

DISTRICT 751

# AERO MECHANIC

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## Union Ensures Justice on the Job

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.

751-member Zach Musgrove 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, AMPP 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



L to R: 751 Attorney Spencer Thal, Member Zach Musgrove and Business Rep Robley Evans outside the Renton plant after an arbiter overturned Zach's unjust termination and delivered more than \$157,000 in back pay and benefits confirming it pays to be Union!

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. "There 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

out of sequence work), and is smart, effective and decisive. Receiving praise from Boeing (even a couple weeks before they terminated him), made it even more baffling why he was terminated without warning and/or being given an opportunity to modify behavior Boeing suddenly found unacceptable.

Zach and his Production Assist (PA) crew's primary work is on-demand and unscheduled, which means they must be able to respond immediately to any calls for support from the production line, which could be moving equipment, jacking airplanes, etc. At the time of

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

Union Steward David Yann understands the importance of enforcing our contract and regularly challenges any violations. Recently, thanks to his watchful eye, David was able to stop several managers from performing hourly work.

As an inspector and a Steward, David is well aware of what is IAM work and the boundaries of management. When he witnessed an incident, David crafted a well-worded email to the manager explaining anyone outside of the IAM bargaining unit should not be performing IAM work or that is a violation of our contract, which he would grieve. He emphasized that only hourly IAM members should be working issues or posting on a call board

whether it is stamping a job, posting call requests, NCRs, RIPI, etc. David included our contract language, suggested the manager have a team lead or any hourly member work the calls and to contact Labor Relations with any additional questions.

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 that 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 first line managers so you don't have to fight this battle over and over."

But it is not just up to Stewards, every member should watch for this type of activity, document the specifics and inform their Steward any time a manager or salaried person is performing IAM work – that is a contract violation and job erosion. 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."



Business Rep Rod Sigvartson (l) thanks Steward David Yann for challenging managers performing hourly work.

## Cleveland Clinic: An Option to Explore

Oversight of the many Health and Safety committees and teams called out in Article 16 of the IAM 751 Collective Bargaining Agreement (CBA) is the responsibility of the IAM/Boeing Joint Programs organization. Another service the IAM/Boeing Joint Programs provides is to promote health programs as dictated under Article 16 of the IAM 751 CBA.

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 Heldstab, 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

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## REPORT FROM THE PRESIDENT

# 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 written contract.

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 agree there are benefits to union representation and having rights on the job.

Other recent polls show half of 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 current labor laws by intimidating workers from exercising their right to unionize with little or no 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 things 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 increases.

A strong future for working families depends on a united voice that can stand up to powerful interests of greedy corporations who never hesitate to attempt to wring more out of their workforce to continually increase their profits.

Every worker deserves affordable health insurance, prescription drug coverage, living wages, safe working conditions, equal opportunity and a voice 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 union without "U n I 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 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.

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

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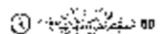
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Web site: [www.iam751.org](http://www.iam751.org)



## COLA Generates 29¢ Eff. 6/11/2021

Quarterly cost-of-living adjustment (COLA) formula resulted in a positive 29 cents for all IAM members working at Boeing effective June 11, 2021.

The 29 cents was generated in the quarter covering February, March, and April 2021. Quarterly COLA under the IAM/Boeing contract is based on the federal government's Consumer Price Index. COLA is permanently rolled into a member's base rate each September.

The value of our quarterly COLA has a significant impact on our maximum rates over time. As of June 2021, \$17.08 of the maximum rates is the result of COLA payments being folded into our base rates.

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

## Machinists Institute Helps Assess ChildCare Needs

A huge "shout-out" to the approximately 450 Machinists who participated in the Washington State Apprenticeship Council ChildCare Needs Assessment. Through this assessment you had the opportunity to tell us what is working, 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 underserved and rural areas



across the state, identify barriers to urban locations across the state and identify barriers for historically marginalized populations, in alignment with the focus of recruitment and access to trades careers.

This needs assessment, focusing on the construction trades and the advanced manufacturing trades, gives workers for two of the largest workforce groups in the state a voice to help us identify specific childcare barriers impacting workers.

The ChildCare in the Trades Task Force, earlier this year, became an

officially recognized subcommittee of the Washington State Apprenticeship Council. The task force brings together the voices of apprentices, pre-apprentices, journey workers, apprenticeship programs, the childcare provider system, education, employers and workforce stakeholders to identify the specific childcare barriers impacting workers in advanced manufacturing and the construction trades. This task force is also calling for the identification and the promotion of solutions and opportunities to address these unique childcare needs that exist for these workers due to non-standard work hours, overtime and possible extensive travel to job sites.

## 751 AERO MECHANIC

**Connie Kelliher, Editor**

Member of The Newspaper Guild,  
CWA #37082

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# Academic Excellence Lands Zhou IAM Scholarship

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 exceptional academic ability and the heart to make a difference in our community – Abby excels at both.

Her mom Nancy Zhou has been a Machinists Union member the past 7 years as an MPRF in Renton and is very proud of her daughter's success.

Abby graduated from Franklin High School ranked 4th in her class of 318 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 is fluent in Mandarin. Her academic success includes: Dean's List, President's List, AP Scholar, and Seal of Bilingualism. She also earned the national Dell Scholarship.

Abby has also been a school leader:



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

serving on Link Crew to orientate 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 chapter – helping 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 discussions 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 students, including recruiting, training, and tracking student progress, as well as leading team-bonding 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 elementary students.

After attending a Girls Who Code Summer Immersion Program in 2019, Abby organized and ran a Girls Who Code chapter at Franklin High. Her chapter gave introductory computer coding lessons and connected skilled Amazon workers in a school-wide event with 1000+ students to learn computer

science skills.

In the summer of 2018, Abby served as a Summer Staircase Classroom Tutor and had oversight of math stations for 20 kindergarten students to help them learn fundamental math skills using ten-frames and games. In 2017-2018, she also volunteered as a tutor utilizing phonics, sight words and comprehension questions to engage student readers.

Abby also served as marketing manager for her XBOT robotics team - formulating a business plan, recruiting sponsors, organizing fundraisers, helping with promotional flyers, creating engineering notebooks and documenting the team's progress for state competition.

Abby's academic success landed her direct admission to University of Washington's Business School. She plans to study Business Administration Operations focusing on technology and information systems with a career goal of being a product manager.

Abby is an accomplished scholar and leader worthy of this national prestigious scholarship that is awarded to only a few. The Machinists Union is proud to be a part of her continuing academics with the IAM Scholarship providing \$1,000 for each of the next four years to help with college tuition.

## 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.

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 so he couldn't enter bereavement to receive 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."

"Jeremy did a great job assisting our member in his time of need and alleviating added stress," said Business Rep Garth Luark. "I have heard of managers implying that bereavement can only be taken once during a year, which is just not true. Members should know three days bereavement are provided for each qualified family member who passes away."



Business Rep Garth Luark (r) thanks Steward Jeremy Luther for ensuring a member received his six days bereavement pay after losing two immediate family members in a short period of time.

Union Steward and Local F President Shane VanPelt helped a member in his area get his three days of bereavement when a manager incorrectly interpreted this provision.

Our member's sister passed away, and he scheduled Thursday, Friday and Monday for his three days of contractual bereavement leave. The manager would only approve Thursday and Friday for bereavement and tried to foolishly argue that Monday wasn't a consecutive workday since there was a weekend in between.

Shane was quick to point out our contractual language states our member selects the three consecutive workdays and that Saturday and Sunday are not workdays. Shane elevated the matter and the manager quickly reversed his decision – granting our member bereavement leave.

"It is stressful enough to lose a close family member without having to fight for bereavement leave pay. Our contract language is clear and managers need to educate themselves on this clause so they are not causing additional worry for our members about something that is very clear," said Shane.

These instances highlight the importance of having a Union contract and an advocate. Without union representation and the ability to challenge a Company's interpretation of straight-forward language, a worker would simply have to accept management's decision.

## 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 within 7 days following death, funeral or service. 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, grandparents, and grandchildren.

**1974 Contract** - Expanded family definition to include stepmother, stepfather, stepchildren, stepbrother, stepsister, half brother and half sister.

**1980 Contract** - Expanded family definition to include spouse's grandparents. Eliminated requirement for employee to attend a funeral or service.

**1986 Contract** - Employees given option of selecting three consecutive days off within 14 days of death of a family member. Exceptions to 14-day provision will be made when death notification is received late.

**1989 Contract** - Expanded for a stillborn child.

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

**2008 Contract** - Expanded family definition to include same gender domestic partner. Added bereavement leave for those 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.

### IAM-Boeing Contract Bereavement Language on page 30:

6.6(c) Up to 3 days 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 such term is defined in Section 5.1 of this Agreement. Such pay shall be for 8 hours at his/her straight time base rate, including shift differential and Cost of Living Adjustment where applicable for each such day off; however, such pay will not be applicable if the employee receives 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, grandparents, grandchildren, stepmother, stepfather, stepchildren, stepbrother, stepsister, 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.

# IAM-BOEING JOINT PROGRAMS

## Joint Programs Partners with EHS to Inform Employees of Exoskeleton Requirements

IAM/Boeing Joint Programs is partnering with Environmental, Health and Safety (EHS) to help inform employees about the recent exoskeleton Personal Protective Equipment (PPE) requirements for certain work areas and job codes.

Boeing's EHS ergonomic team continually looks for ways to assist in the prevention of ergonomic injuries. One of the tools available includes using exoskeleton technology.

Over the last four years, the EHS ergonomic exoskeleton team has proven this technology is beneficial to workers who perform two or more hours of overhead work. This study, which included a year-long trial phase across the enterprise, has focused on certain job functions where there have been ongoing

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ergonomic challenges.

As part of the continuing efforts to improve safety, BCA is deploying mandatory use of the shoulder exoskeleton ergonomic technology in specified work areas. At this time, the focus has been in areas or job codes where employees spend two hours or more in overhead or extended reach work, and they are not in a physically confined or restricted work space.

On March 29, 2021, BCA deployed mandatory use of the shoulder exoskeleton ergonomic technology in Puget Sound areas listed in the chart below. Newly identified areas will be phased in across BCA on a quarterly basis through the end of 2021.



The exoskeleton vest will be required PPE for certain area and job codes.

Employees will be held accountable for using the exoskeleton vests like any other

required safety equipment. Each site will have a three-month adoption period for employees and areas to acclimate to the technology, and ensure all necessary employee training is complete. After that, the requirement will be subject to compliance accountability. Joint Programs is helping to communicate this so members are aware Boeing is implementing this safety requirement.

Prior to donning the exoskeleton vests, employees are required to complete training and a fit and functional check (Ekso Works Vest Overview and Qualification 80668EWV and Fit and Functional Check – Ekso Work Vest 80668EWVOT) so they can be certified to use that specific type of exoskeleton technology. By completing these two training courses, employees will be certified for one year, much like a respirator certification or similarly required certifications. To maintain the exoskeleton certification employees will be required to retake the Fit and Functional Check after 12 months from their original certification.

The exoskeleton vests will be kept in secured equipment cages near the work area. Certified employees will check out the equipment each day for use and return them at the end of their shift. The equipment will be disinfected and



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

sanitized after each use in accordance with strict COVID-19 company guidelines to ensure the safety of employees.

Additionally, to help share the 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.



Exoskeletons are stored in secured cages and can only be checked out by certified employees.

Specific BCA Exoskeleton Locations – Deployment 3/29/21				
Business Unit	Program	Site Location	Building Name/ Number	Control Code/Cell Location/Work Area
BCA	767	Boeing Everett	40-32	CC315/Forward Structures
BCA	N/A	Everett Paint	45-03, 45-04	Underbody & Underwing locations not requiring fall protection
BCA	N/A	Boeing Field Paint	P1/4-41, P2/5-50, P3, P4/3-369, P5, P6/3-380	Underbody & Underwing Locations not requiring fall protection
BCA	N/A	Everett Mod. Center	EMC Paint Hangar	Underbody & Underwing locations not requiring fall protection

## Joint Programs Checks Out Exoskeleton Technology

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 crib 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 adaption period, the exoskeleton vests will be considered mandatory 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.

"It is always good to see first-hand

what changes are being made to keep our members safer at work because it gives Joint Programs a better understanding on how we can work with EHS to support the processes. I want to thank Everett Site Committee member Joe Freia for demonstrating the vest and Kevin Hansen for answering our questions. It was good to have District Safety Coordinator John Lopez along as well," said Andy.

While it is unlikely we will be seeing "Iron Man" flying around the factories any time soon, Boeing is applying some 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 to them on the job.

For more information about the exoskeleton EksoVests, contact an HSI Site Committee member at your site, the EHS Ergonomic Exoskeleton group, or IAM/Boeing Joint Programs.

Visit the IAM/Boeing Joint Programs website to find out who the HSI Site Committee members are at your site.

Internal site access: <http://iamboeing.web.boeing.com>

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

IAM District 751 Safety Coordinator John Lopez (l) and Everett EHS exoskeleton SME Kevin Hansen watch Everett HSI Site Committee member Joe Freia demonstrate the exoskeleton vest.



# IAM-BOEING JOINT PROGRAMS

## Joint Programs Assists With Kaizen Challenge for Moonshine Teams

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/Frederickson. The event was designed as a fun, competitive and educational way to solve problems.

IAM/Boeing Joint Programs suggested Health & Safety Institute (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/Frederickson 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



The “Castaways” from Renton won the Kaizen challenge with their Transportation & Fire Bottle Installation. L to R: Jim Wells, Kaori Kurebayashi, Brad Hoff, Michael Mack, Henry Ly and Joey Tillotson.

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 IRB/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 inaugural 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, or opportunities to rotate as a member on the Moonshine Operations Team, contact IAM/Boeing program coordinators Thong Trang or Robert Brady.



The Everett Moonshine Team “Cobra Kaizen” L to R: Vinny Gamboa, Gregg Lether, Ken Wamui, Mark Jackson, Bruce Kaufman and Lennie Gage.



The South Crew named “The A Team” L to R: Dan Zornes, Adam Hougland, Danny Johnson, Kevin Surban, Joe Kelley.

## Cleveland Clinic: An Option to Explore

Continued from Page 1

blockage was discovered requiring immediate surgery. David started exploring his options. While logged into Boeing Worklife, he came across a unique program offered to Boeing employees at the Cleveland Clinic – the number one heart procedure provider.

After multiple delays locally because of COVID and restrictions that would have prevented his wife from even entering the local hospital, David applied and was accepted as a surgical patient at the Cleveland Clinic. They recommended he have not just bypass surgery, but also a valve replacement at the same time. While some might be apprehensive to fly cross country for major heart surgery, David and his wife, Jean, couldn’t be happier with their decision and the outcome.

Cleveland Clinic Boeing program coordinator Brina Byrd made all the travel and lodging arrangements for the Heldstab’s quickly and seamlessly, which eliminated any additional stress. All travel, hotel and meals were 100% covered (as he had already met his medical plan deductible). They landed in Cleveland to find a limousine waiting to take them to their hotel, and the red carpet treatment continued for their entire stay at the Cleveland Clinic medical campus. David and Jean were in awe of the all encompassing medical campus and even spotted a couple movie stars, who were



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

there for medical treatment.

Jean was able to accompany David to the surgical ward and visit daily even during a global pandemic. After the highly successful surgery, David spent a week in recovery at the hospital. When David was feeling better and got the final green light from doctors, he and Jean flew home to Seattle. To ensure ongoing treatment and successful long-term recovery, Cleveland Clinic doctors are working in close partnership with David’s local doctors.

“Why go to a second rate facility when you can go to the number one place in the country and pay no out of pocket expenses? Why not use the best? To me it’s a no brainer,” said David. “Knowing you have the best care possible in the country and don’t have to pay anything is unbelievable.”

“The process for Boeing employees is like a well-oiled machine,” David added. “This is a fantastic benefit for the employees. I want to tell everyone so they can take advantage of the Cleveland Clinic if their medical situation is approved.”

David returned to work on Monday, May 3, 2021 without restrictions. Post-surgery activities including a heart-healthy diet, exercise, and compliance with all doctors’ orders is ensuring David will continue his duties as an 89509 in Auburn for years to come.

See box right for more info on this program or visit: <https://employer.clevelandclinic.org/boeing/Program-Details>

## Cleveland Clinic Program at Boeing

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 by 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 deductible first.

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>



David Heldstab is back at work as an 89509 with no restrictions after going through life-saving heart surgery at Cleveland Clinic.

# Guide Dogs Fundraisers: Summer Fun for a Great Cause

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 the top fundraisers for the California-based charity, which provides service dogs -- and training in their use -- free of charge to people who are blind or have impaired vision from across the United States and Canada. The charity was founded by a Machinists Union member.



## District Golf Tournament - July 31

The annual Guide Dogs of America Charity Golf Tournament will be Saturday, July 31, at the Willows Run Golf Course in Redmond.

The tournament will be a scramble format with a shotgun start at 8 a.m.

The cost is \$100, which covers green fees, cart rental, tournament t-shirts, and a lunch at the end of play.

Cash prizes will be awarded to the first and second place teams, long drive, and closest to pin.

Entry forms are available at all District 751 union halls in Puget Sound or on the virtual board on our website <https://www.iam751.org>. Information is also available



by calling Lori at the Everett Union Hall at (425) 355-8821.



## 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 SnoIsle 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 exhibitors is 8 to 9:30 a.m. Registration is \$25 on the day of the event or \$20 in advance.

Registration forms are available at all 751 union halls or visit <https://www.steelandwheel.org> or the virtual board at <https://www.iam751.org>.

## \$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.

## Local F Motorcycle Poker Run - Saturday, Aug. 28th

Motorcycle riders this event is for you. Saturday, August 28th Local F will hold a Poker Run starting at Sound Harley Davidson (16212 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 425-235-3777.

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

## Flight for Sight Virtual Fun Run - June 5-13

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.

The top three fundraisers will win a prize. There will also be a random prize winner too.

Registration is \$20. Register for this virtual event at <https://give.guidedogsofamerica.org/FlightforSight2021>

# FREE

# WANT ADS

# FOR MEMBERS ONLY

## AUTO PARTS & ACC

PONTIAC 455 ci motor, Turbo 400 Trans and car \$300. Pontiac 350 ci Motor \$200. GM 4 speed manual Trans \$150. 206-244-5401

9 INCH FORD 3L50, 31 spL \$350. 289, 302 Summit ALM intake #100, 351-C Ford Motorsport ALM valve covers \$100, 351-C Edelbrock 4-V intake gaskets, new in package \$15. 206-819-1157 or 360-863-2633

## ELECTRONICS & ENTERTAINMENT

Collection of JAZZ RECORDS, some from a disk jockey. Great condition. All LP 33 1/3. For 10 records asking \$150. Will pay for shipping. Call 509-685-1778

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

## SPORTING GOODS

Specialized ROUBAIX s13 ENDURANCE BICYCLE Carbon Frame 58CM Red/White caliper brakes, low mileage. Why pay \$3,000 new? Only \$1,400. 206-772-4070

FREE: 2 ALUMINUM TRUCK TOPPERS, canopies, both missing side window. Use for pets, dog house? Free decoys: 4 geese, dozen widgeon. 360-893-0237

COMPUTER, GRAPH FISH RECORDER. Eagle mach.I 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 WA State wineries. Pictures/info email Mike at mp-scj2@gmail.com text 509-759-5145.

COMEBYFORAPHOTOSHOOT in our warm and cozy studio. Newborns, family, weddings, real estate. www.photochad.com 253-231-7950

### AD RULES

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

**Deadline For Next Issue June 14th**

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](http://www.healthfixxer.com/onthehorizon) or 425-231-5432 Distributorships available

### HOUSING

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

### MISCELLANEOUS

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.

ESTATE SALE June 4 & 5 - 9 a.m. to 5 p.m. both days. 12122 25th SW, Burien 98146. Everything in the house...every room and the house is for sale too.

Wanted to buy: "UNLIMITED" HYDROPLANE SLIDES: Thriftway Too, Maverick, Hawaii Kai III, Zephyr Fury, Miss Wayne, Gale IV, Shanty I. Leave message. Thank you! 206-557-0282

GARAGE/SHOP STORAGE 12'W x30'D x 14' tall \$300. Outdoor car/boat/RV parking \$40 - \$110. 8 minutes west of Auburn plant. Gated, secured, late night access next to Hwy 167. 253-653-2347

CEDAR 6' PLANTING TABLE. Waist high, no bending over. \$250. With extras, a fence for climbers and soil mix cost is \$300. Perlite and peat moss included. Customer must pick up in Long Beach WA. Call 360-431-7061 for more info.

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>

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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

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

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

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

## PROPERTY

ONE ACRE, FLAT, NO WET LANDS, pavement fronts lot. Water and Power available. Community gate and road association. \$75,000. 253-213-2472

LOOKING FOR SOME PROPERTY to build? Maybe a home with beach front? Looking for a nice place with acreage and huge shop? Give me a call! Barb Bishop @ Keller Williams 253-353-0650 or barbbishop@kw.com

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

2005 SCREAMING EAGLE FAT BOY original owner, 18,000 miles, Vance and Hines custom pipes, perfect condition! Must see! \$11,000 (Last advertisement) 360-652-3650

Circle One:	ANIMALS BOATS TOOLS HOUSING AUTO PARTS & ACCESSORIES	ELECTRONICS & ENTERTAINMENT FURNITURE & APPLIANCES RECREATIONAL VEHICLES MISCELLANEOUS	PROPERTY RECREATIONAL MEMBERSHIP SPORTING GOODS VEHICLES 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 <b>AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108</b> Deadline is June 14th!			

# RETIREMENT NEWS

## 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 piledrivers, 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.

## In Memoriam

The following retirees passed away. Keep their loved ones in your prayers and give a moment of silence in remembrance.

**Local A:** Mildred Burrow, Erika Cox, Kenneth Dalton, Timothy Foust, Emil Freimark, Charles Gifford, L.R. Gilleland, Franklin Gray, Christie Havens-Mortiboy, Richard Kendo, Robert Lange, Carmen Pascua, Martin Scholler, Kenneth Schoneman, David Seat.

**Local C:** Victor Braun, Francis Buttke, Michelle Eldredge, Wesley Ellison, Donald Evanson, Jeff

Ferreira, Harry Howard, Delbert Lanier, Raymond Morgan, Thomas Mott, Jack Sims, Edwin Williams, Samuel Williams, Archie Wilson.

**Local E:** Ernest Cassirer, Leona Nilsen, Paul S. Smith.

**Local F:** Lawrence Briske, Grace Cox, Dolores Cummins, Marie Davidson, Cindy Garcia, Elvis Jenness, Charles Judkins, Danny Moser, Michelle Oliveira, Lonnie Parrett, Calvin Sorrell, Thomas Sorrell, Harold Spence, Batoul Standley, Gary Stracke, Howard Sundman.

## 751 Retirement Club meetings for June are cancelled due to COVID

### RETIREES

Congratulations to the following who retired from our Union:

Donald Austin	Lonnie Hitchcock	Dioceny Santos
Gary Avery	Charles Hunt	Joan Scott
Cary Awtrey	Benjamin Jergens	Baldev Singh
Elizabeth Bacusa	Dean Johnson	Carol Steed
Tracy Berg	Phillip Jones	Steven Sweet
Carlos Cicchini	Thomas Kasalko	Darren Syverson
Kerina Crane	Michael Klein	Lewis Tauscher
Mike Crane	Dennis Krewson	Daryl Taylor
Peter Dearthoff	Brian Leach	Calvin Thompson
Stewart Deleon	Judy Lelli	Lisa Ullakko
Francisco Delgadillo	John Lentos	Randy Vaughn
Willie Dyson	Thongsoune Luangrath	Paul Wilson
Cresencia Estrada	Shaun Lyczkowski	
Dana Feller	Anthony Manthie	
Donner Foley	Michael McAllister	<b>Local 86 Members</b>
Pearl Fothergill	Long Nguyen	<b>Retiring Triumph</b>
Mark Freelund	Mathew O'Brien	Kathleen Adams
Leo Garzo	Jeffery Petrimoulx	Michael Braun
John Grauberger	Boualai Phongsavath	Kevin DeLorenzo
Allen Guse	Bruce Richlin	Rosa Eirls
Fermin Herrera-Bernal	Oscar Rodriguez	Timothy Nelson

Mark your calendar to take part in our virtual MVP banquet, Saturday, June 26th from 5 to 6:30 p.m. Visit to register: <https://tinyurl.com/yk3477kz>

Auburn Road clean up crew L to R: Jeff Garvin, Donovan McLeod, Carolyn Romeo, Steve Johnson, Luizane Chiv, Carsten Moyer.



## 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.



Paul Richards (l) and Adrian Camez (r) delivered 530 pounds of peanut butter to Volunteers of America in Everett.



Retiree Jim Hutchins and member Nick Komen (not pictured) built a ramp for Nick's son in Bonney Lake.

## Union Ensures Justice on the Job Confirming It Pays to be Union!

Continued from Page 1

his termination, Renton was building 52 737's a month so any delay in the PA team response could be costly and impede the entire production process. Our Union compared the PA team's role 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 how the crew spent their time between PA calls. Boeing contended that Zach, as team lead, should have performed and assigned others to do tooling preventative maintenance (TPM) and other tasks in between production assist jobs - even though doing so would require the crew to split up in 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.

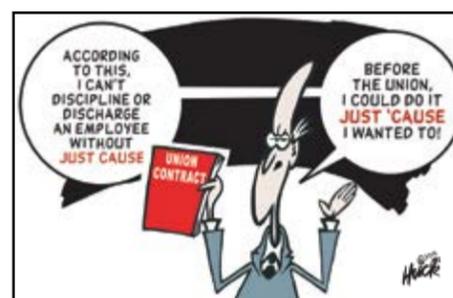
The arbitrator concluded Boeing did not have just cause to terminate Zach. He noted that Boeing's case was not supported by reliable evidence and was based on speculation or supposition about observed activity. Because there is a Union contract, Boeing must follow the principles of just cause which include: (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 Holden. "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 WASHINGTON

## 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 concern 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



L to R: District 751 President Jon Holden, Local 86 President Allen Eveland and Eastern Washington Business Rep Steve Warren discuss how to most effectively bring union benefits to more workers in Eastern Washington. An Organizing Committee has been established and has met to help accomplish this.

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.



Machinists Local 86 team for the 2021 Bloomsday Run were L to R: Joe Marek, Dan Brown, John Warren, Si Mai, and Tim Robertson. With the event being held virtually, each runner did their run at a location of their own choice.

## Machinists Still Present in 2021 Bloomsday Virtual Run

As Spokane’s 2021 Bloomsday Race 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.



Joe Marek ran his 7 miles in 42 minutes at Mt. Spokane.

## Poker Tourney for MNPL June 17

Eastern Washington locals are holding a poker tournament that promises to be a fun deal while raising money for the Machinists Non-Partisan Political League. The tournament will be Thursday, June 17th, at the Northern Quest Resort & Casino (100 N. Hayford Rd, Airway Heights). Registration from 6 to 7 p.m.; Tournament 7 to 10 p.m.

Entry is \$80 per player (60 seats available). \$1,045 cash final table payout & \$1,000 in prize drawings. Register by June 10 to receive an additional \$500 tournament chip. Entry/registration forms are available at all District 751 Union Halls or online at <https://www.iam751.org/>



easternwaevents. If you have questions, call 509-534-9690.

Note: Northern Quest Resort & Casino is offering discounted guest rooms for DL 751 members at \$156 per night; and the Hampton Inn Spokane Airport is offering DL 751 room rates of \$129 per night.

**SAVE THE DATE!**

**8TH ANNUAL DISTRICT 751**

**NEW LOCATION**

**EASTERN WASHINGTON SPORTING CLAYS**

**JULY 24**

opetu8 aff:cio

11829 N Landt Farms Ln  
Nine Mile Falls, WA 99026  
(509) 464-2070

If you are interested in participating, call the Spokane Hall at 509-534-9690. Those interested should save the date for a day of fun! More details on the Sporting Clay Shoot will be posted soon at: <https://www.iam751.org/easternwaevents>

## Free Online College a Great Family Option



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

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. Programs available include Associates of Arts Degree & certificate programs focusing on: Advertising, Cyber Security, Data Science, Digital and Social Media Marketing, Entrepreneurship, Finance, Healthcare Management, Hospitality: Food & Beverage Management, Hospitality: Event Management, Hospitality: Hotel and Convention Management, Human Resources, Information Systems, Labor

Studies, Marketing, Programming & Development, Criminal Justice, Teacher Education Degree, Paralegal and Patient Home Navigator.

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.goiam.org](http://www.freecollege.goiam.org)