

DISTRICT 751

# AERO MECHANIC

PUBLISHED BY THE WORLD'S FINEST WORKERS



VOL. 76 NO. 11 DEC 2021/JAN 2022

## Contract Delivers a Solid Foundation for the Future

### CHI Master Social Workers, Bereavement Counselors & Chaplains Overwhelmingly Approve First Contract

Solidarity and unity ensured Master Social Workers, Bereavement Counselors and Chaplains working for CHI Hospice secured a first contract that will provide a better future for these dedicated workers.

The group first approached the Machinists Union in 2020 seeking to gain rights on the job, a union contract and an advocate to ensure they can continue to provide top patient care. By standing strong and united throughout the process, members overwhelmingly ratified their first agreement on Thursday, November 18th.

Their first contract provides a strong foundation of rights, pay, benefits and working conditions that these members can build on in the future.

Along with improvements in wages, benefits and working conditions, this agreement secured in writing many things these workers already enjoyed so their employer cannot make changes in the future. Changes management was making to their work prompted them to seek union representation in the first place. Membership solidarity defeated

management efforts to reclassify these workers from exempt status to hourly, which was a priority of these members.

Just as important as the pay and benefits, these workers are no longer

“at-will employees” meaning they can only be disciplined for just cause and it must be progressive discipline. The contractual grievance and arbitration procedure provides these members a fair

and equitable system to resolve disputes.

“In August of 2020, several of us started investigating unions and the possibility of gaining union

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Some of the members working at CHI Hospice as Master Social Workers, Bereavement Counselors and Chaplains gather for a group photo after the contract vote on November 18th. The overwhelming approval confirmed the decision to seek union representation means a stronger future for these dedicated workers.

## Union Leadership Changes for New Year

In December and into the new year brought movement and new faces to full-time Union Staff. While several are in new positions for the Union, each has been active in the Union for many years. Their backgrounds differ, yet each shares a commitment to the membership and brings years of union experience and fresh enthusiasm to the job.

### Jonathan Shapiro – 751 General Counsel

After 751 Staff Attorney Spencer Thal retired to start his own practice earlier this year, 751 hired a new General Counsel Jonathan Shapiro who started Dec. 1. He brings experience and passion in the labor movement. Most recently, he worked at a labor law firm in New York handling court, NLRB, and arbitration proceedings, as well as advising union leadership on internal governance issues. In that position, he took the lead on many collective bargaining agreements, and researched and drafted court documents and briefs. Before working at that law firm, he served as Legislative Director for a New York State Senator, as a Union Rep at UNITE HERE Local 100, and also worked as a Statehouse and City Hall Reporter for an Atlanta NPR station. His varied background and focus on



L to R: District President Jon Holden, 751 General Counsel Jonathan Shapiro, Chief of Staff Jason Chan and Grievance Coordinator Dan Swank discuss upcoming arbitration cases and other issues.



Site Committee & Dist Council Delegate Brandon Stanfield (l) talks with Business Rep Shane Van Pelt concerning issues at Spares Distribution Center.

labor law make him a good fit as 751’s General Counsel. Jonathan is excited to help 751 in our many arbitration cases, legal battles and defending the rights of our members.

### Shane Van Pelt – Seattle Business Rep

Shane Van Pelt was appointed to fill the vacant Seattle Business Rep position after Jeremy Coty moved his family to Hawaii. Shane is a familiar face in our Union, holding many different leadership positions. Since July, Shane has served as one of our Union’s Health & Benefits Reps. Shane has a wealth of knowledge and experience after having served as a strong union advocate for members since he hired into Boeing in 2012. Throughout his years at Boeing, he has taken on

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Business Rep Rich McCabe (r) thanks Steward Igor Mihailov for his quick action that ensured our members continue preventive maintenance sprinkler system work in Renton.

## Protecting Facilities Work

Our members who work in Facilities Maintenance are forever watchful for any attempts Boeing may make to offload work we have traditionally performed. This awareness and quick action from Union Steward Igor Mihailov ensured our Renton Facilities Maintenance would continue to perform preventive maintenance sprinkler system work.

Igor learned Boeing was seeking bids to subcontract preventative maintenance sprinkler system work that has been traditionally performed by IAM members. Alert members on Igor’s crew brought the issue to his attention – asking the Union to stop this potential offload. Igor jumped into action and gathered facts to question this activity. He brought the information

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## REPORT FROM THE PRESIDENT

# Reflecting on the Past Year and Planning for the Future

By **JON HOLDEN**  
IAM 751 District President

As we wrap up 2021, it is a good time to reflect on our accomplishments, current issues we face and how we are preparing for the future. But first, I want to thank all the Stewards, Officers, Business Reps and Staff for their commitment to helping our members. So much of the work they do goes unrecognized, but every day they are fighting for our members. Many of these efforts are not visible unless you are one of the members impacted by unjust discipline, a misassignment, a wage issue or some other contract violation.

The fact is our Union is challenging more issues than at any time in our past – in part because we have an in-house attorney available to take on each and every fight at all our employers. So much of what we have done to represent our members cannot be discussed because in order to get a settlement for the member, we agree to not publicize any details of both the issue and the settlement. While I can't talk specifics, I can report that in 2021, we had more of these settlements than any previous year, which amounted to substantial backpay for our members – thanks to our Business Reps bringing these cases forward. Our Grievance Coordinator Dan Swank goes over each settlement meticulously to ensure any settlements are comprehensive and fair.

As reported on page 1, we have a new General Counsel, Jonathan Shapiro, who



began Dec. 1st and is excited to help with the battles ahead. Maintaining an in-house legal staff allows us to provide more aggressive representation, respond quickly, and support our members on the floor.

In 2021, we had success bringing the benefits of union membership to additional workers. Several of the groups who voted for IAM 751 representation are significant because they are in industries that we don't traditionally represent. However, each group recognized the need to speak with one voice, gain rights on the job and obtain the benefits of taking collective action with their co-workers and selected IAM 751 to be their advocate.

At CHI Hospice, two different groups of workers came to us and said 'Union Yes' – the Master Social Workers, Bereavement Counselors and Chaplains just ratified their first contract and have a strong foundation to build on for the future, and the Hospice RN's are still in negotiations for their first agreement staying united and strong.

Earlier this year we also reached a first contract for workers at KIND – Kids in Need of Defense – where we represent attorneys, paralegals and support staff who provide legal support for unaccompanied children within the court system.

In 2021, technicians and service workers at Solid Ground also said yes to IAM representation and ratified their first contract in April after they watched co-

workers in other classifications benefit from IAM representation for many years.

For these newly unionized workers, we were able to change their lives and put real money in the pocket of folks who had never had an advocate before. They now have rights on the job and can stop their employers from making arbitrary decisions that impact their working conditions, pay and benefits. This new influx of people will make our Union stronger.

This year members working at JBLM, NAS Whidbey, Fairchild AFB and other employers throughout Eastern Washington ratified new agreements. In each contract, we were able to make improvements for our members, building on the success of previous contracts.

We will continue to organize for the future and work to give even more workers the rights and protections that come with union membership.

We must also focus on organizing and educating our membership at Boeing. Today, we have a majority of our members at Boeing who have not been through a traditional contract bargaining cycle. I encourage our senior members to share their personal experience from past negotiations so our newer members understand the power they have when they stand together and speak with one voice. Everything we have today is because of the solidarity of the generations who came long before us.

We are now at the beginning of what used to be a traditional bargaining cycle with less than three years until contract expiration in Sept. 2024. In 2022, we

will be surveying members at Boeing to get you thinking about your priorities for a new contract in 2024. Having our Stewards distribute the surveys and getting members in the shop talking about the contract and starting their Individual Strike Fund (ISF) is important as we prepare for 2024.

We will offer a new class in 2022 to talk about our past struggles, strikes and battles to land airplane programs here. Understanding issues from past negotiations is key to preparing for 2024. The class will also talk about decisive moments for our Union, Boeing and

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## Union Ensures Member's Pension Vesting is Fixed

With help from our Union's Health & Benefits Office, a 751 member was able to retire on his time frame and collect his full pension with no reductions. This would not have been possible without assistance from our Union's Health and Benefits Rep Shane Van Pelt in October.

The member filled out his paperwork to retire at age 59 with the assumption he would have no reduction. He was stunned when he was told that he would have to wait to collect until age 62. He then contacted our Union for help.

Shane was able to request an audit of his vesting service and worked with his contacts to get the member's vesting service corrected. The audit revealed Worklife had reported the members was on a personal leave for the last three years - which reduced his vesting service. In order to be eligible to collect your pension, you must be at least 55 years old but younger than 62 and have at least 10 years of vesting service.

Shane explained that the member

had been working and that the Company records were incorrect. He added that the member had planned to go on a leave on June 3, 2019, but it was rescinded and he has been working the past three years.

Shane elevated the issue as the member's retirement date of Nov. 1 was quickly approaching. Boeing then did further research and confirmed, what both Shane and the member knew, he qualified for full retirement with no reduction once the incorrect 3 years LOA was converted to vesting service.

"I was thankful to have our Union to help get the situation straightened out. Trying to resolve it in Worklife on my own was futile. Our Union came through and ensured I am now retired and collecting my pension showing it pays to be Union," said the member.

This is just another example of the value of Union membership and how our Union advocates for members and gets errors in the Boeing system corrected.



*While serving as Health & Benefits Rep Shane Van Pelt was able to get an audit performed so a member had the proper vesting credit to collect his pension at age 59. Our H&B office regularly helps members with this type of issue. You can reach them by calling 206-764-0350.*

## Pre-Order Your 751 Union Hoodie

Members can pre-order an IAM 751 Hoodie on the District 751 website. Hoodies will be \$45.

Simply click on the "Hoodie" button on the homepage at [www.iam751.org](http://www.iam751.org) to order yours today! Be sure to indicate which Union hall you want to pick it up at and contact information.

Wear these union-made hoodies in the shop and show your union pride!



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### 751 AERO MECHANIC

**Connie Kelliher, Editor**

Member of The Newspaper Guild, CWA #37082  
District 751 AERO MECHANIC (ISSN 0894-7864, USPS 008-660) is published Monthly except Bimonthly in December/January by Aerospace Industrial District Lodge 751, 9125 15th Pl. S., Seattle WA 98108. \$3.50 of the annual dues goes toward a one-year subscription to the Aero Mechanic. \$4 per year for non-members by District Lodge 751, International Association of Machinists and Aerospace Workers, AFL-CIO, 9125 15th Pl. S., Seattle, WA 98108. Periodicals postage paid at Seattle, WA. POSTMASTER: Send address changes to District 751 Aero Mechanic, 9125 15th Pl. S., Seattle, WA 98108



Chief of Staff Jason Chan answered questions before members voted on the first contract.

# Contract Delivers a Solid Foundation for the Future

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representation. This was a hard, but necessary decision given changes our employer was making. After voting to unionize, those of us on the negotiating committee have spent countless hours in bargaining working on our contract,” said Merrilee Royse, who is a Master Social Worker and served on the bargaining committee. “Working together on negotiations, through the highs and lows, gave me the highest level of respect for my colleagues. On Nov. 18th, our co-workers voted to accept our first contract, which is a victory for all of us and something we can build on for years to come.”

Highlights of the agreement include:

- A Labor Management Committee that will meet up to six times a year, but at least quarterly, to discuss matters pertaining to our members and other workplace issues.
- Yearly wage increases of 4%, 3% and 3.5%.
- Established a 15% premium to employee base rate in lieu of benefits. Employees move up step

Members talked about improvements gained in their first contract.

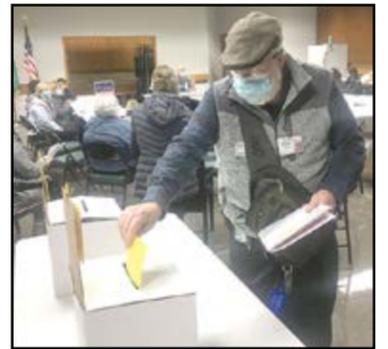


Members discuss the specifics of the contract.

- Introduced a weekend work stipend for Social Workers and Chaplains, as well as an on call stipend for Social Workers and Chaplains.
- Maintained current benefit and retirement plans, as well as capturing accrual rates for PTO.
- Established “just cause” provision for progressive discipline and the right to Union Representation in any meeting that may result in discipline.

“I’m so proud of this group for the tremendous solidarity they have shown throughout the process. The negotiating committee dedicated

many hours and days working to explain their issues to management and ensure membership priorities were addressed. Every step of the way these members were united and spoke with one voice, which was reflected in the first contract. Solidarity prevailed and delivered a contract they can build on in future negotiations,” said IAM District 751 President Jon Holden.



CHI MSW, BC and Chaplains voting on their first contract.

Thanks to all the bargaining committee members for their hard work: Peggy McEntee (Bereavement Counselor), Merrilee Royse (Master Social Worker), Jordyn LaFreniere (Master Social Worker), Rebecca LeRoy (Master Social Worker), Kevin Yi (Chaplain), Charles Huff (Chaplain), District President Jon Holden, Chief of Staff Jason Chan, Business Rep Patrick Bertucci, Staff Attorney Spencer Thal.



Members voted to approve their first contract on Nov. 18th.

## Steward Ensures Member’s Pay is Corrected

Every day our 751 Union Stewards advocate for members, prevent unjust discipline, ensure proper pay is received and enforce members’ contractual rights.

Union Steward Adam Fisher, from the Renton wing panel shop on second shift, recently ensured 751-member Javier Martinez received the proper pay after he was temporarily upgraded from a grade 3 sealer job to run the AWFIS machine and then the SALS machine, which are both grade 7 jobs.

After Javier began performing the machine operator job, he noticed he was not being paid for the grade 7 work he performed. He attempted to get it corrected in Worklife, but quickly recognized he needed assistance from a Union Steward and contacted Adam Fisher.

Adam aggressively pursued the issue, holding multiple meetings and conversations with management and HR, and providing pertinent contract language supporting his case. Each paycheck when the pay was still not adjusted, Adam continued to push and elevate the matter until Javier received the proper pay for the 5 weeks he performed machine



Javier Martinez (l) thanks Steward Adam Fisher for his help in getting properly compensated for a temporary upgrade.

operator work.

“Adam did a great job representing Javier and getting his pay corrected ensuring the issue was resolved. He continued to pursue it until Javier’s pay was properly adjusted for all time worked in the higher grade job,” said Business Rep Rich McCabe.

“This situation shows the value of Union membership and having an advocate to fight on your behalf when something is wrong with your pay. I am

so grateful to Adam for his help with this matter,” said Javier. “On my own, I would not have been able to get it corrected through Worklife, which is always frustrating. I encourage any member who believes their pay is incorrect to reach out to a Steward for help getting it fixed.”

Adam noted, “The ‘Root Cause’ of this pay issue for Javier was a failure in communication, which has never happened before in our shop when members have been assigned to a higher pay grade. I knew he had to be paid for the work performed and was confident our Union would get it corrected.”

After getting his pay issues resolved in Renton, Javier was happy to be recalled to his 90108 development and test mechanic position, which he had been surplussed from in July of 2020. Recall rights are another benefit of having a Union contract. He appreciated getting the opportunity to share his story with others and advised members to utilize our Union Stewards if they believe their contractual rights may have been violated. He saw first hand how it pays to be Union.

## Protecting Facilities Maintenance Work in Renton

Continued from Page 1

and documentation to Business Rep Rich McCabe. Because Igor raised the question immediately, this ensured there was ample time to work the issue and prevent the offload. Rich elevated the matter, educated management on Letter of Understanding (LOU) 2 in our contract, stopped the offload and ensured our members continue to perform this preventive maintenance on the sprinkler system.

“Our members in Facilities Maintenance are vigilant about maintaining their work packages and know to question if something is being put out for bid that they have traditionally done. Igor’s timely action brought a positive outcome in this case,” said Business Rep Rich McCabe. “Management agreed it was our work, cancelled the bid request, and noted in writing our members will continue to perform the work, which is a contractual obligation.”

This should serve as a reminder to all Facilities Maintenance members and craftspeople. When you hear about potential work being put out for bid that we have traditionally performed, bring it to the attention of your Steward who can then challenge it with assistance from their Business Rep. Only by asking questions and making our Union aware of these situations can we effectively get them stopped and protect our members’ work from subcontractors.

## New Flight-Safety Contract Approved at JBLM

751 Machinists Union members working at FlightSafety Defense Corp. at Joint Base Lewis McChord (JBLM), continue to see the value of union membership. In November, members there ratified a new three-year agreement that provided yearly wage and benefits improvements – reinforcing that it pays to be union.

These pilot instructors for the C-17 program approved the new 3-year contract that offered improvements in many areas. The new agreement provided wage increases each year of the contract (4%, 3.5%, 3.5%), increased second and third shift differential, provided health and welfare benefit increases each year, two additional holidays (Juneteenth and 1 floating holiday), added a new tier of vacation accrual for members with 20+ years of service. In addition, pay additives were increased for several classifications including: Lead Pay, Air Drop Certified Instructor, Simulator Certification Instructor, Check Airman and EGB Managers.

“These Machinists Union members do work that is essential to the defense of our nation,” said District 751 President Jon Holden. “They are highly skilled specialists and they deserve a contract that recognizes and rewards them for all they do.”

Special thanks to Chief of Staff Jason Chan, Business Rep Pat Bertucci, Business Rep Jeremy Coty, FSSC Stewards Colin Carr and Mark Lewis who served on the negotiating committee.



District 751 leaders and Machinists Institute leaders congratulate graduates of the Machinists Institute Youth Academy. The students completed a six week pre-employment manufacturing program that introduced them to working with a number of machines, QA principles and other concepts important to the aerospace and manufacturing industry.

## Celebrating Graduates of Machinists Institute Program

The Machinists Institute, which is the training arm of our Union, continues to expand opportunities to support education and training for our members and community residents for training in manufacturing and aerospace.

On November 22nd, the Machinists Institute Youth Academy (MIYA) program held its first graduation celebration for students completing the pre-employment manufacturing training. Two classes of students ages 16-24 completed this 8 to 10-week training and the evening was an opportunity to celebrate their success.

District 751 President Jon Holden and Machinists Institute Executive Director Shana Peschek addressed the graduates – congratulating them on their accomplishment.

The Machinists Institute provided the

training, in conjunction with Partner in Employment, to provide youth from the immigrant and refugee community skills to gain entry-level work and a pathway into the aerospace and manufacturing industry.

The event took place at the MI Tukwila Training Center. These graduates had the honor of being in the two inaugural classes – where the program and equipment were literally being built around them as the program progressed. Before the formal ceremony, those attending had an opportunity to tour the facility, where students could demonstrate what they learned on the various equipment. Students recognized the opportunities this initial training provided and were excited to showcase their skills.

For the majority of the students, this

program was the first time they had been exposed to potential careers in manufacturing. The program spurred several to pursue a career in manufacturing after getting hands-on experience and touring several nearby companies who are looking to hire individuals.

At least one of the graduates plans to pursue an internship they learned about during the program. Once the internship is completed, the company will place individuals on a hiring list – giving the student a clear pathway to a career in manufacturing.

One of the parents attending was nearly in tears as she noted that this program “opened doors for my daughter and got her interested in pursuing a manufacturing career. Before this hands-on program, she was in the house doing online training and feeling very isolated.



Instructor Batholomew Kimani (l) observes as a graduate demonstrates her skills using equipment from the program.

Now, she is energized and excited at the possibilities for her future thanks to this training.”

During the 8 to 10-week program, students got hands on experience in basic drilling, riveting, and deburring, as well as the chance to work on mini lathes that cut steel and aluminum. In addition, students got to experience coding and work with bench top mills. The curriculum also included six work stations for soldering – each teaching a different lesson in electronics. During the class, students assembled a Bluetooth stereo speaker they were allowed to keep. Students also assembled a 6-axis robotic arm, which they then had to program.

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District 751 President Jon Holden encouraged students to consider manufacturing and a union job as a good solid career path.



## Members Working at C2 Approve New Three-Year Agreement

Machinists Union members working for C2 at multiple military bases ratified a new three-year Collective Bargaining Agreement in November, which included IAM 751 members working at JBLM. IAM negotiators from across the country met at the IAM 751 Seattle Union Hall as they hammered out the new three-year agreement covering Simulator Maintenance Technicians working at Joint Base Lewis McChord, Joint Base Elmendorf-Richardson AFB, March ARB, CA, and Travis AFB.

The new agreement provided members in the Simulator Technician 1 classification a \$2 per hour increase in the first year before the General Wage Increase (GWI) was applied. Members will receive a GWI each year of the

contract: 5 percent 1st year; 3.5 percent second year and 3.5 percent the third year. In addition, health and welfare benefits increased for all employees each year of the contract. Members also will continue to receive a company match on their 401(k), as well as getting employer contributions that increase each year into the Machinists Retirement and Savings Plan (MRSP). These members also received a new “Juneteenth” holiday, and increased bereavement leave from 3 to 5 days.

The agreement also improved overtime language for members working in California required to work the sixth consecutive day of the same work week. They now will be paid at the overtime rate of 1.5 for all hours worked on the sixth day. Additionally, for employees in all states assigned to a shift of less than 40 hours, they shall receive 1.5 times the regular rate for all hours worked outside of their normally scheduled



IAM negotiators from Districts around the country met at the 751 Seattle Union Hall in November to negotiate a new 3-year agreement with C2 for our members who work as Simulator Maintenance Technicians at four military bases around the country. Serving on the 751 bargaining team: Jason Chan (standing third from right) and Jon Holden (far right). Seated: Patrick Bertucci (second from right).

shift. Language also was added that the Employer will not change schedules solely to avoid paying overtime.

Language also clarified that employees with the highest seniority shall have first preference for vacated work schedules, shift assignments and requests for time off over less senior employees.

Members appreciated the improvements in the new agreement and modifications that corrected issues that were occurring at several sites.



Members working for C2 at JBLM voted to ratify a new 3-year contract.



Members at C2 voting their contract.

# IAM-BOEING JOINT PROGRAM

## HSI Everett Site Safety Tour Checks Out Benefits of Robots

During a recent HSI Site Committee safety tour in Everett, at the Interiors Responsibility Center (IRC) in the 40-56 Building, the committee had an opportunity to witness for themselves a great safety improvement.

IAM union steward and HSI Site Committee member Joe Ruth offered to take the team over to see the new sanding robots.

Members of the safety tour met with the robot operator, 751-member James Dorgan, who said he had been operating the sanding robot for several months.

The robot was put in place in January 2021 with help from actions by the Right Sized Equipment team, which is similar to a moonshine shop in Everett. They only support the IRC and specialize in robotics, pneumatics and other detailed innovative solutions needed to help the workforce. They had been working on creating a



A sanding robot in the IRC works on one side of a sidewall panel while members of the Everett HSI Site Committee looks on. A sanding robot in the Everett IRC was obtained with the help of the Right Sized Equipment team.

robot that could sand the sidewall panels to help prevent repetitive motion injuries.

When asked what he thought of the robot James said that it has been a real lifesaver.

He said



From left to right: Everett IRC sanding robot operators Jim Dorgan and Jerry Severson along with HSI Site Committee members, IAM union steward Joe Ruth, Thong Trang IAM/Boeing Joint Programs program coordinator and Tom Yonkman a "Right Sized Equipment" team member in the IRC.

that he had previous rotator cuff surgery due to a repetitious job on the floor in the past. When he was placed in the area to sand the sidewall panels he felt the rotator cuff pain beginning to return.

Then the sanding robot was brought to the area where James was working and the safety benefits were noticed immediately. "The Right Sized Equipment team has done a bang up job in creating the right solutions that help our workforce," James said.

The robot sands both sides of the panel and follows the contours and navigates around the windows in perfect fashion.

When the robots were placed in the area and set up for operations Joe Ruth, the area IAM union steward, inspected all aspects of the robot and equipment to

ensure it complied with safety and was made to protect his members.

Joe said, "The Right Sized Equipment team did an excellent job in ensuring everything was fool proof." After checking things out for himself, including observing the functional operations, Joe couldn't find any safety issues.

Joe is passionate about caring for his members who are facing issues while under the Disability Management process. He was very pleased that this type of innovation is helping reduce injuries from repetitive tasks and allowing those who have been injured a place to continue working on the job without facing the possibility of an unnecessary reinjury.

## Triumphant Despite COVID-19 Challenges

### Career Advisors Help Member Navigate ERT to New Career Position

Within two weeks of getting hired as a Factory Service Attendant in January 2020, Trang Granville had an appointment with an IAM/Boeing Joint Programs Career Advisor. Although she was very thankful for her new position, she had a desire to develop new skills and advance her career with The Boeing Company. Fortunately, the Employee Requested Transfer (ERT) system's numerous training and job transfer opportunities make advancement possible for all interested Boeing IAM members. Trang decided to put in the off-hours work to complete the required training for a chance at a better future within the company. Her hard work and dedication paid off. In August of 2021, Trang received and accepted an offer for the 34107 Aircraft Test Technician, which she started in November 2021, just a year after she filed for it.

To become an eligible candidate for a different hourly ERT job, employees must complete specified training outlined in the Career Explorer system (<http://careexplorer.web.boeing.com>). Once all "red light" courses have been turned green, employees are eligible to file an ERT for the shifts and locations they're willing to work. ERTs are required to be filed in partnership with a Joint Programs

Career Advisor to clarify the process and ensure accuracy.

In one of the first meetings with the Joint Programs Career Advisor, Trang was surprised to learn she could submit documentation from prior education and training, such as college courses, vocational training, certificate courses, licenses, and military training records to name a few. Career Advisors evaluate completed training in order to apply approved credits to ERT course requirements and the employee can ultimately receive equivalent credit for select green lights.

"I was really glad when Joint Programs Career Advisor, Lindsay Ruf, asked me about my prior schooling and had me bring in my transcripts from Tacoma Community College and University of Washington because I was able to get some green lights from them," Trang said.

After discussing her career advancement opportunities, Trang and the Career Advisor developed ERT training plans for several hourly jobs with the goal of landing one of her desired target jobs. In February 2020, Trang immediately started working on required classes.

Then, the COVID-19 global pandemic unexpectedly changed everything. Suddenly, employees experienced temporary shut downs and canceled or modified class schedules. Undeterred,

Trang adapted to the ERT labs' shortened hours and more limited class availability as COVID-19 surged in the spring of 2020. All of her determination and hard work paid off because by April 2020, she was able

to file her first ERT.

Even as Joint Programs Career Advisors worked remotely due to COVID-19 restrictions and could only provide services via phone, IM, and email, Trang took the initiative to regularly call and email Advisors with questions whenever she needed assistance. "I only met with the Career Advisor twice in person before the COVID-19 restrictions went into place; after that all my contact was by phone or email. Even during the pandemic the Joint Programs Career Advisor always responded to me quickly and answered all my questions each time. This was very good customer service and made it easier for me to stay on task along the way," said Trang. "I was very happy with Lindsay helping me so much."

In November of 2020, the same year she was hired, Trang was able to file for a 34107 Aircraft Test Technician position, which was the job she wanted. And by January 2021, she had completed even more training requirements and was able to file for an additional six hourly ERT jobs. In August of 2021, Trang reached her goal – she received and accepted an offer for the 34107 Aircraft Test Technician. Trang started her new job in November 2021, just a year after she filed for it.

Trang's story is one of overcoming challenges and persisting during a time of great uncertainty as a result of COVID-19. The speed with which she rose seven grade levels is inspirational and a testament to her determination. Trang wants other employees to know, "If you try your best and keep working towards your dreams it can happen with hard work. You need to check with the Joint Programs Career Advisors so they can help you make your plans, then the rest is up to you – even in the COVID-19 pandemic."

If you're interested in learning more about how the ERT process can help you to achieve your goals like Trang, plan to reach out to an IAM/Boeing



751 Member Trang Granville used the ERT system to transfer to a functional test job.

Joint Programs Career Advisor today. To schedule an appointment, call 1-800-235-3453.

For more information about any other IAM/Boeing Joint Programs contractual benefits visit the IAM/Boeing Joint Programs website which can be accessed internally or externally.

Internal: <http://IAMBoeing.web.boeing.com>

External: <http://www.iam-boeing.com>

To contact IAM/Boeing Joint Programs via phone, call: 1-800-235-3453



IAM Joint Programs Career Advisor Lindsay Ruf helped Trang submit documentation from prior education and navigate the ERT system to move from a factory service to functional test. Schedule an appointment with an IAM Career Advisor call 1-800-235-3453.

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](http://www.IAM-Boeing.com)

# SERVICE TO THE COMMUNITY

## 751 Volunteers Offer Helping Hands for the Holidays

November and December offered opportunities for Machinists volunteers to help on holiday projects that included a one-day turkey drive for area missions, multiple days of helping Snohomish County Toys for Tots, multiple days of sorting, pick up and distribution for Salvation Army Toy n Joy. In addition, volunteers helped build smaller, incremental steps at the home of a 751 retiree – making access into and out of their home much easier.

To learn about upcoming volunteer opportunities, visit [www.iam751.org](http://www.iam751.org), then click on the calendar link.



L to R: Jereme Wise, Scott Kreider, Shane Schneider and Paul Schubert with donations for the Everett Toys for Tots.



Above: Delivering donated turkeys to the Rescue Mission in Tacoma L to R: Diana Noinala, Kim Gifford, Andrew McGruder, Amber Roulst and Carolyn Romeo.



Above: Rob Curran and Gary Perry volunteering at the Rescue Mission in Tacoma.



751 retiree Melvin Hoage (center) and his wife Becky (l) appreciated Jim Hutchins and Larry Hagen (not pictured) rebuilding their steps so they were smaller and easier to navigate.



Photo left: Adrian Camez and Wes Heard delivered donated turkeys to Volunteers of America in Everett.

Photo right: Local A President Matt Hardy (far right) shared an emotional story of why he is so passionate about volunteering to help others at Christmas with KIRO 7 reporters.



L to R: Ricky Dicks, Cliff Balka and Dan Hubble volunteering at Toys for Tots event.



Above: L to R: Amber Roulst, Carolyn Romeo, Diana Noinala, Michael Fields helping at the Seattle Salvation Army Toy N Joy distribution event.

Photo below: Chris Black volunteering at Toy N Joy Salvation Army event.



Above: Carter Wolbaum helping sort toys at the Toys for Tots warehouse in Everett.

Right: Union Steward Bashan Grove helped sort toys at the Everett Toys for Tots warehouse.



Left: Jerry Banks, Matt Hardy, Wes Heard, Rich McCabe, Marnie McCabe, and Adrian Camez at the Salvation Army Toy N Joy event.



# SERVICE TO THE COMMUNITY

## Murphy Receives President's Lifetime Achievement Award

751-C Retiree Vennie Murphy has always had a passion to help others and regularly volunteered for a variety of community service projects through our Machinists Volunteer Program when he was working at Boeing. After he retired in 2012, rather than slowing down, Vennie increased his volunteer activity giving even more time to help others at the Rescue Mission in Tacoma fixing and serving meals, building wheelchair ramps, assisting with turkey drives, sock drives and other activities.

His unwavering dedication to community service recently earned him "The President's Lifetime Achievement Award" for his lifelong commitment to building a stronger nation through volunteer service by volunteering more than 4,225 hours.

District 751 President Jon Holden presented Vennie the award at the year end District Council meeting. "Vennie

has continually shown he is committed to our motto of building better communities. His volunteer efforts have made a difference and improved the lives of countless others," said Holden. "Vennie stepped up helping others after retirement and has made it a way of life. Thank you for all you do for our Union and to help others. I am proud to call you my Union brother."

The letter from President Biden read: "By sharing your time and passion, you are helping discover and deliver solutions to the challenges we face – solutions that we need now more than ever...On behalf of the American people, I extend my heartfelt appreciation to you for your volunteer leadership."

Congratulations Vennie on a well deserved Lifetime Achievement Award for your relentless passion to help others.



District 751 President Jon Holden (l) presents Retiree Vennie Murphy with the President's Lifetime Achievement Award for volunteering more than 4,225 hours on community service.

## Members Donate Socks Across the State

Throughout the state members donated socks to help the homeless and underprivileged keep their feet warm and dry in the winter months. The socks and other donations were delivered to various agencies for distribution in Tacoma, Seattle, Everett, Spokane and Tri Cities.



Kim Gifford delivers additional socks to the Rescue Mission.



Local 86 members presented socks to Union Gospel Mission (UGM) in Spokane: L to R: Jerry & Deanna Purser, a rep from UGM, Darrin Truitt, Allen Eveland and Ida Auckerman



Carolyn Romeo (l), Larry Hagen (2nd from left), and Amber Roulst (far right) present Will Woods at the Rescue Mission with sock donations.



Local 1951 President Jim Henle hands over some of the socks being donated to the Tri Cities Union Gospel Mission (UGM).



Local 1951 Bryon Johnson, Jim Henle and Tommy Eldhardt delivered turkeys, rice, canned goods and spices to UGM.



Terri Myette (l) and Princie Stewart pick up socks donated at the Seattle Union Hall.

## Union Leadership Changes for the New Year

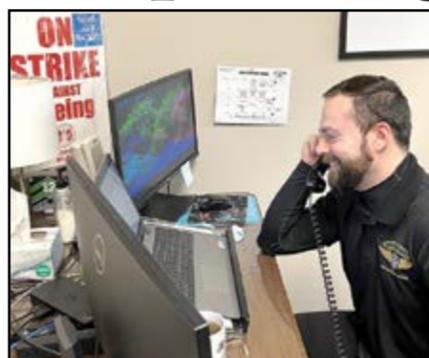
Continued from Page 1

many leadership roles within our Union – serving as a Steward for more than 9 years, holding multiple officer positions in Local F working up to the role of Local F President. He has also been passionate about keeping members safe at work and served for years on the IAM Everett Site Safety Committee, District Safety Committee, as well as teaching safety classes through Joint Programs. As a Business Rep, he will be the BR Focal for the Seattle/Renton Flightline, Paint Hangar, Military Flight Center, Delivery Center, Spares Distribution Center, Victorville and several other buildings in the Seattle corridor.

"I am honored to have the opportunity to serve the members as a Business Rep. I look forward to meeting the Stewards and members in my new area of assignment," said Shane.

### Travis Kendrick – Health & Benefits Rep

Travis Kendrick was appointed to fill the Health & Benefits position when Shane moved to Business Rep. Travis initially hired into Boeing in 2007 as a structures mechanic before moving to QA a year later. He worked in Auburn as a machine parts inspector before transferring back to Everett as an intank inspector. For the past two years, he has served as a Verification Optimization IAM Rep – where he evaluated the



Health & Benefits Rep Travis Kendrick is excited to help members in his new job.

rationale Boeing used to implement VO in areas and challenged if inspections should have been removed. The VO Reps have been a critical position to maintain the integrity of the build process by trying to not only stop the removal of inspections but get many reinstated as well.

Travis has held many leadership positions within Local F – most recently serving as President and as a District Council Delegate, but he previously served as Recording Secretary, Trustee and Communicator. He was an active and vocal Steward for many years on the 787 line, has served on the District Finance Committee and Legislative Committee, is a delegate to the MLK County Labor Council. Recently, he completed his Masters Degree at City University using our lucrative contractual education

benefits.

"I am excited to be helping members every day to ensure their benefits are administered properly and assisting with issues members encounter in Worklife. There are many aspects to our Health & Benefits Office, and I am honored to get to serve our members in this capacity," said Travis. "My goal is to ensure our members have access to all of their benefits, both as active members and as retirees."

### Donny Donovan – Legislative/Political Director

Effective January 4, Donny Donovan will become our Legislative/Political Director. Donny brings a wealth of other Union experience and more than 30 years of Union membership. For the past 2.5 years, Donny has served our membership as a Program Coordinator at IAM-Boeing Joint Programs – working to address safety concerns and raising awareness on the educational and advising services available through Joint Programs.

Donny worked his way up through leadership in Local C and most recently served as Local C President and

District Council Delegate after serving as Vice President, Conductor-Sentinel and Educator. Donny spent 27 years as an active Union Steward advocating for members in his area and enforcing the contract. He was on the DC/Kent Site Safety Committee for many years, a member of the District Finance Committee, District Legislative Committee, MLK Labor Council Delegate, Pierce County Labor Council Delegate, and a member of the Board of Directors for the Machinists Institute. During our previous strikes, he served as a picket captain, volunteered with strike check distribution and rallies. He also finds time to volunteer on many community service projects to help others in our communities.

He is passionate about ensuring our position is heard by elected leaders at the local, state and federal level and looks forward to the challenges of his new position.



L to R: District President Jon Holden, Legislative/Political Director Donny Donovan and Chief of Staff Jason Chan discuss top issues for 751 in the upcoming legislative session.

# Quick Action Saves Another Union Member's Life After Leaving Work

You don't have to be a doctor to save someone's life; often times you just have to take action. In fact, quick responses by 751 members saved a fellow union member's life earlier this year. The incident occurred outside the Renton factory following second shift. 751-member Oudom Khanphongphane left work as he did any other night. On the way to his car, Oudom suffered a heart attack, fell to the concrete, hit his head and lost consciousness.

Thankfully, 751-members, who were also leaving work around that time, found him on the pavement and jumped into action. 751-member Dustin Roads recognized that time was of the essence and immediately began administering CPR, which he continued until the first responders arrived. 751-member "Lilliy" Chhoeup Thong, called 911 and Boeing security and stayed on the scene until Oudom was transported to the hospital.

If Dustin and Lilliy had not stopped to help, Oudom might not have survived, and his ability to recover as quickly as he did is solely because of the courageous efforts two members took to help a stranger.

Oudom spent three days in a coma before regaining consciousness and remained in the hospital ICU six additional days.

Once discharged, he remained home for several months doing speech, occupational and cardiac therapy. Oudom returned to work initially just part time while he continued rehabilitation on his road to a full



*Oudom Khanphongphane (l) thanks Dustin Roads (r) for performing CPR after he had a heart attack after leaving the Renton plant on 2nd shift. Dustin's quick action saved Oudom's life.*

recovery.

When he returned to the Renton factory, one of his first priorities was tracking down Dustin and Lilliy to give his personal thanks.

"I am so grateful Dustin and Lilliy found me within minutes of my heart attack and jumped into action without hesitation. Their quick thinking saved my life and ensured there wasn't more damage," said Oudom. "I was very lucky, Dustin was there and performed CPR. He was at the right place at the right time. I think about that a lot and what might have

happened if I had been driving my car at the time."

Dustin credits CPR training from his last job at an ambulance company and noted, "This was the first time I have actually performed CPR on someone in a life and death situation. Thankfully, I did well under pressure. I knew once I started CPR, I couldn't stop and had to keep it going until the first responders took over. In the heat of the moment, you just have to trust you will do it correctly because there is no other choice. I'm glad I was able to help."

Our Union is submitting Dustin and Lilliy for Red Cross Hero Awards for their quick action that saved Oudom's life or at a minimum ensured he did not have permanent damage.

According to the Red Cross, more than 350,000 people suffer from cardiac arrest every year and only 10% survive. Dustin's training in CPR and willingness to jump in to help someone in need allowed him to save the life of a stranger who turned out to be a union brother. Hopefully other members will take first aid classes to be prepared should they find themselves in a similar situation.



*Oudom Khanphongphane thanks Lilliy Chhoeup Thong for calling 911 and her part in saving his life.*

# Boeing VIP Transition to Fidelity Investments

**IMPORTANT:** Boeing VIP transition to Fidelity Investments®

**What's Happening:**

- The Boeing VIP is transitioning to Fidelity Investments® and will be renamed The Boeing Company 401(k) Retirement Plan or Boeing 401(k) for short.
- Participants will have their accounts moved to the new Plan during a blackout period, starting from December 29, 2021 and ending sometime the week of January 2, 2022.

**Important Dates:**

- December 20, 2021 is the last day to return paperwork for transactions that require spousal consent.
- December 29, 2021 is the last day to complete all other transactions.
- Blackout period is slated to end sometime during the week of January 2, 2022 (meaning most VIP features and transactions will be unavailable during this time to accommodate the transition).

**Transition Reminders:**

- The investment options in the Plan will not be changing and your account will remain invested throughout the transition.
- Current VIP beneficiary designations on file, outstanding loans, and contribution rates will transfer over automatically.
- No action is required on your part for your account to transfer to the Boeing 401(k) at Fidelity; when the transition is complete, you will need to set up a Fidelity username and password for online access if you don't already have an account with Fidelity. The new website will be [netbenefits.com/boeing](https://netbenefits.com/boeing).

Additional details and answers to FAQs: <https://boeingretirementchanges.com/>

**Who to Contact:**

- Fidelity's Boeing Financial Benefits Service Center: 866-422-3539 (Mon-Fri, 8:30am to midnight ET).
- Worklife: 866-473-2016 – request "savings" to reach Fidelity's Boeing Financial Benefits Service Center (Mon-Fri, 8:30am to midnight ET).

# Celebrating Graduates of Machinists Institute Program

*Continued from Page 4*

Another aspect of the training, introduced students to metrology, depth gauges and radius gauges to gain an understanding of measurement tools, as well as QA concepts. The class also had a segment on tool control so students would become acquainted with how to check tools in and out since this can be a big issue in a manufacturing environment.

Throughout the training, students learned the importance of precision work and paying attention to detail. Students also worked on a resumé.



*Machinists Institute Executive Director Shana Peschek (l) congratulates the graduates.*

Finally, the program also incorporated a segment on worker rights to educate students on the advantages of Union membership – something missing from most other training programs.

The class gave the students great exposure to a variety of manufacturing processes, equipment, and principles. Bartholomew Kimani, who taught the course, is very knowledgeable and has great rapport with the students – getting them engaged, asking questions and understanding the relevance of each activity as it pertains to manufacturing and industry standards. His love of the topic is evident – making him a great fit to help encourage others on the pathway to manufacturing careers.

This is just one of the exciting programs the Machinists Institute is delivering to serve the aerospace, manufacturing



*One of the students demonstrates the skills he learned in the program to drill parts. Students were able to showcase skills on multiple machines at the graduation.*

and automotive machinists industries. Established by IAM District 751, the Machinists Institute proudly serves current and future workers to reach their career goals and provides cutting edge education and training

to build a highly skilled and diverse workforce to meet employer demand.



*Dr. Steve Addison, Program Director for Machinists Institute, talks with students about skills they learned in the program.*

# RETIREMENT NEWS

751 Retirement Club January meetings cancelled due to COVID

## A Message from 751 Retirement Club President Jackie Boschok

On behalf of the 751 Retirement Club officers, I am writing this to wish everyone a relaxing, healthy, and joyous holiday season and a Happy New Year. After this year's traumatic upheavals over vaccines, and the new waves of COVID, it's time to look forward to a better 2022.

And we must keep up the pressure to pass The Build Back Better Act which would make a huge difference for retirees

- Lower prescription drug prices. We pay more than any other country for the same prescription drugs. This bill finally gives Medicare the authority to negotiate

drug prices with Big Pharma, and also cap insulin copays at \$35/month for Americans with insurance.

- Strengthen Medicare. The bill expands Medicare by including coverage for hearing services.

- Invest in home and community-based care services. These important services that allow seniors and disabled Americans to live at home in their communities if they choose.

Add your name to the Alliance for Retired Americans petition to demand that the Senate keeps these provisions in their version of the bill: <https://tinyurl.com/5xc47wam>

## 751 Retirement Club Legislative Report

By Carl Schwartz, 751 Retiree Legislative Chair

The US House of Representatives passed the Build Back Better Bill. This measure could have significant impacts on retirees and senior citizens all across America. One item will make it possible for seniors to stay in their homes longer – rather than be institutionalized by providing for home care help. This is a win-win. It is a deep concern for people and actually costs the taxpayer less. Lowering drug prices is also a major item. Seniors all across America of all political views support this – by wide margins. The many parts of this bill will impact all

of us for years to come AND it must be noted that the measure includes payment and will NOT raise taxes on workers making less than \$400,000 per year.

Unfortunately, the Senate will not take action on the bill this year. Seniors need to do their part by signing the online petition from the Alliance for Retired

Americans at <https://tinyurl.com/5xc47wam>

As we begin the Christmas and New Year holidays, we wish all a happy season and look forward to an active and productive New Year.

## Remembering Abdul-áleem Ahmed

District 751 was sad to learn of the passing of former Staff Assistant Abdul-áleem Ahmed on December 4, 2021.

Abdul-áleem first joined the Machinists Union in 1977 at District 160 and transferred to IAM 751 when he hired into Boeing in Oct. 1977 just prior to our strike that year. He entered the IAM-Boeing apprenticeship program where he graduated as a Journeyman Machinist by trade. He became an active union leader on the shop floor serving as Union Steward and holding various officer positions in Local C.

He was appointed to a full-time Union position in 1990 as one of the first Union Administrators of the newly negotiated IAM-Boeing Joint Programs.

Over the years, Abdul-áleem worked in various positions at 751 helping the members and working to bring the benefit of union membership to other workers. He worked as an Organizer and also in our Union's Health and Benefits office before retiring in 2014. He was active in our community and served on the Martin Luther King Jr. Commemoration Committee (MLKJCC) for over 20 years.

He loved serving our members and was proud to be a Trade Unionist serving and representing District 751.



Abdul-áleem Ahmed

## RETIREES

Congratulations to the following who retired from our Union:

William Allan	Brian McKenzie
Daryle Arthality	Kip Millang
Steven Bachman	Dianne Miller
Cindy Barner	Howard Miller
Michaeldav Belfi	Edward Mutter
Scott Bevers	Matthew Murray
Jim Blair	Robert Niedermeyer
Scott Blymyer	Arthur O'Neill
Norman Brandfas	Cheryl Parr
Warren Caveness	David Powers
Teresa Craig	Bo Prince
Thomas Davis, Jr	Robert Prince, Jr
Philip Eichler	Finau Puloka
Roy Freeny	Lowell Richter
Tracy Forsberg	Dennis Riffel
Fred Gray	Stephen Robinson
Thomas Gregerson	Chris Schardine
Curtis Hagen	Russell Seung
Timothy Harbeck	John Sincavage
Randall Harper	Harbhjan Singh
William Jensen	Anthony Snider
Scotty Jones	Ronald Splain
Robert Kagel	Scott Stagner
Robert Knipfer	David Standley
Patrick Kramar	Perry Steinbach
Rebecca Kruse-Murray	Donald Stone
Jeffrey Lasher	Margaret Telgenhoff
William Leavitt	Leroy Tenan, Jr
David Lien	George Thompson, Jr
Carey Loftin	Ly Tran
Stacy Lyn	Visay Vongkhamchanh
Gregory Lytle	Paul Woodward
Benjamin Malsberry	John Yapp
David McKay	Sunny Yu

## IN MEMORIAM

The following retirees passed away since the November *AeroMechanic* was published. Keep their loved ones in your prayers and give a moment of silence in remembrance.

**Local A:** Dean Barnes, Eduardo Clemente, David Crowe, Josephine Dent, John Flynn, John Nakano, John Pete, Robert Petry, Richard Poler, Linda Richotte, Bessie Vance.

**Local C:** Paul Bentler, Carmen Guerrero, Floyd Hansen.

**Local E:** Claude Lockwood.

**Local F:** Paul Codling, Barbara Daniel, Richard Gearhart

## Reflecting on the Past Year and Planning for the Future

Continued from Page 2

the aerospace industry. We will discuss lessons learned by our membership and our communities. We will identify the best path forward to bargain a strong agreement that our members have earned.

This opportunity is critical as we get closer to 2024. Let's not forget it has been 16 years since the last expiration of our contract with Boeing – that is nearly half of someone's work life. We will work to place our members in a position of strength. Knowledge is power and the more educated our members are before 2024, the stronger we are at the bargaining table.

While we always strive to negotiate a contract that we can recommend, members must be prepared to stand on principle in order to make the improvements in wages, benefits and job security our membership and our communities deserve.

In addition, if Boeing approaches us before contract expiration, I can commit to you that the members will decide if we engage in bargaining – thanks to the Membership Bill of Rights we secured in our IAM Constitution in 2016.

Again, individual preparation is key.

In 2024, job security will be an issue to fight for. We must ensure our jobs are secure, not just for 3-4 years, but for decades to come. Landing new airplane programs here is key. Aerospace analysts and objective data show that Puget Sound is the right place to build the next airplane programs. We have the infrastructure and skilled workforce to design and build the next airplanes programs right here.

Again, our goal is to negotiate a contract that delivers the wages, benefits, retirement and improvements to language that we know our members deserve.

We must begin now with internal organizing, educating and preparing members for the battles to come. The more we understand our history, the more prepared we are to fight for our future.

In 2021, our Verification Optimization (VO) reps continued to make an impact in getting many inspections reinstated into the build process across all airplane lines. These full-time union rep roles were created through effects bargaining after Boeing eliminated inspections in 2018 and our Union demanded to bargain the impacts of that decision. They have challenged Boeing decisions and pushed

to ensure the integrity of the build process is maintained and the important role of inspection is recognized.

When we talk about the future, we must also look at the incredible foresight 751 leaders had in the 1960's when they built low-income housing properties. We were able to tap into that resource by selling those properties to the King County and Seattle Housing Authorities to ensure they remain low income housing; while at the same time unlocking those resources to fund training and establish the Machinists Institute. We plan to continue expanding and adding additional properties to further this vision. These investments will create access for future generations of Machinists to have long careers in aerospace and manufacturing. We will be looking for additional properties to support our members in Everett, Renton and Auburn, along with Eastern Washington.

Our vision is that the Machinists Institute will provide opportunities for current members to promote into better jobs and train the next generation of aerospace and manufacturing workers for

the future. We will use the Institute to help organize new members in our community. It is not enough to just receive training so our employers make more profit. We must provide workers with a pathway to rights on the job and a better standard of living through union representation.

Finally, the COVID vaccine mandate at Boeing and several other employers has been suspended as we wait to see how the current cases work through the legal system. We will keep you informed as more information becomes available. As I have said, before I support getting vaccinated, but I cannot support having any member terminated for not getting the vaccine. Employers threaten our members enough and the pandemic should not give them leverage to threaten our jobs. We continue to push for just cause, seniority and recall rights. It is not over so stay tuned.

I hope each of you has a safe and happy holiday season and that you get to spend some well deserved time off with friends and loved ones.

# FREE WANT ADS

FOR MEMBERS ONLY

## ANIMALS

JAPANESE CHINS Baby is 2 years old, she is black & white. Panda is red & white, 2 years old. For sale \$500 each. They are potty trained, kennel trained. Purebreds, no papers, call for info. 206-552-4618

## AUTO PARTS & ACCESSORIES

MUD & SNOW STUDDED TIRES for Honda or smaller car, 225/45R x 17 XL. Excellent condition, used one season, like new. \$300. 253-335-5711

## TOOLS

CHARGE AIR PRO SHP 60 GALLON COMPRESSOR 240 volt twin cylinder oil free. \$500 pictures available. 425-418-6302

## ELECTRONICS & ENTERTAINMENT

VHS TAPES, over 100, "all play". \$1 each 425-271-8751

CITIZENS BAND TRANSCEIVERS: "Royce" model 1-612, "23 channel" "Spar-komatic" model 2023. With antennas. Both in good working condition. 425-271-8751.

## FURNITURE & APPLIANCES

1900 EASTLAKE ICE BOX. Very ornate and lots of brass. One of a kind. Two compartments, white interior, all oak, on wheels, easy moving. 55" H- 28" W - 19" D, pictures, \$1,200. 425-213-0016.

SPEED QUEEN ELECTRIC DRYER. Model SDE807WF. 5750 watts, 28" deep, 27" wide, 36" tall. Made in USA, \$75. 253-318-6385.

## SPORTING GOODS

PRO FORM CROSSWALK 405E TREADMILL WITH INCLINE. Solid treadmill in good working order. Heart rate and calorie burn. Folds up for easy storage. \$250. 253-318-6385

SPORTING GOODS. I have 1,000 de-primed and cleaned .45 brass with small pistol primer pockets for sale, asking \$60. 1,000 .40 brass, 100 are brand new and 900 are de-primed and cleaned, asking \$70. 253-686-5159

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

SOMETIMES THE KEY TO HAPPINESS is finding the key to the right house. Whether you want to buy or sell, contact me. Antonio Liberta, Keller Williams: 206-399-2065, antonioliberta@kw.com Keller Williams

OUTDOOR CAR/BOAT/RV STORAGE available 8 minutes west of Auburn plant. 20' - \$40, 30' - \$60, 50' - \$80, 110' - \$110 per month. Gated, secured, late night access. 253-653-2347

IF YOU ARE LOOKING TO BUY OR SELL A HOME GIVE ME A CALL! I'm here for all your real estate needs. Call/ Text barbbishop@kw.com or (253) 208-5041 Barb Bishop at Keller Williams

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

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 Distributorships available

## AD RULES

Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

**Deadline For Next Issue Jan. 18th**

PRE-RETIRES: Is rolling over your 401K or pension right for you? Complementary Assessment; know your options. Michael or Elke 425-346-3698/425-268-7386 coachelke@gmail.com

JIM'S CUSTOM ROTOTILLING tractor work in Snohomish County. Large area rototilling, 60 inch 74 inch. 25 years experience. jertogotetz@yahoo.com or 425-971-4764

NEED A HOUSE? Need to downsize? I'm your girl! Email for free information! barbys@johnlscott.com

PROSTATE HEALTH - want a healthier prostate? Get results in one month! We guarantee our products. Call Joe at 206-819-7924

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

HEALTH - n - BEAUTY want better focus, sleep, energy, strength, fat loss? Mood! 253-358-6302 or carlbauer.experienceketo.com

A HAPPY HOME. Could your home use TLC? A new deck, fence, beautiful flooring or lovely crown molding. Home remodeling and-repairs. Dennis, Hammer-n-Nails 253-686-4030

FOR GOOD VAN MOUNTED CARPET CLEANING in South Puget Sound area please call or text 253-535-2433. Licensed, bonded and insured.

READY FOR A NEW CAREER AFTER RETIREMENT? Unable to advance in current job? Get your FCC commercial radio licenses. GROL, Radar, GMDSS, military MOS + marine. Call Mark at 513-604-4054

## HOUSING

1320 SQ FT BLOCK BUILDING with full kitchen. Can be made into a home. Located in Clayton, WA, \$174,900. 509-276-9178

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. 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

## MISCELLANEOUS

NEW LOW PRICE OF \$195 FOR CEDAR PLANTERS. Fence for climbers, is extra for beans or peas, etc. Compost extra, no delivery, customer must pick up in Longbeach. Call or text to 360-431-7061 for pictures. All inquires are welcome. 309 17th NE Long Beach, WA 98631.

Found at Everett Union Hall, men's wedding band. If it is yours, please call 425-355-8821 and describe the ring and when lost.

CHRISTMASVILLAGEHOUSES. 12 buildings with assorted figures, ice rink, lights, etc. Boxed & in good condition. \$75 takes all. 253-863-1288.

WANTED TO PURCHASE: unlimited hydroplane snapshot photos, color slides from the 1950s - 1960s. Call anytime. Leave message. Thank you! 206-557-0282.

12 PIECE SET LENOX CHINA, made in USA. Pattern: Pavlova, ribbed pink and blue. Had for 70 years. \$480 or offer. 253-839-9169

VINTAGE DIME STORE HAND CARVED INDIAN. Indian is over 6ft tall. He would look great in your home, bar or man cave. \$2,000. 253-318-6385

LEATHER CRAFT: 65 yrs collection: 200 stamping tools, mostly Tandy brand. Lacing craft aids, brushes, leather hammers, punches, patterns, alphabet sets. Al Stohman books on stamping, coloring etc. Too much to mention. 425-271-8751 in Renton

85-year-old farmer desperately needs a pick-up in the \$3,000 to \$4,000 range to deliver produce to market. A yard of compost, to deliver a craft product close by his shop. The "old girl" pick-up just died and went to Ford heaven. Call or text to 360-431-7061 for help.

Wanted to buy: "UNLIMITED" HYDROPLANE snap shots from the 1950's and early 60's. Also looking to purchase color slides from the 1950's. Call anytime. Leave message 206-557-0282

GARAGE/SHOP STORAGE 12'W x 30'D x 14' tall \$300. Outdoor car/boat/RV parking \$40 - \$110. 8 minutes west of Auburn plant. Gated, secured, late night access next to Hwy 167. 253-653-2347

CEDAR 6' PLANTING TABLE. Waist high, no bending over \$250. With extras, a fence for climbers and soil mix it is \$300. Perlite and peat moss included. (Delivery) Customer must pick up at Long Beach, WA. 309 17th NE. Phone 360-431-7061

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

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

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

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

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

GARAGE DOORS REPAIRED OR REPLACED. South of Olympia, located at 2100 N. National Ave, Yard Birds Mall space #105. Parts & tools also. Open Sat & Sun. 360-264-6319, 253-569-9532 or 253-261-4933

CLEAN PLASTIC CONTAINERS 20 oz-80 oz. peanut butter ones .25 each, metal coffee cans, clean with lids .25, plastic ice cream buckets and lids, clean .25 each 253-852-6809

RECORD ALBUMS LAYING AROUND? I will buy them! Rock and roll, blues, funk, metal, jazz, obscure. Those genres wanted. Fair price for good stuff. 206-861-6557

## PROPERTY

TWO BURIAL PLOTS at Greenwood Memorial in Renton in the Rhododendron Garden. Space one and two. \$5,000 each. 509-445-0337

ONE ACRE FLAT, no wet lands. Pre-approved gravity septic, security gate, road association, power + phone, paved front lot. Water available. \$75,000. Address: 2024 356th Street E. Roy WA 253-213-2472

WASHINGTON MEMORIAL PARK, SeaTac. Section: 15, block: 178, Spaces: 1, 2 & 4. Value: @ \$113,500; all 3 for \$9,900. 253-846-0454

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

## VEHICLES

MOTORCYCLE CTX 700 CC 2015 HONDA automatic transmission (DCT) 1600 dark blue metallic, saddle bags \$6,500. Ocean Shores. 360-590-1024 or 360-590-0470.

2008 SATURN SKY ROADSTER good condition, low miles, good runner, automatic. Gets great gas mileage. Clean title. Yellow w/black top. \$7,500 cash. 425-327-2704/425-327-2702

98 CHEVY TAHOE 5.7 Vortex, low miles, 215,000. Looks and runs good. Tow package, lots of extras. \$2,500. 425-220-4594

2012 1200 HARLEY DAVIDSON. Less than 5,500 miles. New Battery, addons, windshield carrying rack, custom paint. \$10,000. 425-220-4594

1979 OLDSMOBILE CUTLASS SUPREME. Brown, 95k original miles. Never dented. Interior / exterior needs TLC. Runs smooth and clean. Asking \$5,000. Call John 206-852-0295, johnlaflore@gmail.com

1978 GMC SIERRA CUSTOM PICKUP. One owner, low miles (68,000). Canopy is fully carpeted with side boxes. Nice truck, great shape \$12,500. 206-318-6385

This could be your Merry X-mas if you buy my RED 33 PLYMOUTH 5 window COUPE 302 auto. Black interior. \$25,000. Call Skip at 206-243-6723

2016 KIA SPORTAGE \$12,000 silver, good shape. 253-213-2472

2016 KIA SEOL \$9,000 green. 253-213-2472

Circle One: ANIMALS  
BOATS  
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FURNITURE & APPLIANCES  
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Ad (25 word limit. Please print).

Phone (or Address)

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

Name \_\_\_\_\_ Clock Number \_\_\_\_\_

Address \_\_\_\_\_ Shop Number \_\_\_\_\_

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Jan. 18th!

# Union's Free College Is An Option for You and Your Family

In 2017, the IAM started offering a free online college program to members (active, retired and laid-off) and their families (which is broadly defined to include kids, stepkids, foster kids, grandkids, parents, grandparents, siblings, brother-in-law, sister-in-law, nieces and nephews). The program continues to grow to fit the needs of the members.

IAM Free college began as a two-year associate degree program through Eastern Gateway Community College in Ohio and has expanded to include a four-year bachelor's degree program, as well as short-term certificate programs to help members find ways to change careers quickly after a job loss. The free four-year bachelor's degree through Central State University in Ohio offers four areas of study: teacher education, criminal justice, business administration and interdisciplinary studies-humanities. To take classes at Central State students need 60 credits or an associates degree. Class size is limited to 30.

The next round of classes for both

the two or four year degree begin January 2022 so NOW is the time to get you or family members registered.

Recognizing that it has always been difficult for workers to find time to further their education, this free online learning model works well for members – making it easier to juggle work, family and other issues while going to college. Individuals can take one class or several and the format allows them to work around even the busiest of lifestyles.

When COVID hit, Eastern Gateway was already an expert at online learning while other colleges and universities scrambled to find ways to adapt.

This unique online benefit is perfect for members (active, retired and laid-off) with children or grandchildren who need education, whether or not the family is short on funds for college. Eastern Gateway's



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

course credits are easily transferred to colleges and universities across the country – allowing you to get the general education classes free and transfer them to the college of your choice.

The short-term certificate programs help those who need to acquire new skills quickly get right back in the workforce. Certificates are available for new careers in health care, information technology and cyber-security areas.

**Learn More & Enroll:** All prospective students must fill out a Free Application for Student Aid (FAFSA) form for possible federal aid and grants. If the student is eligible for grant aid, the universities use that money to fund the program. If you aren't eligible, the college includes you in the program on a last-dollar scholarship. There is absolutely zero costs

to the student. You need your Union book number (which is above your address on the mailing label of your AeroMechanic paper or you can call the hall at 206-763-1300 and request your book number).

To be eligible, you must be 18, have a high school diploma or GED equivalent, and not be delinquent on prior student loan debt. In applying, the member/retiree must be in good standing or on layoff (for up to 5 years following layoff). Family members must provide the membership book number of the sponsoring member.

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

Unions have always fought to improve the lives of our members – with rights on the job, better pay and benefits. This is just another example of unions providing benefits that work for its members.

## IAM 2022 Scholarship Now Accepting Applications



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

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

Awards to Children of Members are:

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

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

Eligibility:

Any applicant must be either:

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

Child of a Member Applicant--

- Must have one living parent with two years of continuous good-standing membership up to and including the closing date of Feb. 12, 2022.

- Must be planning to graduate during the winter or by the end of the spring 2022 school year (i.e., normally a high school senior);

- Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;

- Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of "continuous good-standing membership" at the time of death.

For information on eligibility or to obtain an application form, visit [www.goiam.org/iamscholarship](http://www.goiam.org/iamscholarship). NOTE: Completed Application Packets must be postmarked no later than Feb. 12, 2022 and received no later than Feb. 23, 2022.

Obtain an IAM Scholarship application and guidelines online by visiting [www.goiam.org/iamscholarship](http://www.goiam.org/iamscholarship) & search 2022 IAM Scholarship. Packets can also be obtained by calling 301-967-4708

## 2022 Monthly Dues at Boeing is \$93.15

The IAM Constitution requires dues rates be adjusted each January 1st according to the District Bylaws. The monthly union dues for District 751 Machinists members at Boeing will increase \$6.45 a month to \$93.15 during 2022.

Under the formula approved by members in 2010, the 2022 dues are calculated at 2.25 times the weighted average hourly earning (\$37.91) for bargaining unit members as of Aug. 31 – excluding bonus pay – plus any IAM Grand Lodge per capita assessment increases.



## 2022 Labor History Calendar Just \$5

Your 751 Labor History Committee wants you to know more about our working class history. One easy way to do this is by purchasing a Labor History Calendar for \$5 at any of the 751 union halls. With the calendar, you can get your labor history all year long for just \$5.

Nearly every day of this full-color calendar features photos of events from labor's history, including pictures from our 2008 contract rally (see photo right).



Solidarity at District 751 is featured in January of the 2022 Labor History Calendar published by Pacific NW Labor History Association. Calendars are available for \$5 at any Union hall.



## Retirement Webinar Featuring Social Security Expert Available at iam751.org

In November, 751 presented a webinar on how to maximize your retirement benefits, which featured a Social Security expert to help members navigate the many decisions on drawing Social Security. The presentation on "Uncovering Social Security Secrets" presented useful information for everyone as they approach retirement.

District 751 has posted the webinar on our website so members who missed it live can still get this valuable information. Visit [www.iam751.org](http://www.iam751.org), click Resources tab, then class registration to view the webinar.

The presentation covered information on reduction percentages based on the age you draw, as well as discussing the four different categories under which you can claim benefits. Members were encouraged to visit the Social Security website, which is chock full of information and advised to visit [BoomerRetirementBriefs.com](http://BoomerRetirementBriefs.com) for other useful information.

After the Social Security portion, 751 Health & Benefits Rep Jim McKenzie presented information on Boeing pension, retiree medical and navigating Worklife. Then Scott Capital Advisors covered options for your VIP, an overview of distribution options, planning for retirement and common retirement challenges. They also discussed budgeting for retirement, paying for health care and unexpected life changes.

You can view and download many of the PowerPoints used in the webinar at: [www.iam751.org](http://www.iam751.org), then click Resources tab, Class Registration.

If you are contemplating retirement or are ready to file the pension paperwork, make an appointment with our Health & Benefits Reps to ensure the options you select have the desired outcome for both you and your family members. You can reach our Health & Benefits Reps by calling 206-764-0350.

## Green for the Guide Dogs



Local A's Steel & Wheel Car Show generated \$21,126.27 for Guide Dogs of America. Front L to R: Aprill Jones, Kimberly Gifford, Matt Hardy. Back L to R: Jerry Smith, Kristi Kidrick, Paul Schubert.

# EASTERN WASHINGTON

## Members Ratify New Contract at Safeway Distribution Center

In November, Machinists Union members who run Safeway's Spokane Distribution Center overwhelmingly accepted a new five year contract.

The contract delivered improvements in several areas including:

- General Wage Increases each year of the contract: 9 percent in the first year; 3.5 percent in the second year, 4 percent in the third year, 4 percent in the fourth year and 3 percent in the fifth year.
- Increased on-call pay for Truck Mechanics and Maintenance Mechanics from \$40 to \$100.
- Maintain full benefits first two years, then increase employer contribution by 6% a year in last three years.
- Continue employer paying full pension rehab rate.
- Increased new hire rates
- Increased pay for certifications from 50¢ an hour to 75¢ an hour. Employees can receive up to \$3 an hour in certification pay.

These members have been represented by the IAM since 1980. Keep in mind this facility processes nearly all the products for more than 40 Safeway stores in Eastern

Washington, North Idaho and Western Montana. Our eight members keep the 288,000 square foot facility and all its equipment in operating condition.

Members are split into three classifications: diesel truck mechanics to keep the semi trucks in top running condition, material handling equipment, which covers all the electric equipment including pallet jacks and forklifts used to move the products throughout the center; and building maintenance, which encompasses building upkeep including boilers, plumbing, electrical, refrigeration and carpentry skills.

Their solidarity throughout the negotiation process ensured they received a contract that addressed members' top priorities.



At a lunchtime meeting, Machinists members who run Safeway's Spokane Distribution Center discuss top contract issues. The members accepted a new five-year agreement on Nov. 16th.



Safety Management Negotiators Tom Rowland, Brionna Husted, Anthony DeCosmo, Chris Barthell, Rob Gravelle meet with IAM Negotiators John Ryser and Business Rep Steve Warren to bargain a new contract.

## New Two Year Agreement for Members Working at DRG

IAM members working for DRG at six locations around the country recently approved a new two-year agreement. The largest group of workers covered by the agreement are at Fairchild Air Force Base in Spokane.

The agreement included a 2.5 percent General Wage Increase in the first year and a 3.5 percent General Wage Increase in the second year. Site focal pay increased from \$2.50 to \$3 per hour and Site Security at Fairchild had a \$2 increase in their base rate. Health & Welfare remains the same in the first year and increases 3 percent in the second year. In addition, employees shall be given a 30-day calendar notice if switched from



Machinists Union leaders gathered to negotiate a new contract with DRG for Simulator Maintenance Technicians and Pilot Instructors at six locations. Representing Fairchild was Business Rep Steve Warren and Tiffany Pence.

full time to part time; previously it was one week's notice.

These talented members work as Simulator Maintenance Technicians and Pilot Instructors to provide instruction,

support and maintenance services to the flight simulators for the KC-135R Air Force tanker aircraft. Their positions are essential to keep the fleet of KC-135 tankers in the air and a well-trained

flight crew ready and available.

The 117 members work at Fairchild AFB, Milwaukee AFB, March, Phoenix Skyharbor, Salt Lake City, and Eielson AFB (Alaska)

## Helping Others at the Holidays

Machinists in Spokane helped ensure many area families will not go hungry during the holidays with a food and donation drive. Local 86 members raised \$840 in cash donations, which translates into 4,200 meals! Members also donated 110 pounds of canned and non-perishable food.

Photo L to R: Allen Eveland, Jerry Purser and Darrin Truitt delivered the money and food to Second Harvest Food Bank on Dec. 13, 2021.



## Local 1123 Congratulates Glen Bennehoff on Upcoming Retirement



L to R: Keith Faul, Mitch Gates, Paul Furman, James Braun, Levi Mitchell, and PeeWee Wallace congratulate Glen Bennehoff on his upcoming retirement.

At the December monthly meeting for Local Lodge 1123, officers and members took a moment to congratulate Glen Bennehoff on his upcoming retirement. Glen has been a Machinists Union member for over 27 years. He hired in at Grand Coulee in 2004, but was a Machinists Union member for 9 years prior at District 160. Glen currently served as Conductor-Sentinel for Local 1123. He was one of the original officers when the local moved from Wentachee to Grand Coulee Dam in 2016.

## Accepting the Oath of Office



Local 1951 President Jim Henle administers the oath of office to Trustee Nolan Pickett (from Monarch Machinery) and Vice President Bryon Johnson.