Protecting Our Work – It’s Up to All of Us!

Our Union scored a victory for justice on the job, as an arbitrator recently overturned yet another unjust termination from The Boeing Company. This arbitrator’s decision had broader consequences, as there were four other members in a similar situation from the same crew that we were also challenging. The arbitrator’s decision was comprehensive and critical, which led to resolution and a satisfactory agreement for the other employees. The arbitrator concluded that the Company’s discipline was “not supported by reliable evidence.” This is further proof it pays to be union.

51-member Zach Muagrove was thrilled to be vindicated and return to his toolmaker job in Renton. The arbitrator’s decision declared Boeing did not have just cause to terminate him, ordered Boeing to rescind the termination and reinstate Zach as though he had never left the payroll – making him whole with lost wages and benefits, which amounted to more than $157,000.

Business Rep Robley Evans conducted an investigation, determined that all the discipline from the area was unjust and filed the grievances for all of them. When Boeing refused to reverse their decision, Robley elevated the grievance to arbitration.

751 Attorney Spencer Thal did an outstanding job representing Zach’s interests and presenting his case, which pointed out the inconsistencies in Boeing’s claims and highlighted Boeing’s failures to prove there was just cause for termination.

751 Grievance Coordinator Dan Swank provided support throughout the arbitration and then ensured Zach received the proper settlement, which included overtime hours, AMPF payments, shift differential, VIP contribution, lump sum payments, tuition reimbursement and more.

“This was an important win that is greater than myself and my crew. When I came back to work, it was a victory for all of us hourly employees,” said Zach. “This win for ‘the little guy’ doesn’t happen that often at Boeing. Our story has restored faith in the process for many members because they got to see the system work. Members realize they can challenge unjust discipline and have confidence that our Union will be there when we need them.”

“I’m very grateful to have this Union, which has our backs. In over two years, I never did anything alone. Union Steward Michael Smith was with me when I was informed I was being investigated. Business Rep Robley Evans filed the grievance. 751 Attorney Spencer Thal gave outstanding counsel and representation throughout the process. 751 Grievance Coordinator Dan Swank was meticulous in reconciling the grievance to ensure the arbitrator’s decision was followed and that I was made whole for lost wages and benefits,” said Zach. “It was an incredible amount of transparency and information sharing. This team approach shows it pays to be Union.”

Zach served as team lead on the tooling production assist (PA) team in Renton and had no previous discipline. In the arbitration, Boeing noted that Zach had been recognized as someone who goes above and beyond, always performed outstanding work for the 737 program, knows how to plan and prioritize work (including completing unresolved grievances), and can challenge unjust discipline and have the decision declared Boeing did not have just cause to terminate him.

When Joint Programs staff attended a recent Union meeting via Zoom and learned of a program available to Boeing employees that helped save a member’s life, Joint Programs set out to raise awareness so other Boeing employees could utilize the unique services available for cardiac procedures at the world renowned Cleveland Clinic (for details see blue box bottom right of page 5).

More often than we realize, information transforms, and in some cases saves, lives. IAM member David Heldtash, an 89509 equipment services mechanic in Auburn for the past eight years, wanted to share his story so others could utilize the Cleveland Clinic.

David experienced complications following back surgery and a heart attack. David’s actions resolved this issue on the shop floor while educating management to prevent future violations.

“I appreciate David’s persistence and follow-up in calling management out when they attempt to perform IAM work. He handles situations in a professional manner that stops the manager in their tracks,” said Business Rep Rod Sigvartson. “David does a great job protecting our work.

We can’t let Boeing chip away and dwindle our jobs or eventually eliminate them. We could lead to a member getting laid-off. Every job is important.

With so many managers who are new to Boeing, this seems to be happening more often. Boeing holds us accountable to their policies, and we must hold them accountable for our contract, which they agreed to and signed. It is a two-way street,” said David. “Stewards can ask the General to do a blanket communication to all line managers so you don’t have to fight this battle over and over again. Stewards can then investigate the matter and get it stopped.

“We have 25,000 pairs of eyes and ears on the shop floor so a violation should never go unchecked. Whether it is a manager or salaried employee moving parts, stamping off work, doing rework, inspecting work, or even sweeping the floor – that is our work,” said Sigvartson.

“Every member has a responsibility to get engaged, know the contract and help ensure it is enforced. You are the Union applies to all members, and we are stronger when we all take responsibility and participate.”

Continued on Page 7
Unions Built the Middle Class is Still True Today

By JON HOLDEN
IAM 751 District President

Over the past few years, public perception of unions has slowly begun to change – in a positive way. More and more workers are realizing how powerful it can be to have rights on the job, as well as securing your wages, benefits and working conditions in a workplace.

Companies have become more ruthless in their treatment of workers and income inequality has grown exponentially over the past few decades. Truly the only way for workers to stop this rampant corporate greed and get a fair share of the profits they generate is by saying Union Yes and having an advocate.

Executives demand a contract before going to work for a company; workers deserve the same. Unions are the avenue to provide that security with a negotiated collective bargaining agreement addressing the issues workers identified as their top concerns.

The last year with a global pandemic amplified the importance of having a collective voice and rights on the job. Workers who had union representation had the ability to voice concerns about workplace safety which included demanding proper personal protective equipment (PPE) and enforcing other safety protocols. Nonrepresented workers’ concerns often fell on deaf ears because an individual on their own has little impact in talking to a company, but when workers stand together with a united voice, their employer has to listen.

A recent Gallup poll in 2020 found that 65 percent of all Americans approve of labor unions and would agree that unions bring benefits to union representation and having rights on the job.

Other recent polls show that workers today would join a union if given the opportunity because they recognize that without the strength of a union, they are virtually powerless to make changes that are beneficial to the workers. These polls and shifting public opinion are a positive sign after union membership has steadily declined over the past several decades.

It has been well documented that unions built the middle class and as union density has decreased so has the middle class. That is why unions are important to all workers. In America, as unionized workers declined, wealth inequality accelerated.

Corporate interests have had a dominant influence in American government, often shaping government policy to help themselves rather than the population at large. Companies that break the rules face few repercussions. Corporations regularly violate labor laws by intimidating workers from exercising their right to unionize with little consequence.

That is why it is so important to pass the Protecting the Right to Organize (PRO) Act, which passed the House in March and has support from both Washington State Senators. The PRO Act could help level the playing field so workers can truly exercise their right to join a union. The act would create pathways for workers to form unions without fear of retribution; hold corporations accountable by strengthening the National Labor Relations Board and allowing it to penalize employers who retaliate against working people in support of the union; ban captive audience meetings where employers try to dissuade unionization; and ensure workers can reach a first contract quickly after gaining union recognition. All are important to ensure workers have a free choice to join a union.

Let’s face it so many workers take for granted and enjoy today are the result of unions fighting to make change: the 40-hour workweek, the 8-hour workday, overtime pay, paid sick leave and vacation, employer-paid health insurance, safety and health protections, higher wages, fairness in promotions and much more exist because unions fought for these issues. When unions are strong, the wages of comparable nonunion workers also increase.

A strong future for working families depends on a united voice that can stand up to powerful interests of greedy corporations who have an interest in attempting to wring more out of their workforce to continually increase their profits or to cut wages.

Every worker deserves affordable health insurance, prescription drug coverage, living wages, safe working conditions, equal opportunities in the workplace. Union contracts are the way to achieve this.

The Union isn’t just the elected representatives working in the Union hall or the Union Stewards on the shop floor. It is all of us. Truly our Union’s strength is YOU! As one of my staff noted, we can’t have a union without “U” on the way to a better future!”

When workers thrive, our economy prospers. Unionizing workers builds power. District 751 works hard to help workers gain a voice and form a Union. This benefits all of us and our communities. We know that unionized workers will have more money to spend in our communities, that improves the prosperity and quality of life for everyone else. Let’s help more workers say Union Yes so we all benefit.

Machinists Institute Helps Assess ChildCare Needs

A huge “shout-out” to the approximately 450 Machinists who participated in the Washington State Apprenticeship Council Child Care in the Trades Subcommittee ChildCare Needs Assessment. Through this assessment you had the opportunity to tell us what is working and what needs to be fixed, and what your ideas are on how to fix those issues.

A final report will be published at the end of June which will be shared with all interested parties across the state.

The Machinists Institute received a grant from the Washington State Department of Commerce to conduct this needs assessment to identify the barriers and gaps in undererved and rural areas.

Worker Solidarity at NAS Whidbey

IAM members working for Amentum at NAS Whidbey sent a strong message of solidarity on May 14th when they voted to approve strike sanction by 97 percent. These talented members perform maintenance on U.S. Navy Growler jets.

Members working at Amentum are united as they begin formal negotiations with their new employer in late June. Members have filled out surveys, provided input and helped prioritize issues to formulate union proposals for upcoming talks.

While these members have had multiple employers since they initially voted for IAM union representation in 2011, their union contracts and bridge agreements with each new employer have ensured stability and improvements in their wages, hours and working conditions.

Thomas Vangrinnenberg (l) and Union Steward Nick Acosta (r) count the ballots from members at Amentum NAS Whidbey who voted 97% to grant strike sanction.

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
Sergeant at Arms
Howard Carlson
Rod Sigvartson
Vice President
John Lopez Jr.
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Jeremy Coty

Union Business Representatives

Union Offices:
• 9215 15th Pl. S., Seattle; 206-763-1100
• 2014 15th SW, Auburn; 253-833-5590
• 2355 Burkett N. Rd., Everett; 425-235-5777
• 8729 Airport Rd., Everett; 425-555-8821
• 620 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305 Toll-free to Seattle from Nationwide: 1-800-763-1301

Web site: www.iam751.org

Machinists Institute Approves Child Care Needs

The Machinists Institute recently approved a resolution to support the needs assessment process in Washington state.

The resolution, which was approved by the union’s executive board, stated that the union will support efforts to assess the child care needs of members and their families.

The resolution also stated that the union will work to ensure that child care is available to all members and their families, and that the union will work to secure funding for child care programs.

The resolution was supported by the union’s executive board, which noted that the union has a strong tradition of supporting members and their families.

The union has a long history of supporting members and their families, and has a strong commitment to providing members with the support they need to thrive.

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Abby Zhou is an impressive young woman by any measure. Her drive and ambition caught the attention of the IAM Scholarship judges. Abby was one of just 16 winners selected from entries of IAM members and their children throughout the US and Canada. This international scholarship program honors students who have excelled academically, in the community – Abby excels at both.

Her mom Nancy Zhou has been a Machinists Union member for 7 years as an MPFR in Renton and is very proud of her daughter’s success.

Abby graduated from Franklin High School in June 2021 with a 3.99 grade point average. While her GPA alone is impressive, she pursued the toughest AP and Honors classes, as well as taking college courses at Seattle Central College – all the while adapting to online classes and the unique challenges of learning during a global pandemic. She took part in a Chinese immersion program from kindergarten through ninth grade and then in high school. Her academic success includes: Dean’s List, President’s List, AP Scholar, and Seal of Biliteracy. She also earned the national Duke Endowment Scholarship.

Abby has also been a school leader:

- Serving on Link Crew to orient new students and help them throughout the school year. She has been a member of National Honor Society throughout high school and treasurer of their school’s chapter.
- Working to oversee club budgets, fundraising, and promote events and scholarship opportunities.
- In addition, Abby is one of nine students on the Principal’s Cabinet – taking part in weekly meetings with the principal that explored ways to promote diversity in the curriculum, planned events and assemblies and discussed other important topics.
- Abby believes in helping others – one of the core values of our Union. Team Read (a nonprofit that helps young students become inspired readers and teens (to become effective leaders) has been a huge part of her life throughout high school.
- From Oct. 2018 to present, she served as a site assistant supervising 60 high school tutors and elementary age students, including recruiting, training, and tracking student progress, as well as leading team-building activities. Last summer with the pandemic, she had to adapt her site assistant role to monitor virtual tutoring sessions for 45 high school tutors and elementary students.
- It is a job she has thoroughly enjoyed that had a positive impact on many young students.
- Her chapter gave introductory computer coding lessons and connected skilled Amazon workers in the community with 1000+ students to learn computer science skills.

Union Ensures Members Get Bereavement

Thanks to action by our Union, two members were ensured their 3 days of contractual bereavement leave after the loss of immediate family members.

Bereavement language in our contract with Boeing is straightforward (see box below). However, if members aren’t familiar with the language or a manager misinterprets the clause, it can add stress to what is already a difficult time for our members.

Recently, Union Steward Jeremy Luther helped a member receive six days of bereavement after he lost two family members in a short time. The member initially lost his father-in-law, who lived in Guam. Because of COVID and a 14-day mandatory quarantine when traveling there, the member took a personal leave of absence without pay. Once on approved LOA, the member was removed from ETS and his account was frozen, preventing him from receiving his three days of contractual pay. Then two days after his father-in-law’s funeral, his mother-in-law passed adding to an already difficult time for his family.

The member’s manager offered no help in getting his bereavement pay when he returned to work so he turned to our Union. Jeremy, knowing the contract language in Section 6.6(c) helped the member submit a payroll ticket in WorkLife and ensured the member received his six days of contractual bereavement pay since he had lost two close family members.

“I was glad to help him get his pay corrected. It doesn’t make the hurt or need for time off any less, but at least it helped a little financially,” said Jeremy. “This member also lost his brother-in-law increasing their grief, but unfortunately that is not a covered family member. We should look to expand the definition of family in our 2024 negotiations because families are far reaching.”

The member’s family was encouraged to seek our help in his time of need and alleviating added stress,” said Business Rep Garth Lauark. “I have heard of managers implying they couldn’t do anything once during a year, which is just not true. Members should know three days of bereavement are provided for each qualified family member who passes away.”

IAM-Boeing Contract Bereavement Language on page 3:

- 6.6(c) Bereavement leave with pay will be granted to an employee on the active payroll, including those on leave of absence for not longer than 90 calendar days, who, because of death in his/her immediate family, takes time off from work during his/her normal work schedule as term is defined in Section 5.1 of this Agreement. Such pay shall be for 8 hours at his/his straight time base rate, including shift differential and Cost of Living Adjustment where applicable for each such day however, each pay will not be applicable if the employee requests pay for such days off under any other provision of this Agreement. Bereavement leave must be taken on consecutive workdays as selected by the employee within 30 calendar days following the death (or evidence of belated notification of death). For the purposes of this Section 6.6(c) the “immediate family” is defined as follows: spouse, same gender domestic partner, mother, father, mother-in-law, father-in-law, children, brother, sister, son-in-law, daughter-in-law, great grandparents, grandchildren, stepmother, stepfather, stepchildren, stepbrother, stepfather, half brother, half sister and spouse’s grandparents. In addition, an employee will be granted bereavement leave for a stillborn child if the employee provides a certificate of fetal death which has been certified by the attending physician.

Academic Excellence Lands Zhou IAM Scholarship

751 Member Nancy Zhou is proud of her daughter Abby who earned the prestigious IAM Scholarship.

NOTHING IS A GIFT: IAM-BOEING CONTRACTUAL HISTORY OF BEREAVEMENT

One thing is certain, nothing we have was a gift from the Company. Every word and clause was hard fought with solidarity from those who came before us. Each contract is a building block for a stronger future.

This article shows how bereavement leave has evolved since it was first negotiated into the 1971 contract.

1971 Contract - Introduced bereavement leave for employees on the active payroll who lost a relative or close personal friend. Employees allowed three days off for death of spouse, mother, father, mother-in-law, father-in-law, children, brother, sister, son-in-law, daughter-in-law, grandchildren, and grandparents.

1974 Contract - Expanded family definition to include a spouse’s, relative’s, grandparent’s, and grandchild’s death. Employees allowed three days off for death of a wife, mother, father, married son, married daughter, stepson, and half sister.

1986 Contract - Expanded family definition to include a spouse’s, grandparent’s, and grandchild’s death. Employees allowed three days off for death of a wife, mother, father, married son, married daughter, stepson, and half sister.

1992 Contract - Eligibility increased from 14 days to 20 days following a death. Expanded family definition to include great grandchildren.

2008 Contract - Expanded family definition to include same gender domestic partner. Added bereavement leave for employees on leave of absence for not longer than 90 calendar days. Eligibility for leave increased to 30 calendar days following a death.

See blue box left for current bereavement leave language found on page 30 of the current IAM-Boeing contract.
Joint Programs Partners with EHS to Inform Employees of Exoskeleton Requirements

On a recent visit to the Everett site IAM/Boeing Joint Programs Administrator Andy Schier along with IAM 751 District Safety Coordinator/Auburn Business Rep John Lopez, took a first-hand look at the exoskeleton EksoVest. They watched a demonstration of the basic operation of the vest and the storage cib where the Exoskeleton vests are stored. They also reviewed how employees check out and return the vests on a daily basis using the same system for checking out drills, torque wrenches or other tools from the tool room.

What exactly is exoskeleton technology? Maybe you watched the 70s TV show “The Six Million Dollar Man” where Colonel Steve Austin became “bionic” when scientists developed devices to help him run faster and jump higher. Or, maybe you’ve seen the suit worn by Robert Downey Jr. that helps him do crazy physical stunts when he plays Tony Stark in “Iron Man.” Those could be Hollywood examples of how exoskeleton technology is being used in today’s world.

One definition of exoskeleton technology is: “wearable device that augments, enables, assists and/or enhances physical activity through mechanical interaction with the body.” This is a PPE designed to improve safety and help prevent injuries. The EHS Ergonomic Exoskeleton team has been conducting studies and research to find how using exoskeleton technology can improve and assist certain types of work functions performed by IAM members.

On March 29, Enterprise EHS implemented the use of exoskeleton vests as required PPE for employees in certain job codes working in production areas and BCA Fabrication where employees perform two or more hours of overhead work daily (see chart in article above for specific locations). Following a three-month adoption period, the exoskeleton vests will be considered required PPE safety equipment for the employees in those identified areas and job codes.

Prior to using an exoskeleton vest, employees will be required to complete the exoskeleton training and have a vest fitted for their use. After completing the training, employees will be certified to wear the exoskeleton vests much like employees who have a respirator certification.

Andy and John also met with the Everett EHS Exoskeleton Subject Matter Expert (SME) Kevin Hansen to get more details about the overall exoskeleton process and learn how the exoskeleton technology is being looked at to expand usage for other physically-taxing jobs.

“The equipment will be one of the advancements in technology to help eliminate or prevent worker injuries by utilizing different exoskeletons. Employees don’t have to be “bionic” to take advantage of this innovative safety equipment that offers physical assistance that can make their jobs safer.”

IAM member Caleb Hettlinga using the exoskeleton vest while performing his job in 767 final body join area.

IAM/Boeing Joint Programs

Exoskeleton Subject Matter Experts/Contacts

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<thead>
<tr>
<th>Name</th>
<th>Site</th>
<th>Email</th>
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<tbody>
<tr>
<td>Dr. Chris Reid</td>
<td>Everett</td>
<td><a href="mailto:christopher.r.reid@boeing.com">christopher.r.reid@boeing.com</a></td>
</tr>
<tr>
<td>Kevin Hansen</td>
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<td><a href="mailto:kevin.w.hansen2@boeing.com">kevin.w.hansen2@boeing.com</a></td>
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<tr>
<td>Michael Hutchinson</td>
<td>Renton Paint</td>
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<tr>
<td>Wayne Duncan</td>
<td>Renton Factory</td>
<td><a href="mailto:wayne.e.duncan@boeing.com">wayne.e.duncan@boeing.com</a></td>
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Exoskeleton vest message, our EHS Subject Matter Experts (SMEs) are willing to attend your HSI site committee business meetings or any area safety meeting to provide a video demo of the exoskeleton vests.

Their contact information is listed in the box above so you can touch base with them directly to make arrangements.

For other questions or additional information about the exoskeleton vests, you can also reach out to the IAM/Boeing Joint Programs Communication and Safety Administration team (1-800-243-3453), or any HSI site committee member.

Internal site access: http://iamboeing.web.boeing.com
External site access: http://www.iam-boeing.com

We hope you take advantage of these resources to inform employees and spread the message about this mandatory safety PPE requirement.

Joint Programs Checks Out Exoskeleton Technology
The IAM/Boeing Joint Programs organization partnered with the Operational Excellence Office to support and assist with the Kaizen Challenge for moonshine shops in Puget Sound. The inaugural event took place March 29 - April 2.

IAM/Boeing Joint Programs program coordinators Thong Trang and Robert Brady were tasked to help develop best practices, standards and safety based on past moonshine shop operational experience and expertise. BCA Manufacturing & Safety Vice President Gary McCully wanted this Kaizen competition to be like the “Moonshine Wars” from years back that sparked ingenuity while following a methodical process to solve real issues that directly affect the manufacturing workforce.

The challenge featured three groups; each with a unique team name: “Cobra Kaizen” from Everett; “Castaways” from Renton; and the “A Team” from Auburn/Fredrickson. The event was designed as a fun, competitive and educational way to solve problems.

IAM/Boeing Joint Programs suggested Health & Safety Initiative (HSI) Site Committee members participate to offer their experience, training and background with the incident investigation process.

Three IAM union stewards from the HSI Site Committees were selected to compete on the teams – Gregg Lether from Everett, Michael Mack-Jr from Renton and Joe Kelley for the Auburn/Fredrickson team. Other team members for the challenge were selected from the existing moonshine members.

During the five-day challenge, the three moonshine shop teams used a variety of Lean tools to pursue an innovative solution to resolve quality and safety issues for the Cargo Fire Bottle installation. Full-scale mockups were built to “try-storm” the solutions. At the end, each team had 15 minutes to share their solution and each idea was scored using 3P criteria.

The “Castaways” from Renton moonshine shop was declared the winner of the 2021 Kaizen Challenge. Their tool, called the Transportation & Fire Bottle Installation (TAFI), featured removal of manual lifting, use of existing tracks to move the part, and reduction in installation time. Work will continue on the design and development of the tool. All participants, organizers, and leaders were commended for taking part in the challenge and distilling their ideas into workable solutions – which is why the moonshine shops were created in the first place.

The Operational Excellence Office organization will continue oversight of all Kaizen events; IAM/Boeing Joint Programs plans on providing partnering support and assistance as requested for future projects.

Feedback from both participants and leaders was positive. The insight from IAM/Boeing Joint Programs to invite HSI Site Committee members was valuable and reflected in comments from the team members. One participant noted, “I found that the IR/accident experiences helped me and the team with some issues, as there are a lot of similarities of how we resolve problems and issues.”

With the successful Kaizen Challenge deemed a success there’s already talk about holding these competitions twice a year, but the next event hasn’t been scheduled yet.

For more information on the partnership opportunities with the Kaizen Challenge, options to replicate or support on the Moonshine Operations Team, contact IAM/Boeing program coordinators Thong Trang or Robert Brady.

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**Cleveland Clinic: An Option to Explore**

**Since late 2012, IAM 751 members at Boeing (and their covered dependents) who need a complex heart procedure or surgery, have the option to receive care at the world-renowned Cleveland Clinic in Ohio – the nation’s leading center of excellence for cardiac care.**

This unique program with Boeing extends to IAM 751 members, some retirees and dependents covered through Traditional Medical Plan or Selections (currently not offered to those with Kaiser Permanente) who need non-emergent heart procedures including bypass surgeries and valve replacements. This specialty care program pays for the cost of the procedure, travel and lodging expenses for the patient including a companion, daily per diem for meals, and personalized care from Cleveland Clinic’s highly regarded physicians, nurses and medical staff all at zero cost. Some employees may have to meet their medical plan’s deductibles.

Eligible patients must have been seen by a physician for a heart-related condition recently and received a recommendation that they undergo a cardiac procedure. Cleveland Clinic then reviews the patient’s medical records and qualifies the patient clinically. The patient’s local physician must also agree to assume care for the patient upon return home.

For more information about the Boeing employee program at the Cleveland Clinic you can call the Boeing Cleveland Clinic Specialty Program directly at 1-866-261-7126 or go to their website at: https://employer.clevelandclinic.org/boeing/Program-Details

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**Cleveland Clinic Program at Boeing**

Jean and David Heldstab want pilots to know about the excellent care they received at Cleveland Clinic with no out-of-pocket expenses (photo taken pre-COVID).

Jean and David Heldstab want pilots to know about the excellent care they received at Cleveland Clinic with no out-of-pocket expenses (photo taken pre-COVID).
Our union will once again host a series of fundraising events to support Guide Dogs of America/Tender Loving Canines. District 751 is one of thewillfunders for the California-based charity, which provides service dogs -- and training in their use -- to free of charge topeople who are blind or have impaired vision from across the United States and Canada. The charity was founded by a Machinists Union member.

**Fight for Sight Virtual Fun Run**

The 19th annual Flight for Sight Fun Run will be a virtual social distanced event June 5-13 to raise money for Guide Dogs of America. Participants can choose to walk or run at their own speed in whatever location they would like since the goal is not speed but fundraising.

**Local A Car Show - Aug. 21**

**Fun, Food, Music, Cars, Bikes**

The Steel & Wheel SuperShow is coming to Everett again this year. Local A's annual show for classic cars, hot rods and custom motorcycles will be from 10 a.m. to 3 p.m. Saturday, August 21 at Sno adrenaline Tech, 9001 Airport Road (next to the 751 Everett Union Hall). Along with displays of custom cars and cycles, there will be food, drawings and music. Check-in for show vehicles is 9:30 a.m. Registration is $25 on the day of the event or $20 in advance.

**Local F Motorcycle Poker Run**

Motorcyle riders this event is for you. Saturday, August 28th Local F will hold a Poker Run starting at Sound Harley Davidson (16221 Smokey Point Blvd, Marysville) and go on a beautiful 150 mile ride through Skagit and South Snohomish Counties. All proceeds go to benefit Guide Dogs of America/Tender Loving Canines. Top 3 donation raisers get first selection of prize table, then highest hand down. Questions? Contact Rosalinda at 425-235-3774.

Visit https://www.iam751.org, then click on Virtual Board for the flyer and entry form.

**GIVE GUIDE DOGS OF AMERICA A CALL**

**$1,000 Card Raffle**

Local A, in conjunction with the car show, is selling raffle tickets for $5 each for your chance to win a $1,000 gift card. Only 2,000 tickets have been printed so get your ticket today. The drawing will be held at the Local A Car Show on Aug. 21 at 3 p.m. in Everett. Tickets are available at all Union Halls or ask a Steward. All proceeds go to benefit Guide Dogs of America/Tender Loving Canines.

**Pre-1960 Baseball Cards: Retired member wants to buy pre-1960 baseball cards. Call 206-954-3039**

**Garage Doors REPAIRED or REPLACED:** South of Olympia, located at 2100 N. National Ave, Yard Birds Mall space #109. Tools and parts also. Open Sat & Sun. 360-264-6119, 360-253-3695 or 253-261-4983

**NEED AN ANCHOR COVER for your boat or RV? Concrete piers, carport for your car or truck, front or back porches? Call Arning Buildings 206-520-7139.**

**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. Customer must pick up in Long Beach, WA. Call 360-431-7061 for more info.**

**EXPERIENCE REAL WELLNESS by using therapeutic grade essential oils. Relax, refresh, rejuvenate, motivate, create abundance with trained Essential Oils Distributor. Call 206-627-7669.**

**$3,000 new? Only $1,400. 206-772-4070**


**Eagle mach.1 by Lowrance w/ mount. New $15,000 new. $3,000 new? Only $1,400. Call 206-772-4070**

**WANTED to buy: “UNLIMITED” HYDRAULIC SLIDES: Thrifty Too, Maverick, Hawaii Kai III, Zephyr Fury, Miss Wayne, Gayle IV, Shanty 1. Leave a message. All calls returned. 206-557-6282.**

**GARAGE/SHOP STORAGE 12’ x 30’ x 12’ tall $300. Outdoor car/boat/RV parking - $40 - $110. Minutes west of Auburn plant. Gated, secured, late night access next to Hwy 167. 253-653-2347**

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

**Local A Car Show - Aug. 21**

**Fun, Food, Music, Cars, Bikes**

The Steel & Wheel SuperShow is coming to Everett again this year. Local A’s annual show for classic cars, hot rods and custom motorcycles will be from 10 a.m. to 3 p.m. Saturday, August 21 at Sno adrenaline Tech, 9001 Airport Road (next to the 751 Everett Union Hall). Along with displays of custom cars and cycles, there will be food, drawings and music. Check-in for show vehicles is 9:30 a.m. Registration is $25 on the day of the event or $20 in advance.

**Registration forms are available at all Union Halls or visit www.iam751.org or the virtual board at www.iam751.org.**

**EASTLE SALE June 4 – 9 a.m. to 5 p.m. both days. 12122 25th SW, Burien 98166. Everything in every room and the house is for sale too.**

**Wanted to buy: “UNLIMITED” HYDRAULIC SLIDES: Thrifty Too, Maverick, Hawaii Kai III, Zephyr Fury, Miss Wayne, Gayle IV, Shanty 1. Leave a message. All calls returned. 206-557-6282.**

**BUYING COLLECTIONS of DJ EQUIPMENT. Call 206-392-0989.**

**WANTED: Yard Bird, concrete pier, regular size or ad blank for each ad, as they are available. Ads are free to members - active, laid-off, or retired. For best response, include phone number. Members “cottage industry” model. All profits will go to charity.**

**Registration is $20. Register today!**

**Entry forms are available at all District 751 union halls. The draw will be at the 751 Everett Union Hall on June 5th. Visit www.iam751.org. Information is also available by calling Lori at the Everett Union Hall (425) 355-8821.**

**Deadline For Next Issue**

**21 at 3 p.m. in Everett. Tickets are available at all Union Halls or ask a Steward. All proceeds go to benefit Guide Dogs of America/Tender Loving Canines. Top 3 donation raisers get first selection of prize table, then highest hand down. Questions? Contact Rosalinda at 425-235-3774.**

Visit https://www.iam751.org, then click on Virtual Board for the flyer and entry form.
751 Retiree Legislative Report

By Carl Schwartz, Leg. Retiree Chair

One activity our Machinist retirees can enjoy is working in and maintaining a little home garden - including your retiree club reporter. The radishes and lettuce are already up an inch and marigolds are showing promise. Especially in this time of avoiding crowds, a little puttering in the sun can be rewarding. Even a couple of house plants can brighten the day.

We are following the progress of a measure to lower the age requirement of Medicare. Sometime back, labor ran ads showing seniors, just below the minimum retirement age, trying to run pilesiders, jack drills or chainsaws, trying to “hold out” till they can apply for Medicare at age 65. Actually most workers are in more mundane occupations, but the work is every bit as strenuous and tiring. Lowering the eligibility age, to match the Social Security minimum of 62, would make it possible for more to be able to retire at 62 and open up jobs for younger workers. Join us in support of this effort.

Retirees are urged to contact Representative Strickland (10th Congressional District - Thurston County area) at 202-225-9740 or 360-459-8514 and urge her to support HR3, which would allow Medicare to negotiate with pharmaceutical companies to lower drug prices for seniors. We suggest writing a letter for maximum impact. Be polite but firm.

Check out the online, informative newsletter from our State Labor Council at TheStand.org.

751 MVP Volunteers Help Build Better Communities

751 continued to help others throughout the region in May. Members donated more than 1400 pounds of peanut butter to area food banks, built wheelchair ramps for residents and performed road cleanups in Auburn and Everett.

Terri Myette (r) delivered 869 pounds of peanut butter to the Emergency Food Network. Special thanks to members at the Frederickson plant who collected 648 jars of peanut butter to help others in our community.

Continued from Page 1

his termination, Renton was building 52 737’s a month in a delay in the PA team response could be costly and impede the entire production process. Our Union compared the PA team’s roles to that of mechanics on a NASCAR pit crew who must be fully prepared to respond immediately when called. Boeing acknowledged Zach and his crew performed well on PA work, which is their primary responsibility. Boeing terminated Zach for what they alleged was misuse of Company time regarding the way they spent their time between PA calls. Boeing contended that Zach, as team lead, should have performed and assigned others to do too-slow preventive maintenance (TPM) and other tasks in between production assist jobs – even though doing so would have made the priority to split up to different areas of the plant, severely compromising their ability to serve their customers, respond to immediate needs within the factory, and complete their primary work objectives.

The arbitrator concluded Boeing did not have just cause to terminate Zach. He noted that Boeing’s case was not supported by reliable evidence and was based on speculation or supposition about observed activity. Because there is in a Union contract, Boeing must follow the principles of just cause which include: (1) giving notice to the grievant of the rules to be followed and consequences for non-compliance; (2) Proof that the grievant engaged in the alleged misconduct; (3) Procedural regularity in the investigation of the misconduct, and (4) reasonable and even-handed application of discipline, including progressive discipline when appropriate.

Zach is happy to be back on the job and plans to continue utilizing his union-negotiated education benefits. Since hiring into Boeing, he has used our rich contractual education benefits to earn two Associate of Arts Degrees, a Bachelor’s Degree in Business Administration from the University of Washington, and is working to complete a Bachelor’s Degree in Mechanical Engineering from Saint Martin’s University – showing his incredible drive. While waiting for his arbitration case, Zach continued his schooling and should complete his engineering degree in the next year. He encourages other members to take advantage of our education benefits and noted once they complete a degree as an IAM member be sure to submit the degree to the Learning Together Program (LTP) to receive shares of Boeing stock - this is a benefit unique to our contract that no other payrolls at Boeing currently have.

“Only by having union representation can workers have rights on the job and a voice in their wages, hours and working conditions,” said District 751 President Jon Holdren. “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 will and can be disciplined or fired for any or no reason. It truly pays to be union.”

“I hope all of my Union brothers and sisters have the freedom to work hard to realize their dreams. I hope that they have the strength to stand their ground when anybody challenges their beliefs. If any of my peers become involved in an unjust scenario like I did, I urge them to remain calm, ask for Union representation, and trust in the process. The state of our Union is strong,” said Zach.
Eastern WA Efforts to Bring More Workers Union Benefits

In an effort to bring the benefits of union membership to more workers in Eastern Washington, our Union has put together an organizing committee at our Spokane Union Hall. District President Jon Holden recently met with Local 86 President Allen Eveland and Eastern Washington Business Rep Steve Warren to discuss these unionization activities. A number of our active members have stepped forward and volunteered to serve on this committee and look forward to helping raise the standard of living for other workers by bringing them union representation. The committee held one meeting in May and plans to meet regularly going forward to coordinate these activities.

A recent Gallup poll in 2020 found that 65 percent of all Americans approve of labor unions and agree there are benefits to union representation and having rights on the job. The challenges of the past year for workers has highlighted the need to have rights on the job, and the ability to voice concerns about workplace safety which includes following COVID protocols, and much more.

Many of our members who have been laid-off from various employers are now working at non-union companies. These members understand how important it is to get your wages, benefits, working conditions in writing. They recognize the value in having fair and consistent discipline policies, as well as a method to challenge unjust discipline or any contractual violations.

The phrase “it pays to be union” remains true today and with the help of our members, we can bring these advantages to other workers across our state.

Poker Tourney for MNPL June 17

As Spokane’s 2021 Bloomsday Run switched to virtual, the Machinists Union worked to still be part of this annual event. Local 86 put together a Corporate Cup team who made their runs in various locations – but all ran competitively.

Joe Marek (photo right) chose to run at Mt. Spokane. He ran 7 miles in 42 minutes – running 6 minute miles is impressive on any course. Thanks to the team for keeping the Machinists Union visible as we all navigate the global pandemic.

The Machinists Union is typically very active at this event with dozens of volunteers handing out thousands of education packets telling others about the benefits of union membership and service to our community. We look forward to when events and gatherings return to normal and we can again spread the word that it pays to be union to others in our communities.

Free Online College a Great Family Option

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

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

NOTE: Laid-off members should be sure this free online college program does not create issues with unemployment benefits or other dislocated worker benefits (including TAA if approved) before enrolling.


Call 888-590-9009 to learn more. 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: www.freecollege.giam751.org