The following information must be filled in for your ad to appear:

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Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Sept. 14th

RETIREMENT NEWS

751 Retirement Club meetings for September are cancelled due to COVID

751 Retirees Connect Online with Union Leaders

With the global pandemic continuing and in person meetings suspended, our Retirement Club officers are searching for ways to keep our retirees informed and engaged. Nearly 100 retirees ventured into the online Zoom world to take part in the 751 Retirement Club Zoom Meeting on Monday, August 10th – the date that would have traditionally been our annual potluck picnic.

Retirees heard from Union leaders that included District 751 President Jon Holden, IAM General Vice President Gary Allen, IAM International President Bob Martinez, 8th Congressional Representative Dr. Kim Schrier and Alliance for Retired Americans President Robert Roach. 751 Retirement Club President Jackie Boschok hosted the zoom meeting.

Holden thanked the retirees for joining the online meeting during this challenging time. He congratulated the nearly 1100 who took the voluntary layoff and joined the retiree ranks, which included 18 Union Stewards.

Holden reported on President Trump's recent executive orders and why we should all be concerned since the payroll taxes he proposed deferring are what fund vital programs for all of us – Social Security and Medicare. If the programs aren't funded now, it can cause funding issues that may never be made up or set the narrative to eliminate these programs that we are all counting on. Elections have consequences so remember this when you vote.

Holden noted we are looking to possibly provide access to a Medicare Advantage Plan. We are currently doing our research to compare local plans and if satisfied with the plan, we will send out a mailing announcing it.

Holden also discussed current funding of the Boeing pension, which currently meets its legal obligations. However, we are watching the plan closely, as well as laws that govern pension plans, including provisions allowing companies to fund pensions with their own stock.

Holden also talked about the recently announced production cuts and the layoffs our members are facing.

8th Congressional Representative Dr. Kim Schrier, who is the only female doctor in Congress and has been pushing to protect Social Security and move us toward Medicare for All, also addressed the retirees.

Schrier expressed concern about the President's executive orders that undermine Social Security and Medicare. She noted that taxpayers will need to make up the funding later. She added the real threat is if the tax cuts are made permanent, which would gut Social Security and Medicare. She pledged to fight this.

She supports Social Security 2100 bill, which would fund Social Security until 2100. While it doesn't scrap

the cap entirely, it is an important first step. The bill also adjusts SS benefits to reflect the cost of living increases for the elderly rather than just regular cost of living.

Schrier reported passing a ground-breaking bill to reduce the cost of prescription drugs. The bill gave Medicare the power to negotiate prescription drug prices and extends them to private payers.

She reported bills have passed to ensure Medicare covers COVID testing and treatment, and health care at home so you can visit the doctor online and have it covered. She also talked about several bills that have passed the House to extend vision coverage and dental coverage to Medicare recipients.

A retiree asked how they can help pass legislation? Rep Schrier responded you can vote, tell friends to vote and call or write your representatives on important issues. The calls and letters make a difference.

She ended saying she would be honored to earn our vote this November, and she will continue to fight hard on these important issues.

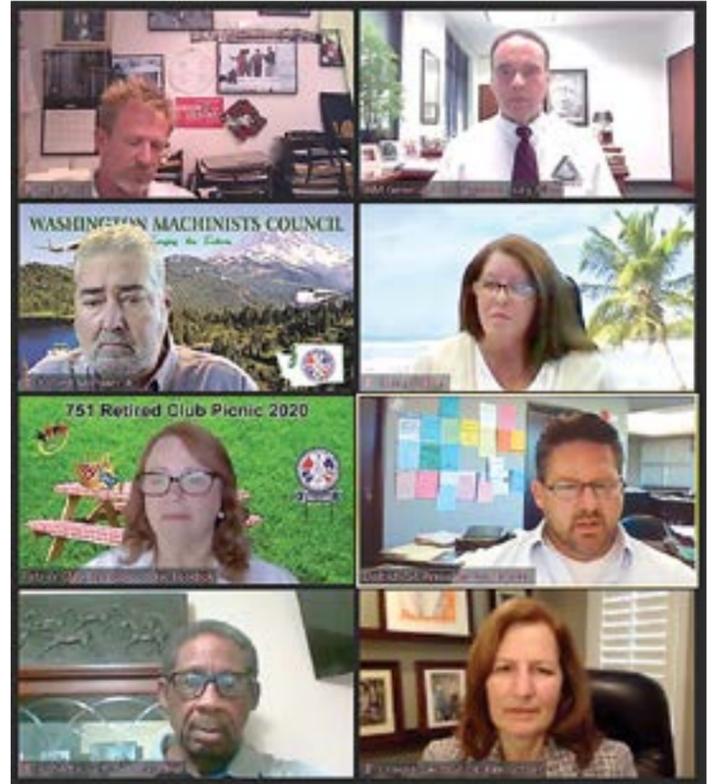
IAM General Vice President Gary Allen stressed the importance of the November election. He noted many of the President's policies are hurting workers. The Western Territory has targeted four states and will hold virtual phone banks you can help with from the comfort of your own home. By getting our members and retirees active and engaged, we can make a difference in this election.

IAM International President Bob Martinez thanked retirees for the opportunity to speak with them. He noted retirees are a huge part of the success of 751 and the IAM, as we stand on the shoulders of the work our retirees did to secure the contractual rights and benefits we have today.

Martinez urged retirees to vote and noted the President's executive orders put Social Security and Medicare at risk. He added this is a full-on declaration of war against current and future Social Security beneficiaries. He noted any Senator or Representative that remains silent on this attack is complicit with the goal of destroying Social Security.

Martinez reported on union efforts that helped deliver the CARES Act to assist workers during the COVID pandemic. He noted we are pushing hard to extend that program through March 2021.

Martinez noted our retirees can play a key role in the November election. He emphasized the current president has made it harder for workers to join a



Nearly 100 retirees connected online with Union leaders on Aug. 10th. Above Panelists L to R by row included: Ed Lutgen (Zoom webinar host), IAM GVP Gary Allen, IAM International President Bob Martinez, 751 Sec-Treasurer Susan Palmer, 751 Retirement Club President Jackie Boschok, 751 President Jon Holden, Alliance for Retired Americans President Robert Roach and 8th Congressional Rep Dr. Kim Schrier. [Click here to view the Retiree Webinar.](#)

union, stacked the courts with anti-union, anti-worker judges, tanked our economy and even before COVID, we had 51 IAM-represented plants close since Trump began his presidency.

He noted our Union plans to engage our retirees in the election so they can help make calls and get out the vote.

He ended with how proud he is of our retirees for the great work they have done building our union and showing the next generation of Machinists how it's done.

The Zoom meeting ended with an attendance drawing that provided retirees with Fred Meyer Gift Cards, Union watches and other IAM union regalia.

Retirees appreciated the chance to hear from union leaders during this strange time when we can't hold in person meetings. Thanks to 751 Retirement Club President Jackie Boschok and other officers who helped make this happen.

Retirees or members who would like to help with get-out-the-vote activities from home, can call 751 Legislative Director Chelsea Mason at 206-764-0306 or email chelseam@iam751.org for more info

Holland Retired Sept. 1st

As August drew to a close, Grace Holland began the next phase of her life as she entered retirement after many years of Union service.



Grace Holland

Since January 2015, Grace has served our members as a Business Representative in Everett covering a number of different buildings, shops and assignments. Her tenacious nature served her well in enforcing the contract, challenging unjust decisions by management and protecting members' rights.

But her position as Business Rep was just one of many union leadership positions. Grace served four years as a Union Administrator for IAM-Boeing Joint Programs promoting continual learning to ensure our members are prepared for careers of the future and pushing to develop aerospace/manufacturing training for the K-12 and the broader community. Grace knew first hand how valuable our contractual education benefits are, as she obtained her bachelor's degree in Business Management while working as an MPRF in Everett.

Grace held various other leadership positions including, Union Steward, Local F Trustee, Local F Educator, Local F Legislative Chair, Organizing Committee and Community Services Committee during our strikes against Boeing. Grace volunteered on projects and fundraisers to benefit Northwest Harvest, American Cancer Society, Salvation Army, Snohomish County Domestic Violence Shelter, and Guide Dogs of America. She also served on the board for United Way of Snohomish County, and served on the Board of Employees Community Fund.

Congratulations on your well deserved retirement!

RETIREES

Congratulations to the following who retired from our Union:

Lisa Ahlberg	Raul Caballero	James Hardy	Ma Marquilencia	Laurence Snyder
Pedro Aliaga	Richard Carnahan	Ronald Hastings	Duke Martell	Peter Steenerson
Nazila	Patrick Cappetto	Randolph Hawes	Jeffery McCune	Hilde Stegeman
Akhshangfard	Daniel Carboy	Gaillard Hayes	Susan Monteith	Tracy Stoddard
Benjamin Allen	Rodney Christensen	Daniel Herbrandson	Robert Mulvany	Kevin Storms
Susan Amadio	Dennis Clausen	Charles Hess	Randy Oflaherty	Setha Sun
Ken Andrade	Lynn Cook	Bradley Higgins	Daniel Pajo	Abdo Taha
Mark Angell	Mary Cordero	Rodney Hill	Larry Palmer	Helen Tran
John Armbruster	Lyle Craner	Clay Hood	Rebecca Pante	Simone Tryon
Byeong Bae	Yuriy Dalakyan	Anthony Hudgins	William Parrish	Teklu Tuffa
Francina Bagaporo	Charles Daniels	Donald Hulse	Robert Perkins, Jr	Edward Turner
John Bandy	Richard Darcy	Dan Irish	David Pike	Kevin Tyler
Giang Bang	James Davis	Jan Jackson	David Pipkin	Christine
Michael Bartlette	Nga Doan	Gregory James	Kellie Popham	Van Wagnen
Miriam Bates	Herman Edwards	Angela Johnson	David Price	Paul Verdier
Vincent Bauer	Alan Ekland	Douglas Jones	Mark Quintero	Rebecca Wagner
Susan Barnard	Craig Elmore	Yera Juljenjai	Stephen Roseno	David Warren
Kevin Bethards	Steven Elton	Gary Kern	John Rutledge	Raymond Welk
Ted Bishop	Larry Field	Mirsaeed	Richard Sand	Richard West
Robert Bonds	Terrill Forrey	Khoshnevis	Theodore	Tamara Westbrook
Donald Brooke	Kenneth Freeman	Robert Kiser	Schmeichel	Pamela Whitted
Jay Brown	John Gillham	Keith Knudtson	Ronald Seek, Jr.	Tina Wilson
Maris Brown	Norman Gonzales	Linh Huong Lam	Byron Shelton	
Daniel Buckman	Kathy Grannis	Brian Leechao	Rhea Shideler	
Mark Bullock	Miles Grba	Adam Long	Michael Smith	
James Byrd	Leslie Gudith	Laurie Lovell	William Smith	

EASTERN WASHINGTON

UPS Post Negotiation Meeting Brings Wage Increases

When IAM members working at UPS approved the master agreement last April covering 3000 IAM-represented mechanics nationwide, they negotiated a supplemental agreement which covers members working in Washington and Idaho.

New to the supplemental agreement are regular labor management meetings. At the recent meeting, we discussed Health Care costs. The master agreement allows monies that normally would have gone to cover Health Care costs to be redirected to wages if yearly cost requirements come in below the projected rates.

For the second year in a row, when health care costs came in below projected rates, our members were able to apply unused health care money to their wages. This year that translated into members receiving a \$1.65 wage increase.

“As soon as we had the health care rates, we scheduled a meeting to make sure our members received any excess health care money in their paychecks. Our members are happy, they received wage increases while still maintaining their quality health care,” said Business Rep Steve Warren. “Our UPS Stewards attend the meeting and always have good input. We try to have the labor management meetings quarterly so we can address issues as they arise.”

The labor management meetings are an avenue for open discussion on grievances, contractual issues and the current work environment in a global pandemic.



Business Rep Steve Warren and UPS Stewards David Bakken and Cory White taking part in the labor management meeting with UPS leadership from Spokane, Central Washington, Western Washington and the Western Region. The new Labor Management meetings are called for in the CBA from the last negotiations. The 2020 Health Care costs didn't increase to projected rates, which allowed the excess money to be diverted to wages for our members rather than having it revert to the employer – giving members a \$1.65 wage increase.



Business Rep Steve Warren and Steward Daniel Minnich during one of the formal negotiation Zoom meetings with PAE Aviation & Technical Services.

PAE Negotiations Proceeding

Formal negotiations for a new contract covering IAM members working at PAE Aviation and Technical Services in Spokane and Great Falls, Montana kicked off in August. Business Rep Steve Warren and Steward Daniel Minnich served on the bargaining committee representing Spokane.

This round of bargaining we proposed

merging the two locations into a master agreement. IAM W24 represents the IAM members at Great Falls, Montana.

Bargaining has concluded and the committee received the company's last best and final offer. Members will vote on the proposal after the *Aero Mechanic* went to print on August 24th.

United at Akima as Formal Contract Negotiations Begin

Members working at Akima Logistics Services at Fairchild Air Force Base remain united in their goal to obtain a fair contract.

On August 20th, members overwhelmingly voted for strike authorization sending a strong message that they support union negotiators in membership proposals to be presented at the bargaining table.

Formal negotiations began on August 24th with the Union presenting a

comprehensive proposal that addressed the top issues members have identified through surveys, union meetings and ongoing discussion with Stewards. Union Bargaining Committee Members Jim Damico and Terry Wren joined Business Rep Steve Warren at the bargaining table.

Members are active and engaged and appreciate the two-way communication and opportunity to provide input throughout negotiations. The current contract expires Sept. 30th.



Members at Akima Logistics Solution prepare to count strike sanction ballots on Aug 20th, which members overwhelmingly approved.

Free Online College a Great Family Option

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

This unique program expanded in June to offer three online 4-year Bachelor degrees: Business Administration, Criminal Justice and Teaching K-5. Like the two-year online degrees, these new 4-year degrees are available at no cost for all IAM751 members, retirees, laid-off members (up to 5 years following layoff), and their families (defined as spouse,

children, stepchildren, children-in-law, dependents, grandchildren, parents and even siblings). Our laid-off members considering this program should talk with a Joint Programs Career Advisor by calling 1-800-235-3453 before enrolling yourself in this program to ensure this free online college does not create issues with unemployment benefits or other dislocated worker benefits (including TAA if approved)

Programs available include Associates of Arts Degree & certificate programs focusing on: Advertising, Cyber Security, Data Science, Digital and Social Media Marketing, Entrepreneurship, Finance, Healthcare Management, Hospitality: Food & Beverage Management,

Hospitality: Event Management, Hospitality: Hotel and Convention Management, Human Resources, Information Systems, Labor Studies, Marketing, Programming & Development, Criminal Justice, Teacher Education Degree, Paralegal and Patient Home Navigator.

To talk with union represented assistants, call 888-590-9009. Get Started on Your College Degree. Take a look at this exciting program and take advantage today to help grow your career. To learn more or enroll visit: freecollege.goiam.org.



REQUEST A MAIL BALLOT FOR UNION ELECTION – AS THERE IS NO IN PERSON VOTING!

Be sure to vote for District Council Delegates and Alternates, Business Reps and 751-A, 751-C or 1951 Local Lodge Officers. Request your ballot by end of day on Sept. 30 by visiting: www.iam751.org/vote and fill out the online form OR call 1-800-763-1301!

Ballots will be mailed starting Sept. 21! Ballots must be received via U.S. mail by 5 p.m. on October 14!

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