

Union Reverses Unjust Termination

One of the most valuable benefits a union member receives is protection from unjust discipline. Often members do not realize the value of this until they have become the subject of unfair discipline.

In March, one of our members at Boeing, who was a victim of an unjust termination, had his situation vindicated. This member's termination was reversed after our Union filed a grievance to challenge the unjust discipline and took the case all the way through arbitration.

The arbiter agreed with our Union and ruled the termination was not for just cause. The arbiter's decision not only reversed the unjust termination, but brought our member back to work without loss of seniority and provided him full back pay and benefits (minus a five-day suspension). Just as important, the decision provided him an opportunity to continue his career at Boeing.

The arbiter noted a five-day suspension was more appropriate and provided our member the opportunity to correct his behavior (which is the purpose of progressive discipline) since management had not given clear instructions about what behavior needed to be changed and why.

After a thorough investigation, our union concluded this was an unjust termination that didn't follow Boeing's own procedures, the principles of just cause or the process laid out in our contract. Despite pointing this out to Boeing numerous times, Boeing refused to reverse firing this member. Therefore, our union escalated the



751 Union Attorney Spencer Thal (l) and Business Rep Rod Sigvartson successfully reversed Boeing's unjust termination against one of our members in a recent arbitration ruling that delivered justice on the job!

matter to arbitration where an impartial third party reviewed the facts and determined the termination was unjust discipline. Credit goes to 751 attorney Spencer Thal, Grievance Coordinator Dan Swank and Business Rep Rod Sigvartson (as well as past Business Rep Greg Campos who originally brought the grievance forward for arbitration).

This case confirms that union members are no longer "at-will employees," which means a company must not only show just cause for termination, but must follow progressive discipline called out in very specific contract language. The ruling also confirms that discipline is meant to allow an employee the chance to correct their behavior once they are aware their behavior is not acceptable. Discipline must also be fair and consistent or the union can challenge it through the grievance and arbitration system.

"This is a good example of why having rights on the job is important and just how valuable those rights are. Without a union, a worker is simply at their employer's

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**ALWAYS Ask for a Union Steward
It's Your Right!**

**No matter how you are contacted by a manager,
HR, security, fact finder or corp investigator...**



In person



On the phone



By Email asking
for a statement

**The answer is the same:
"I want a Union Steward!"**

Steward Action Stops Intimidating Emails

Every member should be aware of their right to ALWAYS ask for a Union Steward any time you believe a phone call, email or meeting could lead to discipline.

Recently, third shift Union Steward Brad Syson challenged intimidating language one of Boeing's senior Corporate investigators was including in an email to our members that could have discouraged members from requesting a Union Steward. Thanks to his actions, that sentence will no longer be in emails to our members.

The questionable language in the email instructed a member to take part in a phone interview to investigate a case. However, the email included one line in all caps, bold and red lettering that read: **"PLEASE DO NOT DISCUSS THIS MEETING REQUEST WITH ANYONE OUTSIDE OF YOUR DIRECT MANAGEMENT."**

Knowing representation is a federally-protected right for all union members, Brad reassured the member he had every right to have Union representation when answering an email or taking part in a phone interview with a Corporate investigator, and Brad agreed to be there to provide that representation. During the interview, Brad aggressively challenged the investigator's line of questioning, as well as pointing out he was leaving out

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Tenacity Ensures Long Term Safety Issues Were Addressed

Diligence and determination resulted in several long-term Safety, Health & Environmental Action Requests (SHEARs) getting resolved – completing a milestone for both safety and job protections in Renton Wing Systems Installation (WSI).

Despite pressure to close the SHEARs, our Stewards and members held strong to their convictions and refused to close the SHEARs until the issues were addressed. It is a testament to our members and their dedication to a safe workplace, proper training, and quality workmanship.

Credit goes to Union Stewards Dan Ponce, Jon Voss and Vinh Lien, who were unwavering in ensuring each issue was addressed, changes were made to the system, and area specific training is provided to ensure our members can safely complete this dangerous work. Special thanks also to the member who filed the initial SHEAR and refused to close it as long as issues existed (he is now retired), but we appreciate how tenacious he was in his fight for workplace safety. IAM Boeing Joint Programs Administrator Tony Curran and Joint Programs Coordinator

Matt Hardy also deserve recognition for their efforts to ensure issues were addressed, which included shooting a video with Joint Programs staff since using LLOC would have further delayed the process.

"As Union members, we must be willing to stand together, to hold the Company accountable and ensure our members are safe and protected. That's what the SHEAR process is for. And that's what our members deserve," said Union Steward Jon Voss, who was recently appointed to the Renton Site Safety Committee and is excited to help other members with safety concerns. "Be aware that EHS will push emails pressuring you to close the SHEAR; management will push you to sell jobs to stay on schedule, and the Company will



Union Stewards Dan Ponce (l) and Jon Voss ensured safety issues were addressed before they closed long-term SHEARs.

hold you accountable for rules and laws they push you to violate in order to keep production moving. Stand your ground."

After 4 years, the SHEARs addressed multiple concerns and failures around Lock Out/Tag Out (LOTO) and hazardous energy in Renton WSI. This is a big

accomplishment FROM our members, FOR our members. The resolution of the SHEARs brought several wins:

- the quality of the product we build has increased,
- the all-around safety for our members has improved,
- there are now dedicated and trained Group Coordinators (with premium pay),
- Work packages are now ergonomically structured by clearly stating and requiring a proper number of workers needed to perform and complete work (saving jobs and preventing injuries),
- There are now hydraulic bench training requirements,
- A new Renton WSI training video (course #84043) walks members through the work process of powering up the wing to retract slats and the leading edge
- Safety barriers now separate workers from hazardous energy,
- Company policies were rewritten with better statements of work,
- A proper Lockout-Tagout (LOTO) system is in place AND

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Expanding Opportunities



Machinists Institute offers classes to plan for your future! Train the Trainer course & Functional Test Basic Electronics and Troubleshooting

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PAWSitive Partnership

IAM and Guide Dogs of America have partnered to bring Guide Dogs to visually impaired individuals since 1948 & now bring service dogs to veterans with PTSD and children with autism

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REPORT FROM THE PRESIDENT

It's Time to Use Your Collective Power

By JON HOLDEN
IAM 751 District President

IAM District 751 members have a unique opportunity to demonstrate solidarity and our collective strength by taking part in the IAM International General Secretary-Treasurer's election. I want to encourage each member (active and retired) to take the time to vote in this IAM International election.

Our showing of unity and membership participation in this union election will be a direct reflection of our membership engagement.

While there is an opportunity to come to the polls in person on Saturday, April 24 (see locations and times in blue box at right), with concerns about COVID, we believe the easiest way to vote is from the comfort of your own home by printing out an absentee ballot request form at goiam.org and mailing it in (we recommend you mail by April 7th to ensure it arrives by the April 12th deadline).

Our District can make a difference. Exercising our power isn't just about our International Union election, as much as it is about showing any employer, we have the ability to unify our members and take collective action. That power is the most important example we can demonstrate to



any employer that is watching. Don't miss this opportunity to show our collective power and solidarity.

This year we also have an opportunity to submit IAM Constitutional changes and to strengthen the Membership Bill of Rights. For those who don't remember, the Membership Bill of Rights was implemented as a result of action taken at the 2016 Grand Lodge Convention that returned power to the members. The events of late 2013/early 2014 with our contract at Boeing resulted in a 10-year detrimental contract extension (that all current 751 leadership opposed) and demonstrates how critical this return of power is for the IAM membership.

District 751's efforts restored rights to IAM members covered by National Labor Relations Act (NLRA) across this entire union with support from International President Bob Martinez, General Vice President Gary Allen and nearly all of the IAM Executive Council.

Because we were able to pass the Membership Bill of Rights, which helped channel our anger over that forced contract vote into positive change, no one will bargain behind our members' back again to give away hard earned,

hard fought wages, benefits or working conditions. Our members now have a say on whether their contract will be opened at any time other than expiration, on determining when and where contract ratification votes will occur, and requires that a contract may only be ratified by a vote of the membership.

IAM General Secretary-Treasurer In-Person Voting Times and Locations on Saturday April 24th

Western Washington (Locals 751-A, 751-C, 751-E and 751-F):

ONLY at Seattle Union Hall,
9135 15th Pl. S.
6 a.m. to 8 a.m. & Noon to 8 p.m.

Local 86:

Spokane Union Hall,
4226 E. Mission Ave.
6 a.m. to 8 a.m. & 6 p.m. to 8 p.m.

Local 1123:

Grand Coulee Dam Middle School,
412 Federal Ave, Grand Coulee
6 a.m. to 8 a.m. & 6 p.m. to 8 p.m.

Local 1951

HAMTC, 1305 Knight St., Richland
6 a.m. to 8 a.m. & 6 p.m. to 8 p.m.

OR vote absentee by printing out & mailing an absentee ballot request form at goiam.org.

These rights might seem simple or unnecessary to memorialize in our Constitution; however, after the events of 2014, we know all too well how important these rights are.

Now is the time to build on those rights to truly ensure that ALL members in our union enjoy them.

When 751 originally drafted the Membership Bill of Rights, our proposal covered ALL IAM members. However, to gain the overwhelming support to pass the Membership Bill of Rights at the convention, we accepted an amendment that excluded IAM Transportation

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

Jon Holden
President, Directing
Business Representative

Matt Hardy
Vice President

Richard Jackson
Secretary-Treasurer

Mike Hill
Sergeant-at-Arms

Steve Warren (Eastern WA)

Dan Swank

Paul Schubert

Spencer Burris

Howard Carlson

Rod Sigvartson

Paul Veltkamp

Garth Luark

Patrick Bertucci

Christine Fullerton

Robley A. Evans

Richard McCabe

John Lopez Jr.

André Trahan

Ira J. Carterman

Jeremy Coty

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

Finalizing Proposals/Revision for a Stronger Future

District 751 members can submit Constitutional changes they would like to see to make our Union stronger. Members can submit changes through an online form.

In 2020, each Local Lodge President appointed a Resolutions committee and held meetings via Zoom to formulate proposals to submit to the 2020 Grand Lodge Convention. When COVID postponed the Grand Lodge Convention until Sept. 2021, the revisions were not finalized or voted at local lodge meetings. Therefore, we will be holding two Zoom webinars on Saturday, April 24th at 11 a.m. and 3 p.m. to finalize proposals and consider new ones members bring forward. Any interested members are welcome to take part.

Saturday, April 24th at 11 a.m. meeting: <https://tinyurl.com/9jcnbkxy>

Saturday, April 24th at 3 p.m. meeting: <https://tinyurl.com/23f2nwxu>

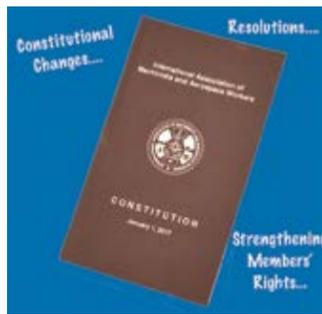
The finalized proposals will be voted at the May lodge meetings via Zoom to submit for consideration at the Grand Lodge Convention.

Members wishing to submit proposed changes to the IAM Constitution can submit an online form by visiting iam751.org/GLchange or download a pdf and submit them via email to changes@iam751.org or mail to IAM 751, Constitutional Proposal, 9125 15th

Pl. S., Seattle, WA 98108.

Proposals must be received by April 22nd so they can be discussed at the April 24th Zoom meetings. You can view a pdf of the IAM Constitution at iam751.org/GLchange.

Our Grand Lodge delegates, who were elected last spring,



will work together to network and lobby delegates from across the country for maximum effect to support the positions, which have been passed at each local lodge.

Keep in mind that the IAM

Constitution is not an easy document to change and requires support from other Districts and Locals around the country.

The Grand Lodge Convention convenes every 4 years with elected delegates from across the U.S. and Canada (except for the 2020 Convention, which was postponed a year due to COVID). These delegates determine the rules of how our Union runs, debate policies and programs and outline and revise our Union structure based on proposals/IAM Constitution changes submitted by other local lodges. The IAM Constitution governs our Union on everything from electing officers to voting on contracts.

At the 2016 Convention, District 751 was a driving force in ensuring the Membership Bill of Rights passed to put more power and democracy back into the hands of each and every member – and build on it going forward.



Local F Constitutional Committee meeting in 2016 that helped formulate the Membership Bill of Rights. Members are invited to take part and help shape amendments for this year's convention.

Union Reverses Unjust Termination in Arbitration

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will and can be disciplined or fired for any or no reason," said Business Rep Rod Sigvartson.

"Our staff attorney Spencer Thal does a great job ensuring our members' rights are protected. Having him on staff, we can more readily challenge unjust discipline and our Union has been taking considerably more cases to arbitration.

Spencer often has four or more separate arbitration cases in a month, in addition to his other work," said District 751 President Jon Holden. "Only by having union representation can workers have a voice in their wages, hours and working conditions."

Members should ALWAYS ask for a Union Steward in any meeting or investigation that could lead to discipline.

This is your right, but you must ask for a Steward. No matter how you are contacted – by a manager, HR, security, a fact finder or corporate investigator – either in person, on the phone or by email, your answer should always be the same "I want a Union Steward." It is your right and one you should exercise in any questionable situation.

751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild,
CWA #37082

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IAM Offers Online Union Leadership Classes

In March, 751 Union Stewards were offered the unique opportunity to take part in an intensive Leadership I Pilot class put on by the IAM Winpisinger Training Center.

Traditionally, these classes are a week long and members attend them in person by traveling to the training center in Maryland. However, with the pandemic, these classes converted to online, which gave an opportunity to expand participation so more of our Stewards could take this valuable training.

The Leadership training programs are the heart and soul of the Winpisinger Center, and their dedicated instructors are excited to bring this to more Stewards and Officers. The Leadership I class includes 17 hours of online sessions and approximately 7 hours of off-line assignments over a two-week period.

The Leadership I class teaches participants skills and duties necessary to be a good Local Lodge officer and/or active member. Instructors worked through the challenge of ensuring participants still have valuable interaction with other union leaders. Participants explored the fundamentals of trade unionism and the basic laws and operation of the IAM through the following topics: Labor History, Parliamentary Procedure & Lodge Administration, Structure & Services of the IAM, Government and Politics, the Role of the Steward and Human Rights.

Our Stewards in the pilot class gave valuable feedback and were impressed with what they learned, resources they now can utilize, and were eager to sign up for more of these classes.

The online classes and opportunity to attend Leadership training via Zoom was especially important to Union Steward Will Picht, who represents our members at Edwards Air Force Base in California. "The Leadership I class provided me a better understanding of my role in our union. The class touched on the IAM's leadership, organization and history with the emphasis on today's issues pertaining to human rights and politics. Instructors provided experience examples during group discussions, along with class materials that will be



751 Stewards appreciated the opportunity to take part in the Leadership class pilot program and give feedback to the instructors. Top L to R: Julie Frietchen (W3 instructor), Kim Gifford, Andrew Hainer, Kristi Kidrick. 2nd row L to R: Holly Huynh, Kenny Paine, Joe Ruth, Michael Mack. 3rd row L to R: Will Picht, Brad Syson, Nick Marmolejo, Jamie Nazario. Bottom L to R: Amber Harris, David Lemon, Randy Buzzard, Josh Koopmans.

invaluable tools to provide better service to members," said Will.

Steward and Local F Auditor Jeremy Sebero noted "It was a great class with valuable information that will help us as Union leaders. I really enjoyed the interaction with the other Stewards and the discussion. The fact I could do it from home was a bonus."

Another noted, "The course was excellent and super helpful. Other than some of the challenges of Zoom, I would say it was a complete success."

"I'm very excited to see this program put into action," said IAM International President Robert Martinez Jr. "Education of our membership has always been the cornerstone of our union and we can't wait for it to be

safe to travel and gather in large groups to provide it to them. Thank you to the Winpisinger Education Staff for their tireless efforts in getting this up and running."

"I hope more of our Stewards and members will want to participate in these amazing online courses. The Winpisinger Staff does a great job in not just educating Union leaders but inspiring them to keep up the daily fight for justice on the job," said District 751 President Jon Holden.

This is just another example of how the Machinists Union isn't letting a global pandemic keep from educating future leaders.

Two New (and Free!) Courses from the Machinists Institute

The Machinists Institute is excited to announce two new courses coming soon. Best of all, they're free to IAM members!



Train-The-Trainer

If you already have technical skills and are now interested in teaching – either in the classroom or online – this course will develop your skills and teach you some of the tricks of the trade!

The course is designed to show new instructors how to plan, develop, prepare for, and conduct a class. We'll discuss adult learning theory, techniques and methods for class preparation, and things to emphasize and avoid in the conduct of a class. Teaching tools include equity in teaching and learning through Transparency in Learning and Teaching (TILT) essentials, the 4 Connections (4 C's), and teaching in online environments.

The course is highly interactive, with student participation required throughout.

Basic Electronics and Troubleshooting (Functional Test Prep)

Our second course is designed to help you prepare for the functional test occupation.

Basic Electronics and Troubleshooting is an intensive hands-on course that covers fundamental electronic components,

electrical circuits and testing. You'll learn to identify, inspect, analyze and troubleshoot electrical and electronic circuits and components logically, and identify and document necessary repairs. You'll benefit from:

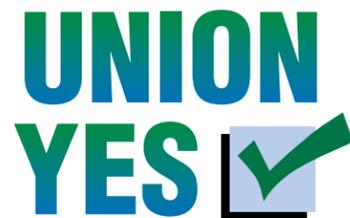
- Experienced, professional instructors
- Hybrid teaching model with a strong emphasis on hands-on laboratory work (more than 2/3 of the course)

There are no formal prerequisites, but it's highly recommended that you have a sound understanding of basic algebra, good reading skills, the physical dexterity to handle small parts, and basic computer skills.

These two programs will be our first classes to run in partnership with Everett Community College (EvCC) and we're starting with pilot classes at EvCC's training center on Seaway Boulevard. Once these classes have been successful, we'll expand the locations and times we offer additional courses. Both classes cost \$75 to register but you'll be refunded in full once you complete the class.



To get more information visit www.MachinistsInstitute.org/courses or contact us at info@MachinistsInstitute.org



President's Column: Time to Use Your Collective Power

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workers who are covered by the Railway Labor Act.

While we didn't understand why that amendment was pushed, it was imperative that we secured the Membership Bill of Rights for our members and every member under an NLRA contract. Its passage laid the foundation to build on for the future – culminating over a year of hard work from our members in all locals. This is our chance to help bring those same rights to ALL members in the IAM and ensure workers under a Railway Labor Act contract are extended these important rights.

We are all the same in the Machinists Union, and all members deserve these protections. It is time to ensure that all members are included under the Membership Bill of Rights. This is just one Constitutional change proposal that will be discussed at Zoom meetings on Saturday, April 24th at 11 a.m. and 3 p.m. If you have ideas or proposals to bring forward, mark your calendar, take part and help us build a stronger future. Participation is what makes us stronger. The Grand Lodge Convention makes changes to the IAM Constitution, which outline the structure and rules guiding our Union, as well as developing and debating programs and policies that guide our Union years into the future.

Finally, in April, Union Stewards will be bringing information about a very worthwhile charity that is near and dear to the Machinists Union – Guide Dogs of America/Tender Loving Canines. This incredible organization was founded in 1948, with help from the IAM, after a retired 57-year old IAM member who lost his vision and was denied a guide dog because of his age. For more than 7 decades, this organization has matched guide dogs with visually impaired individuals free of charge. In January 2020, they merged with Tender Loving Canines to match service dogs with veterans suffering from PTSD and individuals with autism to give them confidence, independence and mobility.

Some of our members have supported this organization for years with a monthly payroll deduction, and we are hoping more will sign up during the drive. Monthly payroll deduction of a few dollars each month can collectively have a huge impact. Your Steward will be bringing more information and talking about this. You can get more information on our page 6 of this paper, our website iam751.org or guidedogsofamerica.org.

Let's use our collective power to make an impact on our IAM International Election and also in supporting this amazing organization that brings freedom and independence to so many.



CHI Chaplains meet with Union leaders via Zoom to discuss and prioritize issues they would like to see in a first contract after voting for IAM representation in Feb.

Faith and Fairness: CHI Chaplains Historic First Organizing Win for IAM

In February, 14 Hospice Chaplains from the CHI Franciscan Hospice Care Center in University Place, WA voted overwhelmingly to join the IAM, becoming the first group of Chaplains to be organized by the IAM.

Hospice Chaplains, who provide counseling and emotional and spiritual support to patients, families and staff throughout King, Pierce and Kitsap Counties, were inspired to join the IAM because their belief of putting human dignity first and foremost aligns with the IAM's values.

"I am honored these workers trust me and the vision of the IAM to aid them in a better working life for generations of Chaplains to come," said IAM Grand Lodge Representative Gabby Rogano. "They collectively came together to ensure the values of reverence, integrity, compassion and excellence are kept at the forefront of their work providing patient care."

"This Chaplain organizing victory proves that everyone needs to have the security and protection of a collective bargaining

agreement, regardless of their role within the company," said IAM Organizing Director Vinny Addeo. "Adding the Chaplains to our other newly organized groups at CHI Franciscan Hospice Care only makes us stronger."

"It only makes sense to open our arms to these new members," said IAM Western Territory General Vice President Gary R. Allen. "As a man of faith myself, it is my belief that we have very common values in as such as we help and serve those who are vulnerable, while we advance social justice for all. I know that District 751 will help make their work lives easier while helping them accomplish their mission."

The Chaplains join more than 100 Registered Nurses and 44 Master Social Workers and Bereavement Counselors from the same hospice care center in becoming a part of the IAM family.

These organizing wins have been a result of the IAM's initiative to grow its footprint in the healthcare sector with the creation of the IAM Healthcare Department.

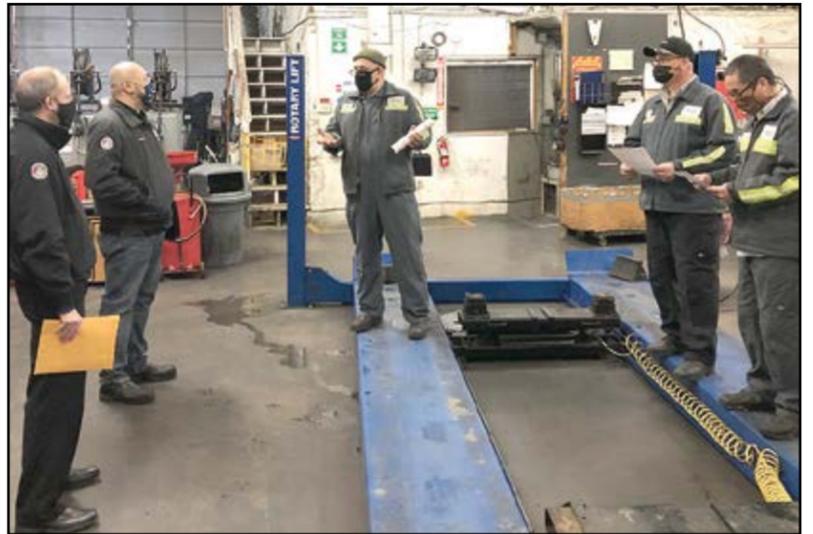
Negotiations Begin for First Contract at Solid Ground

Technicians working at Solid Ground are moving forward in their efforts to obtain a first contract after voting for IAM Union Representation earlier this year.

Our Union has been meeting with the members and conducting surveys to prioritize issues for a first contract. Input from the membership formulated the comprehensive first proposal Union negotiators presented to Solid Ground in mid-March. There was good discussion and explanation on the issues, including emphasizing the issues that drove the technicians to seek union representation that must be addressed in a contract.

Business Rep Jeremy Coty, who will be the servicing rep once a contract is ratified, is the lead negotiator. Others serving on the Union side include: District 751 President Jon Holden, Chief of Staff Jason Chan, Staff Attorney Spencer Thal, and Solid Ground member Petr Perelman.

This is the second group of workers at Solid Ground that sought out IAM 751 representation. Since 2009, IAM District 751 has represented the operations supervisors at Solid Ground.



Business Rep Jeremy Coty (far left) and Chief of Staff Jason Chan (2nd from left) meet with technicians at Solid Ground to discuss top issues they want to see in a first contract proposal. L to R: Coty, Chan, Petr Perelman, Ivan Marrero and Jay Demise.

Tenacity Ensures Long Term Safety Issues Were Addressed

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• most importantly, if our members follow this necessary criteria they won't be put in a position where they have to question "selling jobs" by violating company policies, disregarding state requirements or sacrificing the safety of themselves or others.

Keep in mind the SHEAR process is contractual (Section 16.5, page 78) and the preferred method to resolve safety issues for our members. Few SHEARs take this long to resolve. (See box below for where to find the electronic SHEAR form on the Boeing intranet).

The issues first surfaced in 2016 when Renton was rapidly increasing production rates. Members, who performed work packages related to LOTO, operated a hydraulic bench and rigged flight control surfaces, became aware of how strenuous, dangerous and unachievable

it was to complete their work packages without violating new company rules and state LOTO requirements - not to mention quality also suffered.

The concern drove members to file six SHEAR forms for different yet slightly related issues: LOTO, using hazardous energy, new state requirements, new company requirements, concurrent work packages, and managers turning a "blind-eye" to accept rule violations so long as jobs were sold.

Initially, management and EHS wanted to close the SHEARs and resolve members' concerns utilizing the "Kaizen process." Our Stewards, as well as the SHEAR initiators, declined and demanded the company adhere to our contract and address these problems utilizing the contractual process.

Six months later, without sufficient input from the members directly affected, management and EHS staff implemented minor changes, that failed to correct any of the problems.

During the next six months, the Company delayed completing any of the action items the SHEAR initiators requested and instead held meetings and discussions on the damages and injuries. At one point, local management suggested "rotating workers to complete the work," which would have increased safety and process risks.

This was an unacceptable response. Our Stewards and SHEAR initiators demanded time and ergonomic studies be completed to determine the amount of time necessary to complete the work and to identify the number of workers needed to complete the work safely and correctly.

The studies confirmed these work

packages required additional time and workers. Study results drove a SHEAR action item to require a minimum of 3 workers be assigned to the slat-rigging work package, which required WSI head count to increase - saving IAM jobs.

A year and half later, fewer injuries occurred after the 3-person requirement was implemented. However, other members were still in harm's way and there were failures to comply with state LOTO rules to complete work on schedule. This drove additional action items that eventually led to a variety of safety barriers, a proper LOTO system, and sufficient management engagement to ensure the hydraulic bench is only operated by trained members.

A year further, it surfaced that the company Hazardous Energy Control Procedure (HECP) was expected to be followed but wasn't written to include WSI. This required a rewrite, which the Company objected to claiming it was "too expensive to rewrite." Our Steward replied the cost of a serious injury to our members was too expensive not to rewrite so they continued to push. Stewards used our Imminent Danger clause to stop work multiple times to keep members safe and an anonymous complaint was filed with Washington State L&I before Boeing decided to rewrite the HECP. Unfortunately, they did so without any



Steward Jon Voss (l) and Dan Ponce walk through powering up a wing to retract slats and the leading edge, which is now part of a training video (course #84043)

input from the SHEAR initiators or any of the shop experts performing the work. This decision resulted in a costly rewritten HECP that did not sufficiently address the WSI specific problems. Again, our Stewards pointed out the flaws of the rewrite since the issues were not addressed. This required a second rewrite to add WSI specifics to the HECP, which could have been avoided if our members had been consulted all along.

This demonstrates that members are empowered to ensure resolutions actually solve the specific safety issues before closing their SHEAR. Boeing should better engage our members and listen to their input during this process to ensure potential solutions adequately address the issue. It is your right to a safe workplace and a part of our contract, which Boeing has agreed to. If you have a safety issue, contact a Union Steward or IAM Site Safety Committee member for help or to have them file a SHEAR. So many of our jobs are dangerous and your health and safety should always be your top priority.

Filing a SHEAR

- 1) On a Boeing computer, go to Joint Programs intranet website: <http://iamboeing.web.boeing.com/>.
- 2) Click on the green button in the table at the bottom of the home page that is labeled "SHEAR TOOL KIT".
- 3) Click on the hyper link text "Click Here to learn more." This is the User Guide on how to submit SHEAR's on Enablon.

NEED HELP? QUESTIONS?

Call Joint Programs at 425-266-3993 or Bill Langlois 425-210-5925 william.r.langlois@boeing.com, Dan Cundiff 425-750-5387 daniel.t.cundiff@boeing.com.

IAM-BOEING JOINT PROGRAMS

Everett Joint Programs Tables Bring Resources & Info to Members

At the onset of the pandemic, the Everett Factory Joint Programs staff focused on ways to support the IAM members in the factory. When the VLO and ILO process started, Joint Programs staff set up information tables in



Karl Blom, Joint Programs Coordinator



Nancy Rosenbaum, Joint Programs Coordinator



Kendra Chavis, Joint Programs Coordinator



John Kussy, Joint Programs Coordinator

various locations throughout the Everett factory to give members easy access to Joint Programs information, assistance and resources.

These pop-up information tables, staffed by the IAM/Boeing Joint Programs Program Coordinator pairs, are set up weekly to share Joint Programs information to ensure our members are utilizing all available resources and services.

In an effort to reach as many impacted employees as possible, the Program Coordinators have spread out across the Everett Factory to answer questions, hand out Joint

Programs service brochures, and assist members as best they can.

Program Coordinators, John Kussy and Kendra Chavis, support Site Ops, CWC and the 787 areas. They set up a Joint Programs information table in their various areas in order to support the members.

Program Coordinators, Karl Blom and Nancy Rosenbaum are on the factory floor on Thursdays and share information directly with crews. In addition to walking the shop on Thursdays, Karl and Nancy also rotate around the 777 Program assisting the IAM members with their needs on an ad-hoc basis to support their program focals.

Program Coordinators Mark Mason and Bryan Adams have a pop-up information table in the 40-22 building along the main aisle near the Queen of the Skies Café that offers a plethora of information on the Joint Programs products and services available to the IAM members. Their information station is usually at this location on Tuesday and Thursday weekly and covers both first and second shifts.



In the 40-22 building, Joint Program Coordinators Bryan Adams (l) and Mark Mason hand out flyers and brochures on the many services available through IAM-Boeing Joint Programs.



L to R: EHS Representative Kirk March, JP Coordinators Carolyn Romeo, and Donny Donovan helped members with safety shoe reimbursement, provided information on Joint Programs Services and gave away JP visibility items.

Seattle Corridor JP Meet & Greet Event

Recently, several members of the Plant II site committee spent half a day providing support for an IAM/Boeing Joint Programs pop-up “Meet & Greet” event during a scheduled Summit Safety shoe truck visit. With the safety shoe trailer onsite to give members an opportunity to purchase safety shoes, IAM/Boeing Joint Programs used the opportunity to raise awareness on Joint Programs services and answer questions members may have.

The Seattle crew met with all members who stopped by the table and assisted those who bought safety shoes in filling out their safety shoe reimbursement forms on the spot. Members could pick up literature on various services Joint Programs offers, make inquiries about Education Assistance, career advising services, schooling, and basic products and services information. The group also offered IAM/Boeing Joint Programs visibility items such as ice scrapers, pens, croakies and mini first aid kits.

They helped 25 members complete their safety shoe reimbursements forms – a service that was greatly appreciated.

Helping that day were: Plant II Site Committee member Kelvin Darrough, EHS representative Kirk March, Joint Programs Program Coordinators Donny Donovan, Tod Mix, Carolyn Romeo and Joint Programs Administrator DeBora Winston-Farago. Look for more “Meet & Greet” events to educate members on available services from IAM-Boeing Joint Programs so members take advantage of these contractual benefits.



Safety shoe trailers regularly visit the sites.

Joint Programs Partners with Machinists Volunteer Program for Monthly Adopt-A-Road

April is volunteer month! IAM-Boeing Joint Programs and the Machinists Volunteer Program are partnering to maintain two Adopt-a-Road locations: one in Auburn and one in Everett. Once a month beginning April through October 2021, we will clean up the sites.

Auburn Road Clean-up: First Saturday of each month April 3rd-October 2nd. 10 a.m. to Noon. The Auburn road clean-up is located along C Street SW between 15th St. SW and Ellingson Road along the railroad tracks. Pre-COVID Auburn road Parking is available in the GSA parking lot on the southwest corner of 15th St. SW. Contact Donovan McLeod at 253-486-7063 to sign up.

Everett Road Clean-up: Second Saturday of each month April 10th-October 9th. 10 a.m. to Noon. Volunteers will meet at the Everett Union Hall at 8729 Airport Road and then drive to the Adopt-a-Road location nearby. Contact Adrian Camez at 425-879-0534 to sign up.

Volunteers should wear a reflective or high visibility vest or jacket, gloves and sturdy footwear. Dress appropriately for weather. All other supplies (buckets, garbage bags and grab tools) will be provided.

Volunteer credit will be given. Family and friends are welcome. The road clean-ups will take place rain or shine. We hope to see you there.



Pre-COVID Everett road cleanup.

Joint Programs 101: IAM Crest Vocational Rehabilitation Counselors

This month Joint Programs 101 will focus on the IAM/Boeing Joint Programs IAM CREST Vocational Rehabilitation Counselors (VRCs) and some of the services they provide.

VRCs are IAM members who are contracted employees with the IAM CREST organization as a purchased service provider under the IAM/Boeing Joint Programs umbrella.

They provide professional confidential services for all IAM hourly employees for things like Return to Work and Light Duty assistance, Reasonable Accommodation requests, Job Analysis, Ergonomic evaluations and Vocational Rehabilitation services.

The IAM/Boeing Joint Programs VRCs are available to provide services for you at all Puget Sound sites and Portland.

When/Why would I need to contact a VRC?

Here are just a few examples of when or why you would want to contact a VRC.

- If you have an on-the-job injury or are off work due to a medical/surgical procedure, you will want to contact a VRC to assist you with navigating a safe return to work especially in the event your medical condition requires you to have temporary or permanently modified work duties.

- If you need a Reasonable Accommodation request for things like a Sit/Stand desk or voice activated computer software, then you would contact a VRC for help with that request.

- If your Healthcare provider needs a description of the physical demands of your job



to help you plan your return work, you can ask a VRC to prepare or update a Job Analysis (JA) of your work area.

- If you are having discomfort at your work area and need a professional Ergonomic evaluation and recommendations, a Vocational Rehabilitation Counselor can connect you to the assistance you need to put solutions into place.

- If you need resources after an illness or injury to help you to get back to work safely and keep you at work in a safe working environment, you can contact a Vocational Rehabilitation Counselor for services.

Where you can find VRC contact information?

To find an IAM/Boeing Joint Programs VRC at your site or at the site nearest to where you live, please visit the IAM/Boeing Joint Programs website and click on the Vocational Rehabilitation icon.

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

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

Questions or Comments about IAM/Boeing Joint Programs?

If you have any questions about the IAM/Boeing Joint Programs VRCs or anything else on the IAM/Boeing Joint Programs website please contact us at 1-800-235-3453. If you have an IAM/Boeing Joint Programs service or team that you would like to know more about or see it featured in a Joint Programs 101 article, please send an email to JointProgramsWebsite@exchange.boeing.com



Learn about all IAM-Boeing Joint Programs has to offer by calling 1-800-235-3453 or visit Boeing Intranet: iamboeing.web.boeing.com or External Web: iam-boeing.com

Guide Dogs of America/Tender Loving Canines: Transforming Lives Through Partnerships with Service Dogs

Guide Dogs of America/Tender Loving Canines is located in Sylmar, CA and serves a diverse range of individuals from the U.S. and Canada. All programs/services are free of charge to recipients. Services provided free of charge include:



Guide Dogs of America



Tender Loving Canines

- A professionally trained, highly qualified, expertly matched guide dog or service dog
- Personalized instruction in how to care for and work with your dog
- Transportation to and from our school (including air travel)
- Room & board during 7 or 21-day in-residence training program
- Three meals a day prepared by our professional chef
- Veterinary care at our clinic
- Specialized guide dog harness or service dog vest
- Extensive post-graduate/lifetime of support services



“Ever since receiving my first dog from Guide Dogs of America, my life has been filled with things that I CAN do, rather than what I can’t do. The school has given me the greatest gifts of my life...the ability to be independent and confident beyond anything I could have ever imagined.” – GDA/TLC Graduate



HOW YOU CAN HELP:

The most effective way to help this worthwhile charity is by signing a payroll deduction card for \$7.51 or more. When combined with other members’ contributions, your small contribution becomes meaningful and makes a difference. You can get a Guide Dogs payroll deduction card from your Union Steward.

Learn more at: <https://guidedogsofamerica.org> Guide Dogs of America and Tender Loving Canines is a 501(c)(3) nonprofit organization. Tax ID No. 95-1586088. All donations are appreciated & are tax deductible to the extent permitted by law.

OUR DOGS

Our hardworking dogs for people who are blind/visually impaired, veterans, individuals with autism and service dogs for certain facilities become trusted companions, bringing confidence, independence and mobility. All programs and services at Guide Dogs of America – including transportation, room/board and a lifetime of



Guide Dogs of America



Tender Loving Canines

support – are provided at no cost. With the need for highly qualified service dogs continuously growing, in January of 2020, Guide Dogs of America (GDA) merged with Tender Loving Canines. This new single organization operates under the GDA umbrella.

We are an Assistance Dogs International accredited organization. All of our dogs are trained to ADI standards for public access and service dog cues, and we follow ADI guidelines for placement of our dogs.



Finding the right partner, forming a strong bond, and maintaining a solid support system are the keys to a successful guide or service dog partnership.

Guide Dogs for the Visually Impaired



Our Guide Dogs for the visually impaired help our clients travel with confidence and safety, bringing new opportunities for life experiences.

Requirements

- Legally blind
- At least 18 years of age
- Completed Orientation and Mobility training

Service Dogs for Veterans



Our service dogs help veterans suffering from PTSD or a mobility limitation gain greater independence and reintegrate into society. They are task trained to respond to emotional triggers and retrieve objects.

Requirements (one of the following)

- Post-traumatic Stress Disorder (PTSD)
- Traumatic Brain Injury (TBI)
- Mobility limiting disability

Service Dogs for Children with Autism

Our service dogs help children with autism gain confidence and experience newly found social interactions, encouraging positive communication opportunities.

Requirements

- Diagnosis of autism
- Children between the ages of 6 and 16 years are eligible
- Parent/guardian is the designated primary handler of the dog



Service Dogs for Facility

Our facility dogs that are placed in institutional settings are task trained to provide intervention and therapy to people with disabilities and victims of crime, and can motivate children to stay engaged in educational settings.

Requirements

- Medical facilities/rehabilitation facilities
- Courtrooms/government institutions
- Schools/learning facilities



PARTNERS FOR PAWS: Making a Difference

For over 70 years, Guide Dogs of America (GDA) and the International Association of Machinists and Aerospace Workers (IAMAW) have worked together to provide this very worthwhile service.

GDA and the IAMAW collaborate, inspire and fundraise to provide expertly-matched guide dogs to legally blind individuals, as well as service dogs to veterans and those with autism so they may live their lives with greater confidence, mobility and independence. In addition to breeding and training highly qualified dogs, GDA determines each client's individual situation in order to create the ideal match that cultivates true companionship. Although GDA is an independent organization, historically the GDA President is a former IAM member.

The Dream Becomes A Reality

The partnership between GDA and IAM began in 1948 because Joseph Jones, a 57-year old retired IAM member who lost his vision, was rejected by then existing guide dog schools because of his age. Joseph decided to start his own school and turned to his union. The IAM felt it was wrong to discriminate against a person because of his age and supported Joseph in the founding of a new guide dog school without an upper age limit policy.



The Machinists Union and Guide Dogs of America have partnered together since 1948 to bring guide dogs free of charge to individuals.

THE JOURNEY

These highly trained guide dogs and service dogs provide confidence, mobility and independence.

The journey from puppy to adulthood is eventful, with many stages along the way. Our guide dogs and service dogs benefit from each step, to become trusted and reliable companions for the partners with whom they are custom-matched.



<https://guidedogsofamerica.org>



Guide Dogs of America • 13445 Glenoaks Boulevard • Sylmar, CA 91342 • (818) 362-5834 or (800) 459-4843

International Guiding Eyes, Inc. dba Guide Dogs of America and dba Tender Loving Canines is a 501(c)(3) nonprofit organization. Tax ID No. 95-1586088. All donations are greatly appreciated and tax deductible to the extent permitted by law.

Steward Action Stops Intimidating Emails; ALWAYS Ask for a Steward

Continued from Page 1

key information.

“When I saw the email, I realized the wording used was a big deal and might have prevented other members from asking for union representation, which is their federally-protected right. Who knows how long this investigator was using this wording in requests to meet with members or if any members

didn't ask for a Steward because they didn't believe they could,” said Brad. “The biggest mistake I see during investigations is members asking a Company representative if they need a Steward. Naturally, the Company person will respond ‘I don't think so’ and members get coerced into participating in an interview or giving a statement without a Steward. Members must be firm in asserting their Weingarten Rights.”

“I was really glad Brad was there. It really helped me keep calm and focused,” said our member who got the intimidating email.

Brad contacted Business Rep Rod Sigvartson, who agreed with the concern that members might have believed they couldn't ask for a Steward. Rod immediately contacted Labor Relations to ensure this was not a standard message and would not be on any emails to our members from ANY of their corporate investigators, fact finders, security or managers. Rod emphasized that the suppressing statement was a violation of our members' Weingarten rights and could constitute a violation of 29 U.S.C. § 158(a)(1).

Labor Relations confirmed the

language was not part of a template that other investigators were using. Labor Relations also confirmed they spoke with the investigator and the correction has been made so no other members should receive an email with that language.

This situation is a good time to reiterate that these “Weingarten Rights” extend to all union members based on a 1975 Supreme Court decision. Security interviews, investigations or meetings with management/investigators can be frightening. Even if you have done nothing wrong, members faced with one or more of these experienced questioners (even over the phone or via email) will often feel intimidated or nervous, which is why having a Union Rep there is so important.

Union workers have the right to call their Weingarten rights into play if they have any reasonable expectation that disciplinary action may result from a meeting, interview, email or phone call. The key word here is MAY. If there's the slightest concern that the meeting, phone call, email or providing a statement could bring discipline, the member has the right to ask for a Union Steward even though the Company rep might not have intended



to take disciplinary action.

Unlike Miranda rights, which police are required to tell before they begin questioning, employers do not have to tell employees about their Weingarten rights. Workers must ask for a Steward.

We often write articles to help inform members of this right. This is even more important since these meetings rarely take place in person with COVID and since Boeing began using fact finders so phone interviews and emails are now standard investigation. Our Union has distributed “It's My Right” cards to all members, who should keep one in their badge holder. If you find yourself in one of these situations, simply hand over the card to request Union representation or you can simply state, “I want a Union Steward.” You can't be punished for making this request.



Steward Brad Syson holds up an “It's My Right” card that all members should have and use if they are contacted by phone, in person or via email about a situation or statement that could lead to discipline. Always ask for a Steward - It's your federally-protected right!

SERVICE TO THE COMMUNITY

Ramping Up Our Help to Others

751 volunteers built three wheelchair ramps recently for area residents. One was for a retired 751 member in Burien. Another was 751-member Rob Perkins' brother, who lost both his legs and also has his 80 year old father living in the home. Another ramp was for the relative of a 751 member in Maple Valley. All were thankful for the freedom and mobility the ramp provided so they can safely come and go from their home and have more independence.



L to R: Adrian Camez, Fred Harmon, Jim Hutchins, Charlie Romeo and Carolyn Romeo built a ramp for a member's brother who lost both his legs and his 80+ year old dad who also lives there.



Above: Ed Lutgen and Charlie Romeo working on the ramp in Maple Valley.

Photo left: L to R: Jim Hutchins, Carolyn Romeo, Charlie Romeo, and Donny Donovan on the finished ramp in Maple Valley.



Left: Carolyn Romeo cutting wood for the ramp.



L to R: Charlie Romeo, Jim Hutchins, Fred Harmon, Carolyn Romeo, 751-retiree Daryl Pringle, and Adrian Camez on the ramp they completed in Burien.



751 volunteers building the ramp in Burien for a 751 retiree.

Peanut Butter Donations Accepted Thru April

Help spread the love and fight hunger during this unprecedented time by taking part in our Union's annual peanut butter drive, which runs through April. Donations can be brought to any IAM 751 union hall in Puget Sound.



Peanut butter collected at the Auburn, Renton and Seattle union halls will go to the Emergency Food Network, which supplies 60 food banks in the greater Tacoma area.

Peanut butter collected at the Everett Union Hall will be contributed to Volunteers of America.

Peanut butter is an excellent source of protein with

a good shelf life. It's also something that most children like. With the pandemic and children just now returning to school where there are free lunch programs, the need is even greater.

Organizers encourage union members to buy union-made peanut butter brands like Jif or Adams, and to buy it whenever possible from unionized grocery stores, including Albertson's, Fred Meyer, Haggen's/Top Foods, PCC, QFC, Safeway or Thriftway. All donations will be accepted because hungry children don't pay attention to labels."

Diaper Drive Delivers



751 Retiree Greg Minerich brought boxes of diapers and wipes each week during the March of Diapers drive to help low-income families. He wanted to give back now that he is enjoying retirement.

Throughout the month of March, IAM 751 members donated diapers and baby wipes to help families in need throughout the region. While the total contributions were still being tallied, members from Frederickson to Everett and everywhere in between delivered. The diapers and wipes will be donated to families living in women's shelters as well as organizations that support low-income families since diapers aren't paid for by any of the social safety net programs.

Monthly Road Cleanup in Auburn & Everett

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RETIREMENT NEWS

751 Retirement Club April Legislative Report

By Carl Schwartz, Leg. Retiree Chair

Our state is currently in Phase 1B tier 2 of the vaccine distribution, making the vaccine available to anyone 65 and older. Most retirees should have either received their COVID-19 vaccination by now or made appointments to receive them. We

encourage every eligible person to get their shots.

On March 17, DOH launched the latest version of the Vaccine Locator tool, a user-friendly web app that displays available COVID vaccination appointments from multiple provider scheduling sites in one place. If you need further help, call the State COVID-19 Information Hotline at 1-800-525-0127, then press #.

Getting vaccinated is one of the most important tools to end

the COVID-19 pandemic. As our state continues working to accelerate vaccination so we can protect more people, it is critical that we all maintain the precautions we've been taking to stop the spread of the virus. Continue to wear masks, wash our hands, and keep social circles small to help us get to recovery sooner, as well.

The IRS has already disbursed over 90 million payments from the American Rescue Plan, mostly by direct deposit. Unless your adjusted gross income exceeds \$75,000 for singles or \$150,000 for married couples, you should also have received your stimulus payment of \$1,400. The money will be welcome help for everything from housing, groceries, and healthcare.

The U.S. House of Representatives
Continued on Page 11

RETIREES

Congratulations to the following who retired from our Union:

Douglas Anderson	Paul Grieve	Lonnie Oneal Jr
Larry Bachko	Cathy Hammond	Randall Patrick
Ron Bobadilla	Guy Hansen	Joe Quintanilla
Donald Byrne	Daniel Huntington	Sheila Scanlan
Kelton Conner	Paul Impson	James Schultz
Oscar Contreras-Santafe	Benn Johnson	Edward Seibert
Marilyn Dalgren	Dale Jonas	Noel Serrano
Peter Dingeman	Erich Kroger	Steve Shannon
Wade Echols	Matthew Krol	Hardip Singh
Thomas Fisher	Steven Levi	David Stilson
Kevin Freimark	Richard Longbrook	James Thomas
Ernest Gamboa	Anh Ly	Douglas Thonn
Steven Gasparotto	Rickey Manley	Brian Townsend
Tonnie Gehron	Donny Mathews	Ellen Weber
Kenneth Greer	Timothy Medlin	Eric Weidaw
	Vali Nouri	

Local 86

Ronald Clark, Triumph
Ronald Fechner, ASC Machine Tools
Leon Nowak, Penske Truck Leasing
Hung Truong, ASC Machine Tools

Local 1123

Ladd Blankenship, Bureau of Reclam
Larry Bowman, Bureau of Reclam

Local 1951

Earl (Stanley) Sineath, Republic Services
Keoni Pestano, Republic Services

RETIRED CLUB OFFICERS

President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	Pam Harris	206-769-5179
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Vennie Murphy	253-985-0951
Trustees:	Michael Keller	206-723-4973
	Jim Hutchins	206-369-2309
	T.J. Seibert	206-909-4870
Union Office: (1-800-763-1301) or 206-763-1300		

NOTE: 751 Retirement Club meetings for April are cancelled due to COVID

In Memoriam

The following retirees have passed away since the February *Aero Mechanic* paper was published. Please keep their loved ones in your prayers and give a moment of silence in remembrance:

Local A: Joe Aguilar, Marion Albrecht, Michael Carino, Jerry Dodson, Paul Edwards, Timothy Flood, Vernella Gilcrease, Gerda Giroux, Frederick Koury, Jr., Chang Lee, Theodore Munroe, Eugene Prince, Bruce Rafford, Richard Sauve

Local C: Loren Benson, Lawrence Blais, Martin DeCoux, Wolfgang Doering, Dennis Grigsby, Marvin Hancock, James Harvey, J.C. Hess, Paulette Holcomb, James L. Jackson, Troy E. Johnson, Duane Johnston, Jude Kuberka, Patrick Leonard, Eugene Merritt, Dale Miller, Dale Morast, Larry R. Nelson, Ronald Pelletier, Alfred Reeves, Jr., Steven Schmidt, Victor Sherrard, Errol Thor

Local E: Donald Gronotte

Local F: Blair Austin, Howard Baer, Jr., William Diehl, Rosa Foster, Mildred Johnson, Richard E. Johnson, Danny Leirness, Richard Lininger, Robert Luxton, Arlene Petrusse, Walter Przebielec, David Ray, Janice Roberts, Bonnie Rose, Randy Shannon.



Displaying the communication awards District 751 won in the IAM Newsletter/Website/Social Media Contest: L to R: Ed Lutgen (web/social media), Connie Kelliher (AeroMechanic, web, social media) and 751 President Jon Holden. The awards would have been presented at the IAM Grand Lodge Convention (postponed to this September due to COVID). Instead the winners were announced on imail and awards recently arrived at 751 Headquarters.

751 Wins Top Honors in IAM Newsletter/Website Competition

COVID changed the world indefinitely. For the Machinists, one such change was the rescheduling of the IAM 2020 Grand Lodge Convention and the union's ability to celebrate, on a grand stage, the winners of the IAM Newsletter, Website and Social Media Contest. The words and images are invaluable tools to keep our membership in tune with what is happening both locally and union wide.

IAM District 751's *Aero Mechanic* newspaper was honored with three top awards in the IAM's annual newsletter awards. Congratulations to District 751 editor Connie Kelliher, who captured top honors in all three newsletter categories.

Newsletter General Excellence – 1st Place. The judges noted, "A professional, shining example of what your union does for you on the job and in the community. Photos, text data, and detailed captions for every photo add value."

Newsletter Best Feature – 1st Place. The judges noted, "A compelling tale of a union workplace adapting to a deaf

co-worker. Great photos, quotes and an inspiring story for all union members."

Newsletter Best Layout & Design – 1st Place. The judges noted, "The Aero Mechanic takes advantage of every inch. Photos add to every article. Every page promotes union pride."

District 751 also won awards for its website administered by Ed Lutgen and Connie Kelliher.

Website General Excellence – 2nd Place. The judges noted, "Comprehensive and professional. Valuable resources and connects the union with the community."

Website Best Layout & Design – 2nd Place. The judges noted, "Excellent, comprehensive, and features rich, reliable information on a welcoming site."

Social Media – 1st Place for Facebook.com/IAM751 - editors Ed Lutgen and Connie Kelliher. The judges noted, "Tons of followers with great photos and videos, and a valuable organizing tool."

Union Member Service Milestones Reached in 2020

Below are the veteran members honored with 50+ year service pins in 2020 to acknowledge their continuous service in our Union. Note that service pins are given every 5 years of service starting at 15 years seniority. Members below reached their milestone for their Union anniversary in the year 2020. Thank you to each of these members for your long-standing membership.

50 Year Members

James Alton
William Arundell
Charles Bus
Louis Damey
Harold Faast
Kenneth Freece
Verlin Grimes
William Hester
John Hungate
Anna Lockwood
Kenneth Olsen
Neil Riebe
Herbert Scheda
Daniel Stamaris
Kenneth Stobbe
Clyde Umbaugh
Edwin Williams

55 Year Members

Richard Backs
Richard Bell
Foster Bonville
Benard Buck
David Burton
Donald Detienne
Calvin Doss
Allan Fanning
J Fleischacker
Bobby Ford
Daniel Healy
Gerald Imus
Donald Ivanhoe
Raymond John Jr
H Johnson Jr
John Jorgensen

60 Year Members

Ronald Klungness
John Lee Jr
Sherwood Lyonais
Robert Marshall
Bertrand Patrick Jr
Archie Pentz
Bob Rhodes
Sperry Rinehart
Samuel Rose
Paul Rotter
Michael Rowe
Dexter Sandefer
Leslie Schneider
Nicky Schoonover
Raymond Stewart
D Vandeventer
Robert Walker
Darrell Wallis
Ernest Walters
Larry Wilson

65 Year Members

Daniel Baker
Robert Binford
Edward Britz
Carl Brown
Libero Cerruti
Rudolpho Cubi
Harold Dalisky
Robert Hair
Donald Hall
Penny Hamlin
Ray Horton
Leo Jackson
Russell Kennedy
Phillip Kneip
Alvin Leffall
Robert Lewis
James Liggett
Merlin Muth
Clifford Ohara
Lewis Plourd
Ralph Seely
Eugene Smith
Jackie Stanley
Robert Stavig
Thomas Thoma
Wayne Watson
Neil White

FREE WANT ADS FOR MEMBERS ONLY

BOATS

14 Foot ALUMINUM BOAT, 10 H.P. Honda Motor for sale, hasn't been used in approx. ten years. May need work. Fifteen hundred dollars. 206-772-0575

AUTO PARTS & ACCESSORIES

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

RUNNING BOARDS FOR A FORD EXPLORER - brand new from the Ford factory, never installed. Fits years 2017, 2018 and 2019 models with all the bolts. 253-508-6459.

EDELBROCK INTAKE 289-302, Edelbrock performer 460 intake \$150 each. '64 & '65 Mercury Comet parts, call to see what I have. 206-819-1157 or 360-863-2633

FORD MUSTANG 1" rear sway bar, fits 1979/2004. Steeda #56619711 \$160. 206-353-8915

TOOLS

2018 KUBOTA TRACTOR/LAWNMOWER with attachments. Model BX235 60" deck, bagging system, hydraulic grappler, bucket, backhoe with thumb. Like new. 140 hours, moving. \$22,500. 360-652-3650

WELDING GEAR \$225 OBO, QA inspection tools \$225 OBO Mixed set of Craftsman tools from the 60's \$125 OBO. 253-845-2997 Puyallup

ROTOTILLER, HONDA F210 series. 90 cc engine, 22" working width, runs and works like new. Owners' manual included. \$400. 206-243-9491

ELECTRONICS & ENTERTAINMENT

FISHER SOUND SYSTEM HK speakers. Make offer, good condition. In Silverdale, WA. 360-570-5436

RCA MOVIE CAMERA with bag and accessories \$275 OBO 253-845-2997

FURNITURE & APPLIANCES

Like brand new - BROWN LOVE SEAT - electric push button foot rest. Also goes in a bed-like position. Asking \$650. Firm, bought in 2018. 425-218-771

RALPH LAUREN QUEEN BED SET, very heavy, \$250. Cherry Bed King, dark dresser \$250. 253-508-6459.

MICROWAVE OVEN \$25 OBO, HOLLYWOOD BED FRAME queen/full \$20. 253-845-2997 Puyallup

KOHLER TOP MOUNT KITCHEN SINK, white in color. \$185 OBO Kohler top-mount bathroom sink, white in color. \$60 OBO 253-845-2997 Puyallup

ANTIQUENGLISH OAK TWIN BED \$400 360-579-5436

REC VEHICLES

2012 LANCE TRAVEL TRAILER 17 feet, slide out. Excellent condition. In shed all of the time. Must see! Asking \$19,000. 206-372-4810

2004 HONDA VTX 1800cc N Model - 5200/original miles. Leather bags - Vance & Hines straight pipes. Asking \$9500. Very clean. 425-760-2374

SPORTING GOODS

SPECIALIZED ROUBAIX SL3 ENDURANCE ROAD BIKE. Ultralight carbon composite 58cm red/white, low mileage, caliper brake. \$1400. 206-772-4070

ALL CEDAR 4' x 4' UTILITY TABLE FOR THE SPORTSMAN. Accessory table can be used for cleaning clams, dress fresh caught salmon, etc. Is handicapped accessible. Also has a phone or radio outlet. Text to 360-431-7061 for picture. \$250. Must pick up in Long Beach, WA.

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 April 15th

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

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

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.

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

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.

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

AHAPPY 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

PRE-RETIRES: Is rolling over your 401K or pension right for you? Complementary Assessment; know your options. Michael or Elke 425-346-3698/425-268-86 coachelke@gmail.com

INTERESTED IN BETTER HEALTH & WEALTH? Great, fun too. Worldwide company is #1 and growing. You can even will the business to your kids. Call Jerry 253-389-8384.

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

HOUSING

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

MISCELLANEOUS

8 x 8 CEDAR GAZEBO pre-cut kit. \$600. 206-280-2111

SMALL COLLECTION of RECORD ALBUMS: Country/Western, Opera and religious. \$500 OBO. 253-845-2997 Puyallup

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

THOROGOOD 804-6201 6" BLACK MOC TOE SAFETY TOE BOOT. Size 9 1/2 EE new \$100 firm 218-343-6366

Brand new on the market. Stress reliever 4' X 4' ALL CEDAR POTTING TABLE for starting seeds for spring flowers or potting up plants. Bottom shelf can hold 17 gal. totes for potting soil and garden tools. Has an outlet for phone or radio. Customer must pick up in Long Beach WA. Starting price is \$250 Compost, potting soil, perlite is extra. Call or text 360-431-7061 to order or request photo.

Wanted: UNLIMITED HYDROPLANE SLIDES from the 1950's-1960's "Slo-Mo-shun", "Maverick", "Shanty", Hawaii Kai", etc. 206-557-0282

4' X 4' ALL CEDAR TABLE for your BBQ. Lower shelf can hold your ice chest or cooler for pop or beer. Has an outlet for phone or radio. Must pick up in Long Beach, WA. \$250 Call or text 360-431-7061 to order or request photo.

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>

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

4' or 6' RAISED CEDAR PLANTER. Wheel chair accessible, waist high, no bending over. Call 360-431-7061 or text for a photo. Customer must "pick up" in Long Beach, WA. Easy to plant flowers, herbs or veggies within reach. Asking \$200.00 starting price. Fencing is extra.

5 CUSTOM FORMED PENDANTS ready to wear. \$30. I pay shipping. Can include agate, abalone, turquoise, quartz, red granite, black marble. 406-961-0162

HOUSE PLANTS: rooted plants and planted ones \$3 to \$5 medium and large ones. Dieffenbachia rooted and planted (dumb cane), spider plants, crown of thorns, African milk tree, ivies, split leaf rhododendron (two large), peperomia starts, planted green - nice plants - will have purple heart. 253-852-6809

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

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

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

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

CEMETERY PLOTS in SeaTac at Washington Memorial. Four plots in "Rock of Ages" garden. \$2750 for two, \$5000 for four. Call 425-443-9431 for more information.

INDOOR GARAGE STORAGE 8 minutes west of Auburn Plant next to Hwy 167. 12'W x 30'D x 14'H. \$300/month. Gated secured, late night access. 253-653-2347

SIDE BY SIDE BURIAL PLOTS in Washington Memorial Park. Current value \$15,999, will sell both for \$10,000 cash/money order only. No single plot sale. 360-275-3903

WASHINGTONMEMORIALPARK, SeaTac, section: 15, block: 172, spaces: 1, 2 & 4. Value: @13,500; 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

ANTIQUENODEL A FORD 1929 two door sedan. Runs good. Pretty much rust free and mostly Model A parts, except has alternator. \$15,000 includes extra parts. 206-595-8317 or 206-244-5196

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

Ad (25 word limit. Please print) _____

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 April 15th!

Union Classes Continue to be Offered Via Zoom

Knowledge is power is certainly true in the labor movement. The more members know about our Union history, their rights, and collective power, the stronger we will be. District 751 is offering education classes via Zoom. Visit www.iam751.org (click Resources tab, then class registration) to sign up for education classes.

Union classes rotate between topics. The next classes will be held on Thursday, April 22nd at 10:00 a.m. and 3:30 p.m. via Zoom and feature Advanced 4 - Success Stories: Lessons from Recent Wins. Register for the 10:00 a.m. class at <https://tinyurl.com/4s5dw342>. Register for the 3:30 p.m. class at <https://tinyurl.com/va2twecx>. See class description below.

Advanced 4: Success Stories: Lessons from Recent Wins

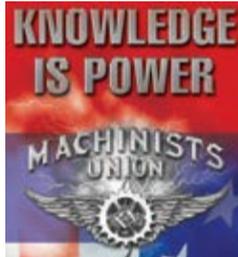
Despite declining union density in recent years, workers have continued to stand up for their rights and demand a voice on the job. In this advanced steward class, we will learn about recent worker wins and examine what made them successful. Members and stewards will have the opportunity to discuss specific cases for lessons and inspiration.

Emilie Slater from the Washington Labor Center will lead an engaging discussion on recent worker wins thanks to solidarity. When workers stand together and fight back, we win! We know unions make a difference in our lives as union members, but this presentation and discussion will explore how labor organizing has broader impacts and deep ties to other social movements such as the fight for civil rights.

Get the facts and discuss tools to build your union power, and use solidarity to enact concerted activities to battle management and ensure justice on the job.

“Empowered and informed members make us a stronger union,” said District 751 President Jon Holden. “There is no greater investment we can make as an organization than to educate our members. I hope more members will decide to join these Zoom classes and grow our power.”

Hundreds of members have taken part in these classes since they have been offered on Zoom. Knowledge is power so sign up today!



Steward and members at the AM online class above and PM online class below.



Golfers: Sign Up for a Day of Fun

Local C MNPL Golf Tournament - June 12th

Golfers will want to save the date of Saturday, June 12th to take part in the annual Local C Golf Tournament to benefit the Machinists Non-Partisan Political League (MNPL). The event will take place at Auburn Golf Course (29630 Green River Rd SE, Auburn) with a 4-man scramble format and shotgun start at 7:30 a.m.

Cost is \$100 per player, which includes 18 holes of golf, cart and barbecue lunch and prizes for closest to the pin and longest drive. Entry forms are available at all union halls or on the website (www.iam751.org). Entry form and fees must be returned by May 31, 2021.

Prize donations are greatly appreciated. If you would like to donate prizes, sponsor holes or have questions, call Neal Key at (206) 890-5485; Everett: Ken Ogren 425-263-1960 or Joe Ruth 206-930-1631; Auburn: Shari Boggs 253-886-1802 or Ariel McKenzie 360-292-9509; Renton: Jennifer Lay 360-790-5742; DC: Joshua Koopsman 206-388-7569. Seattle: Donny Donovan 206-595-8388

Free Online College a Great Option for You and Your Family Members

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 2020 to offer three online 4-year Bachelor degrees: Business Administration, Criminal Justice and Teaching K-5. Like the two-year online degrees, these new 4-year degrees are available at no cost for all IAM751 members, retirees, laid-off members (up to 5 years following layoff), and their families (defined as spouse, children, stepchildren, children-in-law, dependents, grandchildren, parents, grandparents and even siblings). Members laid-off from Boeing 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, CyberSecurity, 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: <https://FreeCollege.goiam.org>.

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

Monthly Lodge Meetings Continue on Zoom

Be aware our local lodge meetings are continuing on Zoom, which should make it easier for members to take part (however, not during working hours). If you work at Boeing, your local lodge is determined by the job you perform. Following are descriptions of the jobs in each local, as well as a link to attend the monthly meeting for that lodge.

Local 751A job classifications include assembly mechanics, painters, sealers, flightline mechanics, forklift operators, factory service, functional test, wire shop, assembler installer, sub assembly. Local 751-A will meet Thursday, April 1st at 10:30 a.m. <https://tinyurl.com/y5bh8gzt> and 6 p.m. <https://tinyurl.com/y5bh8gzt>

[yxs52c6j](https://tinyurl.com/yxs52c6j)

Local 751-C job classifications include machinists, toolmakers, maintenance and facilities folks. Local 751-C will meet Thursday, April 8th at 10:30 a.m. <https://tinyurl.com/y6953eq9> and 4:30 p.m. Local C <https://tinyurl.com/y57hgvcg>

Local 751E job classifications include avionics, electronic technicians and flight test. Local 751E meets on Wed, April 7th at 4:30 p.m. <https://tinyurl.com/yxf155ce>

Local 751F job classifications include inspectors, QA, MPRF, shipping clerks, occupational nurses, CSCA monitors, and dispatch clerks. Local 751-F will meet Wednesday, April 14th at 11 a.m. <https://tinyurl.com/y4n9n8v6> and 4 p.m.

<https://tinyurl.com/y425vsoa>

For Eastern WA locals, Local 1951 meets April 6 at 7:30 p.m. Register at: <https://tinyurl.com/m9mo2etd>

Dial in: 253-215-8782. Meeting ID: 849 1136 6254. Passcode: 479497

Local 1123 will meet April 7 at 5:30 p.m. Register at: <https://tinyurl.com/2qmfynzy>

Dial in: 253-215-8782. Meeting ID: 838 0225 1913. Passcode: 846866

Local 86 meets Thursday, April 8th at 6 p.m. Register at: <https://tinyurl.com/lib98cp1>

Dial in: 253-215-8782. Meeting ID: 870 4949 2168. Passcode: 801694

751 Retirement Club April Legislative Report

Continued from Page 9

passed the PRO (Protecting the Right to Organize) Act, the most significant worker empowerment legislation since the Great Depression. This will make it possible for many more working people to join or organize unions. This Act calls for prompt elections for representation and for meaningful negotiations to an agreement. It also repeals “right to work” laws—divisive and racist laws created during the Jim Crow era—that lead to lower wages, fewer benefits, and more dangerous workplaces. The U.S. Senate is now considering the measure. Both our state’s Senators, Patty Murray and Maria Cantwell, support the PRO Act.

Our state legislature’s 2021 session is scheduled to end April 25th. Several measures important to workers and seniors are still in work, everything from requiring overtime pay for farmworkers, affordable healthcare, and making our state tax structure more fair. Here are two bills that could positively impact our retirees and seniors.

Senate Bill 5203 - Increases access and affordability of generic prescription medications. It passed the Senate and is currently in the House. This bill is a lifeline for those with chronic diseases. Our state would be able to partner with other states like California and other manufacturers to produce, purchase and distribute generic drugs, helping to control costs.

House Bill 1438 - Expands eligibility for property tax exemptions for service-connected disabled veterans and senior citizens by modifying income thresholds for eligibility to allow deductions for common health care-related expenses. It passed the House and is in the Senate.

Remember, your state Representatives and Senator are only a phone call or e-mail message away. Let them know to support these bills.

EASTERN WASHINGTON

Meetings Provide Triumph Members Info & Answers

With Triumph Composites announcing it is closing the Spokane plant, members have begun weighing their options for the future. We recognize how stressful this is and are working to provide resources and opportunities to get their questions answered by experts. To help with some of the decisions members are facing, Business Rep Steve Warren set up two Zoom calls in March.

Many members at Triumph are trying to determine whether or not to begin drawing their pension earned under the IAM National Pension Fund. Because there are many variables and factors that impact drawing a pension, Business Rep Steve Warren set up a Zoom meeting on March 4th with representatives from the IAM National Pension Plan.

Knowing their options on the pension and what drawing the pension on different dates, ages and seniority does to the monthly benefit is important so members

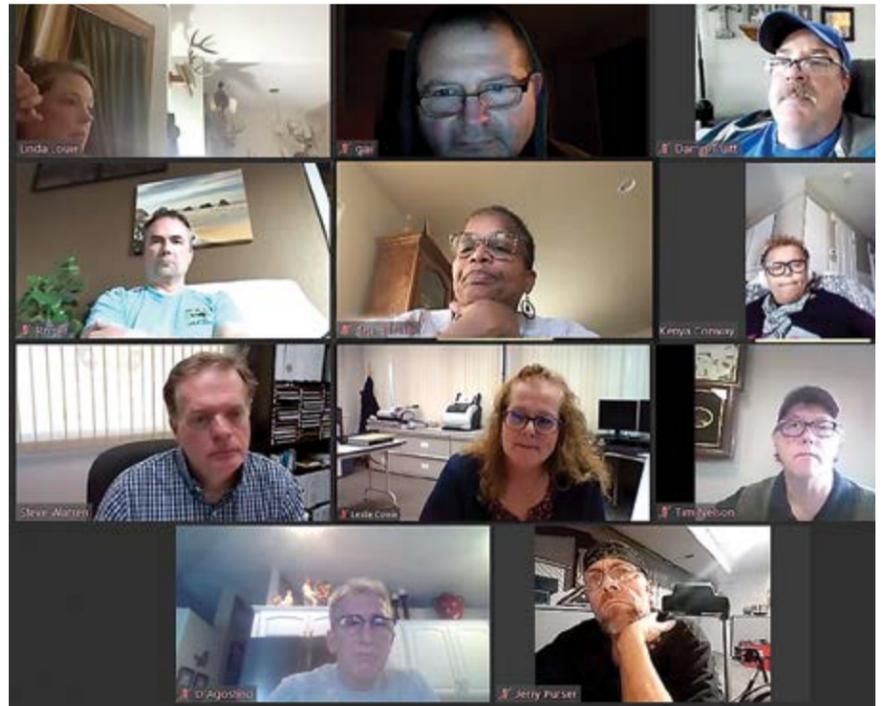
can make an informed decision. Damian Anderson, IAM National Pension Plan Representative, presented information on a number of pension topics that included:

- Preferred Schedule Benefit changes for after January 1, 2022
- 20 years and age 62 and 30 years and out changes January 1, 2022
- Steps necessary in planning your retirement
- Accessing your individual benefit online

Members forwarded their questions to Steve prior to the meeting and then they went through them one-by-one. While many questions were answered, the best advice was to have each individual call the IAM National Pension Plan and discuss their individual scenario, including age, date of separation from Triumph, potential retirement date, and if they are considering getting another job after Triumph rather than simply retiring.

Members appreciated the information to help them understand various options and the impacts different potential decisions could have on their monthly benefit.

On March 25th, Business Rep Steve Warren held a Zoom meeting with WSLC Labor Liaisons Bill Messenger and Emmanuel Flores to present information on Trade Adjustment Assistance (TAA). We have an active TAA petition at Triumph, which will expire in August and



A Zoom meeting provided members from Triumph information on potentially drawing their pension from the IAM National Pension Fund after they are laid-off from Triumph and included a pension fund rep.

we will submit a new petition 60 days prior to expiration that we have a good chance to get approved.

Bill explained TAA benefits are the best resource for individuals who lose their job through no fault of their own. Bill walked members through the process of applying for TAA benefits after layoff. He talked extensively about training provided through TAA, as well as the Trade Readjustment Benefits (TRA) that provides income support while you are in TAA training.

There are many other benefits under Trade Act individuals should be aware of such as: Health Coverage Tax Credit, job search assistance, out-of-area job search, relocation assistance, and Re-employment Trade Adjustment Assistance that provides a wage subsidy for workers 50 years and older. If

someone must have health care after layoff, the Health Coverage Tax Credit will pay 72.5 percent of your COBRA health care premium.

Bill encouraged all to consider the TAA training to gain additional skills, but recognized each situation is unique. He noted they will hold more TAA workshops (potentially in person as COVID restrictions loosen) to help members through the process.

Some members have utilized TAA in the past when they lost their job at other employers before coming to Triumph. Bill noted, they are still eligible for TAA under the Triumph petition.

Members appreciated both meetings, the ability to ask questions and the resources available to help them following their layoff.



WSLC Reps Bill Messenger and Emmanuel Flores answer questions on TAA for members at Triumph.



Union negotiators talk with a mediator online in an effort to resolve top/tough issues our members have identified they need in a new contract at South Columbia Basin Irrigation District.

Mediation Continues at SCBID

Our Union continues working to get a new contract for members working at South Columbia Basin Irrigation District that addresses members' top issues. Formal negotiations began in late October and members are working under an extension of the current contract.

Throughout the negotiation process we have continued to pass proposals and speak with confidence regarding members' top issues. While we have reached multiple agreements on non-economic articles and housekeeping issues, we have not been able to come to an agreement on the economic issues. Union negotiators have repeatedly explained that our members should be compensated at a higher industry standard. Employer proposals fall far short of member expectations and fail to address key issues members have

identified as important; therefore, it was determined to request mediation.

Both parties met in early March with a Public Employee Relations Commission (PERC) Mediator and updated him on our respective positions on the top issues. The mediator is working to explore solutions to reach mutual agreement on our top issues of wages, health care and other open topics.

The next mediated bargaining session will take place on April 5th. Union negotiators remain determined to deliver a contract that meets members' expectations.

Union negotiators are: Ricky Bauman, Nick Trejo, Jeff McKenzie, Dennis Rankin, Paul Garza, Kathy Wilkens, Chris Powers and Steve Warren.

1-year Extension Approved at DRG

IAM members working for DRG at Fairchild Air Force Base, recently approved a one year contract extension. The agreement extended the current contract until April 1, 2022. It also merged in KC-135 BOSS employees from other sites who had separate IAM agreements (giving our members solidarity and more leverage since each site does similar work).

The parties agree to negotiate during summer 2021 for General Wage Increases that will become effective

Jan. 1, 2022 (rather than Oct. 2021) to coincide with the pass-through date set by the U.S. Air force. In exchange for the 3-month delay of the GWI, the Company will negotiate an Economic Adjustment in summer 2021 to address the three-month adjustment to the pass-through date.

IAM members at other sites are now covered under the same contract with our members at Fairchild making up the largest group covered by the contract.