

Report Confirms: It Pays to be Union!

It pays to be Union is more than a slogan. Union membership translates into more pay and benefits according to data from the Bureau of Labor Statistics (BLS).

As the BLS released its annual survey of union members and weekly earnings in late January, more and more workers in America are struggling to simply get by. The best option to improve their situation is very simple: have working people stand together, or in other words, join a union.

Federal data confirms that besides more pay, union workers are far more likely to have employer-provided health care and other benefits than their non-union counterparts. Across the board the federal reports verify that Union members get more: pay, benefits, vacation, sick leave, paid holidays and life insurance.

In 2020 with the global pandemic and widespread job loss, Washington State remained union strong and ranked #5 among the most unionized states in the country. Union members account for 17.4 percent of Washington State's workforce, according to the 2020 union membership report released by the BLS. That's significantly higher than the national unionization rate of 10.8 percent and the highest on the West Coast, but lower than Hawaii (23.7%), New York (22%), Rhode Island (17.8%), and Alaska (17.7%).

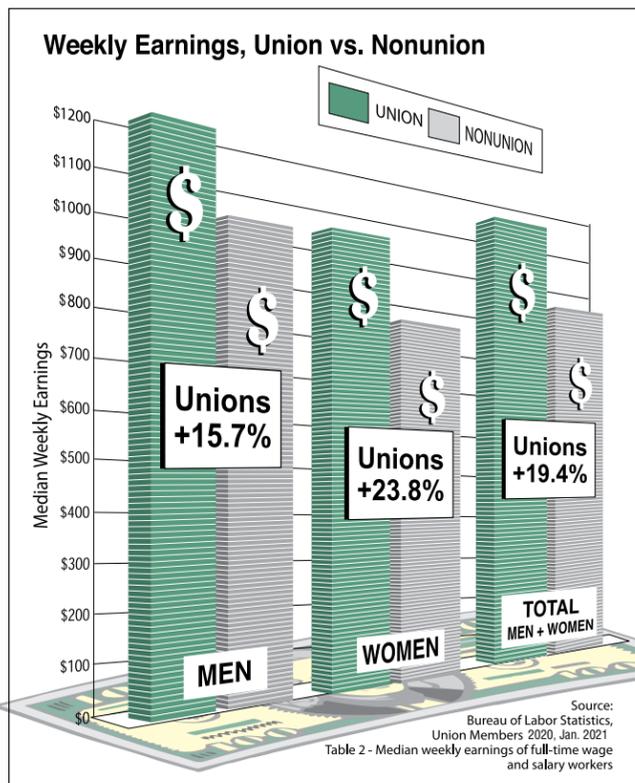
Union membership has consistently

translated into higher wages. In 2020, median weekly earnings for union members was \$1,144 last year, according to the BLS report, compared to \$958 per week for non-union workers. That's a nearly 20 percent higher pay rate on average for union members. That's the Union Difference. (NOTE: Median means half of workers were paid more than that, and half were paid less.)

"This shows Union members earn more money, which means they are better able to support their families and businesses in their communities," said District 751 President Jon Holden.

The \$186 a week difference translates into nearly \$10,000 a year advantage. Over a 30 year career, the union advantage would mean nearly \$300,000 more.

"The additional pay a unionized job



provides translates into a significant difference in your ability to provide for your family," Holden said. "We often say it pays to be union, and this data proves that saying is true."

The collective power of standing together with your co-workers also translates into better health care and paid

Continued on Page 4



With help from our Union, Chris Cotter's contractual downgrade rights were honored and his recall is in proper seniority order – demonstrating the value of union representation.

Union Ensures Downgrade and Recall Follows the Contract

It is important for all members to know provisions in our Union contract and speak up if you have questions or believe your rights may have been violated.

Recently, Union Steward Michael Tepley ensured member Chris Cotter's rights were protected on several contract provisions. Union efforts ensured that when surplussing occurred, Chris moved per his contractual return rights to a previously held Grade 5 job rather than the Grade 4 job Boeing tried to erroneously move him to. Just as important, Chris will be recalled to his Grade 7 job in proper seniority order after an issue with his Category A recall filing was corrected.

Without our Union, Chris would not have been downgraded to the proper contractual job and would not be returning to his previously held Grade 7 job in the proper seniority order.

As a Union Steward since 2013, Michael is a vocal advocate for members and worked diligently on each of the issues for Chris – helping create a ticket in Worklife, contacting managers, Labor Relations Reps and Workforce Reps.

Chris first contacted Michael after he received a move memo as part of Boeing surplussing activity to move to a Grade 4 job he had never held. The memo gave him 10 days to sign it; however, Chris thought he should have been moved to a previously held Grade 5 job.

When Michael looked at Chris' work history, he recognized that Chris should have been offered a downgrade to one of the Grade 5 positions he had previously held for more than 90 days. Chris hired into Boeing as a 31005 777 wing structures in 2012, transferred to a 30505 body structures position in 2014 (now combined into the 30005), then accepted an upgrade to a 31407 Gemcore operator

Continued on Page 8

Union Leaders Meet with Members in Moses Lake

In February, 751 union leaders spent time on first and second shift hearing concerns and questions from our members working at Boeing's Moses Lake facility.

The site currently has approximately 500 members on three shifts. The workers are a mix of members from Puget Sound who volunteered for a domestic travel assignment (DTA), recent retirees returning for a temporary position and local hires in Moses Lake. These members provide support for 737MAX storage during the grounding and are now focusing on pre-delivery preparation since the FAA and other aviation authorities have cleared the 737MAX to fly.

District 751 President Jon Holden, Grievance Coordinator Dan Swank and

Business Rep Spencer Burris met with multiple groups from the two shifts during their visit.

Members expressed concern over treatment of the workforce, use of temporary upgrades versus permanent classifications, and safety – which is always a concern especially during COVID. A question that only Boeing can answer was how long work would last at Moses Lake. With literally hundreds of 737MAX planes to prepare for delivery, it remains unknown.

Stewards there have done a great job enforcing the contract with support from Business Rep Spencer Burris. With lodge meetings being held on Zoom, the Moses Lake stewards have taken part

in monthly meetings and had access to union leadership. Several Moses Lake Stewards had years of experience before volunteering for the remote site – ensuring experienced representation is on-site.

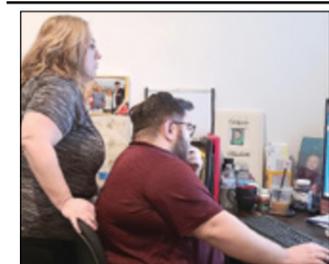
With six Stewards to cover multiple shifts, they are busy handling issues that come with a new location. The majority there work outside in the elements, which can be single digits in winter and triple digits in summer – making it challenging not to mention the challenges COVID adds.

Union Steward Josh Taylor, noted "It was great to hear what things we can resolve now, and what we are looking to resolve in 2024 as a collective group."

In August 2019, when Boeing began staffing the site, 751 negotiated a Memorandum of Agreement (MOA) that included living support for those on DTA, and completion bonuses with progressive payments for those on consecutive assignment. Our union has ensured the MOA and other provisions are enforced. Per the MOA, Moses Lake is considered a remote location similar to Edwards Air Force Base.



In Moses Lake, IAM 751 members, Stewards Ed Motter and Jim Schell met with District 751 President Jon Holden, Grievance Coordinator Dan Swank and Business Rep Spencer Burris.



Free College for Family Members

More family members are taking advantage of this unique union program of free online college

3

TAA Benefits Provide Path to a New Career

One member's story should inspire others to file and get certification for TAA benefits to assist them following layoff

4



Inside Index

President's Message..... 2
 IAM-Boeing Joint Programs..... 5
 Retirement..... 6
 Want Ads..... 6
 Eastern Washington..... 8

REPORT FROM THE PRESIDENT

Union Representation Still the Best Path to a Better Future

By JON HOLDEN
IAM 751 District President

During this ongoing global pandemic, having union representation and rights on the job is more important than ever.

First and foremost, when a worker has union representation, they can question decisions by management, raise concerns about safety issues, and ensure processes are being followed. You never realize how important it is to have rights on the job until your rights have been violated – whether a company ignores downgrade rights you have earned, other contract provisions or you face unjust discipline. Union representation has become even more important with COVID. Workplace safety has come to the forefront and our union has fought to ensure proper personal protective equipment and cleaning protocols are followed, COVID tracing is followed and any members exposed to COVID are quarantined and properly compensated.

In addition, nearly every employer where we represent members has experienced layoffs. This means our Union has fought to ensure each bargaining agreement is followed along with all procedures for layoffs and other provisions. Our Union has worked to provide additional resources and a broader safety net by filing for and securing Trade Adjustment Assistance (TAA) benefits where we can.

Unfortunately, we have two employers that announced they are closing plants where our members work – Cadence Giddens in Everett and Triumph Composites in Spokane.

Members at both of these plants have been important to 751 and have demonstrated they understand the power of solidarity.

I am proud of our members at Cadence Giddens who stood together and voted overwhelmingly to obtain union representation in 2015. Since then, we have negotiated two contracts that raised the standard of living for these workers and provided them rights on the job. It is sad Cadence was unable to weather this pandemic and keep the facility open until



air travel returns to previous levels.

I am also very proud of our members at Triumph, who have demonstrated the power of solidarity many times – most recently during their 2016 strike. You are a critical part of IAM 751 and Local 86. I will always be proud of the work we did

together, fighting for a better standard and standing up for our principles. You all have inspired me and I will not forget the example you set for our union and the labor movement.

The Triumph plant closure differs from Cadence because Triumph leadership made a decision to invest and build factories in Mexico several years back. Since they built those factories, they have been systemically offloading our work to their facilities in Mexico – not to significantly lower the price of their products, but to increase their profits. Aerospace manufacturers should not be engaged in this race for the lowest bidder.

Just a few years ago we had more than 500 members working at Triumph. Our members there continually upgraded their skills, learned new technology and strived to ensure the plant remained profitable. But no matter how much our folks did for this Company, the loyalty was not returned.

Members at both Cadence and Triumph can utilize TAA benefits and the extended resources it provides. We also continue supporting these members after layoff with the IAM free online college program for both members and their families.

Our members have benefitted from union representation wherever they work. It's no surprise that a recent study published by the Bureau of Labor Statistics (BLS) confirms union workers secure higher pay, better benefits, higher quality health care at less cost and more paid time off. These national reports are a good reminder of the value of union membership.

Labor unions remain the primary countervailing force to corporate greed. When working people stand together with strength in numbers, amazing things happen.

Corporate America is well aware of these facts and know the advantages workers enjoy with union membership in the form of better wages and benefits along with rebalancing and shifting some power and control to the workers.

We must make sure that the economy works for working people. Surveys show that nearly 60 million people would join a union today if they could. However, current laws make it hard for workers to do just that. Union busters, big business and outdated laws undermine workers' right to collectively bargain.

We have a chance to change that. The Protecting the Right to Organize (PRO) Act that has been introduced in Congress would help restore the balance of power by allowing workers the real choice of whether or not to join a union. The PRO Act amends some of the country's decades-old labor laws to give workers more power during disputes at work, add penalties for companies that retaliate against workers who organize and grant hundreds of thousands of workers collective bargaining rights they don't currently have.

The PRO Act is important for all workers in America because as more hurdles derailed workers' efforts to unionize, we watched union density diminish and the inequality of income and power skyrocket. Passing the PRO Act is one way to help ensure that workers in America seeking rights on the job and representation have the ability to say Union Yes.

Finally, one of the rights of union membership is the ability to select your union leaders. The IAM International officers are holding an election in April that all members can take part in. A mailing was sent out in December with information on the nomination and election process. An election for IAM General Secretary-Treasurer will be held on April 24. We are encouraging all members to vote in this election. Members have the option to request and vote by absentee ballot (visit goiam.org to print out your request) if you have safety concerns due to the COVID-19 pandemic rather than coming to the Seattle Union Hall (or Spokane, Tri-Cities or Coulee City). Your absentee ballot request must be received by Monday, April 12.

Like a contract vote, participation in our union makes us stronger, so use your power and vote in the upcoming election for IAM General Secretary-Treasurer.

Also our monthly meetings are continuing on Zoom, making it easy for members to participate (see page 7 for links to register). Plan to attend and hear from union leaders or raise concerns you may have in your shop. Check the Union bulletin boards or our virtual board (iam751.org) for times and registration links. Again, increased participation makes us stronger!

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

Jon Holden
President, Directing
Business Representative

Matt Hardy
Vice President

Richard Jackson
Secretary-Treasurer

Mike Hill
Sergeant-at-Arms

Steve Warren (Eastern WA)

Dan Swank

Paul Schubert

Spencer Burris

Howard Carlson

Rod Sigvartson

Paul Veltkamp

Garth Luark

Patrick Bertucci

Christine Fullerton

Robley A. Evans

Richard McCabe

John Lopez Jr.

André Trahan

Ira J. Carterman

Jeremy Coty

Union Business Representatives

Union Offices:

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



Union Yes for Technicians at Solid Ground

Workers at Solid Ground are the newest members of IAM District 751. These talented mechanics voted overwhelmingly in a mail ballot for union representation and a voice in their future. Their election was certified on

Feb. 1st by the National Labor Relations Board (NLRB).

These individuals work as technicians, cleaners and leads at the maintenance facility in Seattle. This group is unified and determined as they take steps to secure a first contract. Since voting to go Union, these workers have selected their negotiating committee, began identifying issues and are putting together contract language for their initial proposal. Business Rep Jeremy Coty, Chief of Staff Jason Chan and Organizer Jesse Cote met with the workers on site to hear their top issues and explain the negotiation process.

"We are excited to welcome these workers into our IAM union family," said IAM District 751 President Jon Holden. "It is our job now

to negotiate a contract that recognizes the contribution these members make toward Solid Ground's success and reward them for their hard work and skills. We will use all our resources to secure a contract they are proud of and ensure their collective voices are heard. Joining the Machinists Union gives these workers the dignity and fairness they deserve at work and allows them to plan for their future."

IAM District 751 has represented the operation supervisors at Solid Ground since 2009. After seeing those union members getting raises and rights, they too said Union Yes. Solid Ground Transportation is a non-profit agency that contracts with King County Metro and MV Transit to provide Metro's Access Personal Transit Service. Through the service, people who are elderly or who have disabilities can get next-day transportation for things like medical appointments, visits with family or friends or trips to work or to a store.



Workers at Solid Ground's Seattle Maintenance facility voted overwhelmingly for IAM Union Representation. L to R: 751 Organizer Jesse Cote, Petr Perelman, Jay Demise, and Ivan Marrero.

751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild,
CWA #37082

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Monthly Training for Better Service

Sharing information and providing training for better representation is a priority for leaders of IAM District 751. With many of our union leaders moving to new positions in 2021, District President Jon Holden has implemented monthly all-day training and information sessions to ensure Business Reps have the needed resources to best represent our membership.

As Boeing continues to revise policies, commit contract violations, step up discipline, search for cost cutting measures, and empower managers who have little to no knowledge of our contract, it is important for our reps to share information so solutions at one location are shared in case the same violations occur in another building.

This sharing of information and the discussion of cases and tactics are key to fighting contractual violations from Boeing management.



Discussing current issues L to R: Howard Carlson, Jon Holden, Rich McCabe, Garth Luark, Dan Swank and Rod Sigvartson



Business Reps Jeremy Coty (l) and Robley Evans discuss issues in their assigned areas.



Business Reps Paul Schubert (l) and Andre Trahan (center) discuss surplussing action with Secretary-Treasurer Richard Jackson.

COLA Generates 3¢ Eff. 3/5/2021

Quarterly cost-of-living adjustment (COLA) formula resulted in a positive 3 cents for all IAM members working at Boeing effective March 5, 2021.

The 3 cents was generated in the quarter covering Nov and Dec 2020 and Jan 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, even when it is only a few pennies, has a significant impact on our maximum rates over time. As of March 2021, \$16.79 of the maximum rates is the result of COLA payments being folded into our base rates.

Aeronautical Machinists Inc. to Meet March 9

Aeronautical Machinists Inc, which owns and operates the Union's buildings and property, will hold its annual meeting on March 9 via Zoom immediately following the 5:30 p.m. District Council meeting. Every member of a Local Lodge affiliated with District 751 can vote on the business at the Aeronautical Machinists Inc meeting. To register for the meeting, visit: <https://tinyurl.com/ud9g4ncg>.

IAM Family Members Cash in on Free Online College

One of the most unique benefits of IAM union membership is our free online college program – that is not just for IAM members, but for family members, as well. And “family member” extends a long way to include spouse, children, children-in-law, stepchildren, dependents, grandchildren, siblings and in-laws, parents, grandparents, and even nieces and nephews.

Active members, retired members, and laid-off members AND their families are eligible to take advantage of this free program. Currently, more than 500 family members are utilizing the program from IAM 751 who work at more than 17 different employers including Boeing, NAS Whidbey & JBLM contractors, UPS, Triumph, Republic Services and ASC. This free college program expanded to include several four-year Bachelors degrees in June 2020 through Central State University in Ohio. Learn more by visiting freecollege.goiam.org.

All who have enrolled are pleasantly surprised the program really is free, easy to access and works around even the busiest of lifestyles.

751 Retired Member Jim Kroeger is one of our retirees who has multiple family members using the program. Jim retired from Boeing in 2014 after a long career in Everett. He hired into Boeing in 1988 as a mechanic in interiors, transferred to tooling, took classes and moved to tooling QA. He had one layoff during his career before returning to production QA in 777 until he retired. Upon retirement, he moved to Arizona, but continues to get the union paper, which is how he learned about the free college for family members. He mentioned it to his kids and

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

now has two daughters and a grandson using the program with several other family members considering this option.

“This is a great benefit from our union and I hope more family members will use it,” said Jim. “Back in the day, you could move up in a company by working hard, but today even if you are a good employee most want to see you have college in order to get a promotion. This gives people a way to get college without going into debt or taking out student loans.”

His wife Susan was also a 751 member – hiring into Boeing in 1988 in interiors before taking a medical layoff in 2003.

His daughter, Shannon Miller, along with her son Cameron, both work full time jobs and have been using the program about a year and a half taking one class a quarter.

“We learned about this program just as my son was graduating from high school. I was trying to figure out how to cover the cost of his college. The free college from my dad's union was the answer,” said Shannon. “I told my son when he graduated high school, we will do college together. We've been taking classes together and get to discuss the work. This quarter we are taking American Government, and we registered for an Accounting class in March.”

“This really is a family thing. My sister is now also enrolled,” Shannon added. “My dad had six kids and college wasn't an option when I was younger. Having this opportunity now for us is huge.”

“I love this program. It works on our schedule, and you don't have to complete it in two years. The hours are flexible, and it is very user friendly. I prefer the online format so you don't have to drive to campus for class at a certain time; you make it work to your schedule,” said Shannon.

Since Eastern Gateway College had a well-established online program for years, there was no transition when COVID hit while other colleges scrambled to shift



Shannon Miller and her son Cameron review an assignment for their online college. Both are utilizing the IAM's free online college. One of her sisters is also enrolled and several other family members plan to take advantage of this unique program. Her dad retired in 2014 and is thrilled his family can use this valuable benefit. (Their mom was also a 751 member). To learn more visit: FreeCollege.GoIAM.org

to an online format. Classes include discussion to provide interaction with other students. Each class covers a lot of material – condensing a 16-week class down to 8 weeks so those starting out shouldn't take on too much.

“It is an amazing opportunity and is completely free. The process is easy; you simply fill out the FAFSA (which is required for any college or university) and verify your family member is an IAM member,” said Shannon.

Upon learning the union program expanded to include free four-year Bachelor's degree in Business Administration, Criminal Justice and Teaching, Shannon and Cameron are considering continuing in that program, as well.

The two-year program offers more than simply online classes. It also provides free tutoring, counselors to help you determine what you want to study, assistance in getting credit for previous classes taken elsewhere and also send emails throughout the course to help you stay on track.

For many members or retirees who have children or grandchildren that are unsure of what they want to pursue, this free online degree is the answer. A person can try several fields of study or change their focus without worrying about the cost or feeling like they wasted their money. It is also good if someone wants to consider a career change or is preparing to return to the workforce, because it is free you can try several potential fields.

Eastern Gateway's course credits are easily transferred to other universities across the country. You can get the general

education classes free and transfer them to any university. Available programs include Associates of Arts Degree & certificate programs focusing on: Advertising, CyberSecurity, Data Science, Digital and Social Media Marketing, Entrepreneurship, Finance, Healthcare Management, Hospitality: Food & Beverage Management, Hospitality: Event Management, Hospitality: Hotel and Convention Management, Human Resources, Information Systems, Labor Studies, Marketing, Programming & Development, Criminal Justice, Teacher Education Degree, Paralegal and Patient Home Navigator.

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

Unions have always fought to improve the lives of our members – with rights on the job, better pay and benefits, weekends off, etc. If you think college for free is too good to be true, it's just another example of unions seeing a need and fighting to find a solution that works for its members.

To talk with union represented assistants, call 888-590-9009. Get Started on Your College Degree. Take a look at this exciting program and take advantage today to help grow your career. Your family member will need your union book number (located on the mailing label of this Aero Mechanic or call 206-763-1300 and we can provide it). To learn more or enroll visit: FreeCollege.goiam.org.



As retired members, Susan and Jim Kroeger are excited to have many family members utilizing our Union's free online college benefit.

TAA Benefits Help Member on Path to a New Career

Proactive and persistent are keys to ensuring our laid-off members utilize the extensive benefits available through Trade Adjustment Assistance (TAA).

751-member Mary Jane Flores successfully navigated the TAA process with assistance from our IAM-Boeing Joint Programs Career Advisors. Thanks to Mary Jane's proactive efforts, she is on a path to a new career utilizing TAA to pay for her retraining, along with other benefits TAA provides.

Mary Jane immediately began exploring all the available resources when she received a WARN notice. She researched potential new careers, the training involved and set her sites on utilizing TAA to become a pharmacy technician. With TAA certification, she is also provided Trade Readjustment Assistance (TRA) benefits, which are similar to unemployment for the duration of her training so she can focus on her training.

She contacted IAM-Boeing Joint Programs Career Advisor Jodale Brinkley to learn about the various funding options for training and to locate eligible training programs. Jodale provided advice and assistance in navigating the TAA process and helped her apply to Renton Technical College with assistance from the RTC Worker Retraining Counselor.

Joint Programs Career Advisor Jodale Brinkley helped Mary Jane Flores utilize TAA benefits for her retraining to become a Pharmacy Technician.



Since Mary Jane wasn't through the TAA approval process prior to the start of Fall Quarter, she utilized her contractual QTTP Education Assistance (EA) funds to pay tuition and books for the first quarter.

Mary Jane worked closely with her TAA Case Manager to get TAA certified and ensure her Winter Quarter training (and future training) would be covered through TAA. Even though the TAA process may be cumbersome at times, Mary Jane encourages others to follow through and get their TAA certification and utilize these benefits.

"Anyone facing layoff should start researching TAA, potential training programs and the process right away. Attend a TAA orientation once you have your paperwork and submit it immediately. Meet with an IAM-Boeing Joint Programs Career Advisor to help determine the training program or assistance that is right for you," said Mary Jane. "Communicate often with your TAA case manager and ask questions to avoid delays in the process. Stay focused and you will get through it. If you need other help or have questions, contact an IAM-Boeing Joint Programs Career Advisor. They are a great resource and can help you utilize EA funds while you navigate the TAA system."

Mary Jane hired into Boeing as a grade 4 assembler in April of 2019 for what she hoped would be a career at the aerospace giant. While the layoff was definitely not in her plans, she has utilized the vast resources our union has provided to

help her transition after layoff.

She has a full load of classes and is scheduled to complete her retraining program in September of 2021. She used the resources available to make the most of a layoff and looks forward to working as a pharmacy technician.

In 2020, TAA state resources were overwhelmed following massive layoffs, which discouraged some members from pursuing TAA certification. However, we encourage laid-off members to push through, get their TAA certification and utilize these benefits. If you have questions or need advice planning for your future, our IAM-Boeing Joint Programs Career Advisors are a great resource. To schedule an appointment with an advisor, call 1-800-235-3453.



TAA Benefits include:

- Job Search Assistance
- Out-of-area job search
- Relocation assistance
- Training / tuition support
- Trade Readjustment Allowance (TRA) – income support when enrolled in a TAA approved training plan
- Reemployment Trade Adjustment Assistance (RTAA) – wage subsidy for workers 50 years and older
- Health Coverage Tax Credit (HCTC)

Steps to Access TAA Benefits:

- Watch for Employment Security Department (ESD) mailing with paperwork to apply for TAA benefits.
- After you have the ESD mailing or if you have misplaced it, call TAA hotline 425-861-3704 and sign up for a TAA orientation where you will complete your TAA paperwork.
- You will be assigned a TAA case manager who will help you obtain specific benefits for your situation. Some TAA benefits have deadlines. Your case manager can help you avoid common mistakes that can delay potential benefits.

Download the 6-page TAA Information Booklet at iam751.org/layoff/TAA_Info.pdf

Federal Report Confirms: It Pays to Be Union

Continued from Page 1

leave benefits according to a report released in September 2020 from BLS. That report showed:

- 95 percent of union workers are offered health care benefits at work, compared to 67 percent of nonunion workers;
- 93 percent of union workers had the option of employer-sponsored prescription drug coverage, compared to 67 percent of nonunion workers.
- 74 percent of union workers had the option of an employer-sponsored dental plan, compared to 40 percent of nonunion workers.

The quality of union benefit plans typically are better too. For example, the Bureau reported that companies on average paid 82 percent of the premium cost under union-negotiated family health care plans, while only paying 64 percent of the premium cost for family plans for nonunion workers.

The union advantage is also clear when it comes to paid time off:

- 88 percent of union workers have paid sick leave, compared to only 74 percent of nonunion workers (NOTE: this is a nationwide survey. Washington State passed a paid sick leave law that went into effect in 2018, but does not apply to all employers);
- 91 percent of union workers have paid vacation compared to only 78 percent of nonunion workers;
- 82 percent of union workers have life insurance benefits, compared to only 54 percent of non-union workers.
- 91 percent of union workers have paid holidays compared to only 79 percent of nonunion workers.

Beyond just wages and benefits, union workers have a say in their working conditions, hours of work, promotional system, safety programs and a defined grievance procedure to dispute management actions. These issues, coupled with giving a member a true voice in their workplace, are priceless.

"Combined, the increased wages and lower health care employee costs are a significant difference, which is well worth the investment of annual union dues," Holden said. "That means it's easier to buy a car or a home, save for a child's education, or take a family vacation. These are the basic components of an American middle-class lifestyle, and each one is easier to achieve, if you've got a union contract."

"All of us want the same things for our families," Holden said. "We want to own our homes. We want our children to be healthy, and we want to save money for their educations. We want to retire with security and dignity.

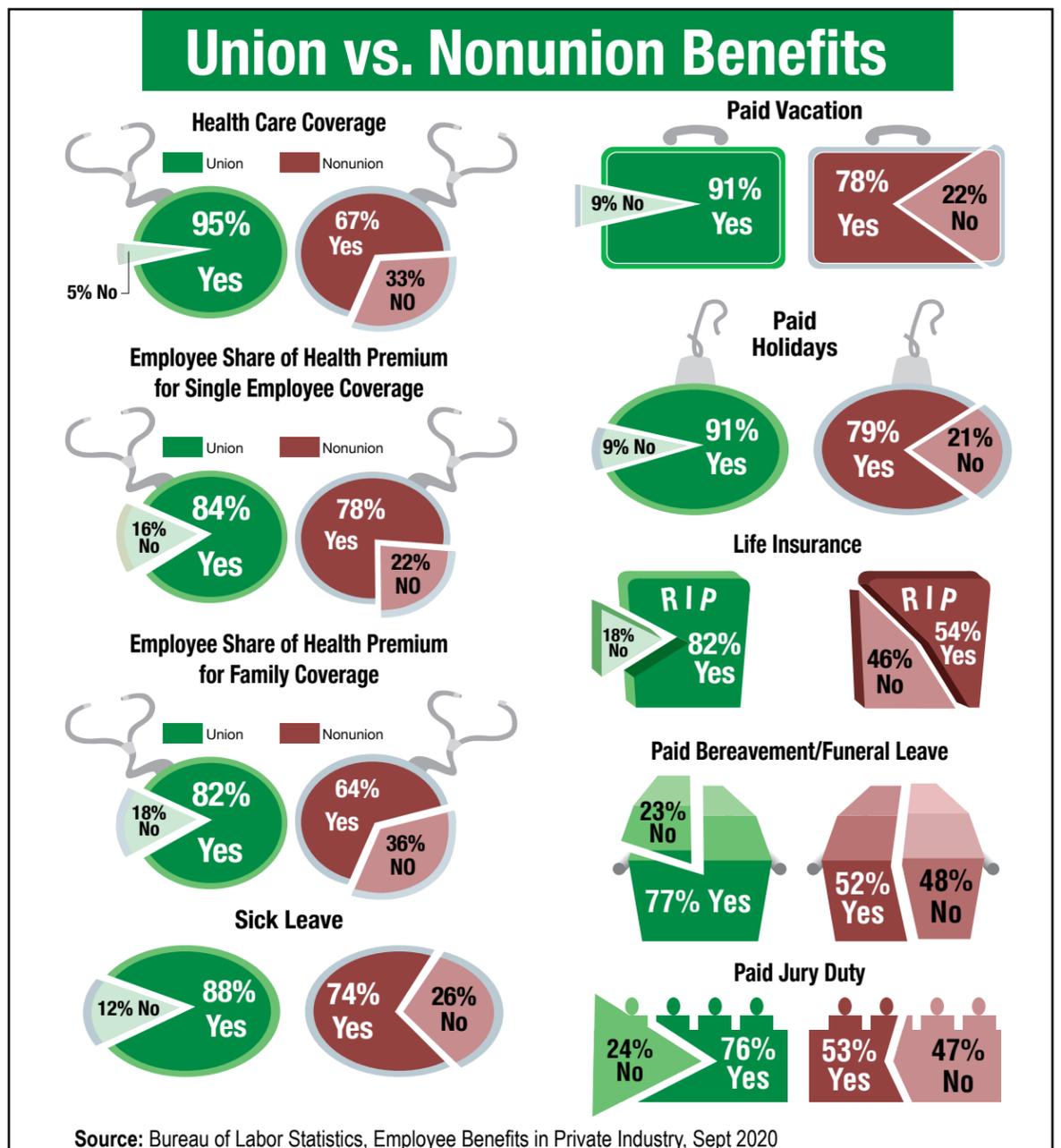
"All these basic parts of the American Dream are more likely to become a reality for workers who have

union contracts," he continued. "That's why we say it pays to be union."

"The advantage – nearly \$10,000 – makes a real difference in the lives of working Americans," said Holden. "Today's economy is out of balance with most economic gains going to the top, forming a union is the only way workers can stand together and demand better wages, working conditions and rights on the job. Who

doesn't want rights? Workers deserve their fair share."

Our state's high union density at 17.4 percent helps raise the standard of living for everyone, Holden said. "Higher union density means employers have to do more to compete for workers, and that raises pay and benefits for nonunion workers too, which injects even more dollars into our communities."



IAM-BOEING JOINT PROGRAMS

Renton HSI Site Committee Provides Additional Safety Support

During one of the mini safety tours in January, members of the Renton HSI Site Committee found themselves in hot water, literally.

As Renton Union Steward and HSI site committee member Richie Clifford, I A M / B o e i n g Joint Programs Administrator Tony Curran and Manager Cuong Nguyen were conducting a required monthly safety tour of the site in the 4-71 building, they stopped at the High Temp Flow test facility inspection area.



Water temperature for the plumbed eye wash station in the 4-71 building is permanently set to 92 degrees. The Site Committee confirmed this was in compliance with state safety requirements during a monthly safety tour.

required safety items. When they pushed the water lever to test the flow they noticed the temperature of the water was a little warm to the touch and not the cold water they were expecting or used to for an eye wash station.

After the tour, the team reviewed the water temperature with the shop supervisor, union steward and members to see if the water coming from the eye wash station was an issue. In researching the

warmer temperature of eye wash water and pointed out the temperature gage attached to the eye wash pipe which is intentionally set at 92 degrees with the mixer valve pinned so it can't be adjusted.

This was a great example of a site committee safety tour noticing something different than what is normally expected and ensuring it was in compliance and acceptable per the DOSH standards. The DOSH Directive 13.00 states, "The required temperature for flushing fluid is not specifically stated in the WISHA rule. The WISHA rule requires the quality and quantity of water that is satisfactory for emergency washing purposes. Non-potable water is allowed if it is not harmful to the employee and is labeled as "not fit for drinking". It is recommended by ANSI Z358.1 that the flushing fluid be tepid within a range of 60 to 100 degrees F. The CSHO should cite WAC 296-800-15030 if the washing fluid is above 100 degrees F, but not for fluid temperatures below 60 degrees F."

Once they determined the eye wash station was in compliance, the site committee explained to the manager and area employees the overall function of the site committee safety tours, as well as sharing additional information about IAM/Boeing Joint Programs.

Joint Programs Administrator Tony Curran asked if there were any other safety issues or concerns that he could help address for the employees in this area.

Union Steward Scott Schafer requested a COVID kit for the area after reading

about it in a recent *Aero Mechanic*. Tony made a few phone calls, located a COVID kit and personally delivered the kit to the area on the same day.

This is just another example of how IAM/Boeing Joint Programs supports safety in the shop with information, services and products each and every day.



During a safety tour, Union Steward Scott Schafer requested a COVID cleaning kit for his area after reading about it the *Aero Mechanic*.



Joint Programs delivered the COVID cleaning kit to the area the same day as it was requested. The kit includes instructions for cleaning, a sign to be posted so employees will know the area has been cleaned and it is safe to return.

Joint Programs Offers Free Career Service for IAM Members with a WARN Notice

Effective immediately, IAM/Boeing Joint Programs has an additional service available to IAM members who received an involuntary WARN notice. The Boeing Company has partnered with Lee Hecht Harrison Outplacement Services and HR Consulting (LHH) to offer a new service, free of charge, to IAM members who have received a WARN notice. This service is in addition to the benefits laid off members already receive through IAM/Boeing Joint Programs.

LHH will provide IAM members who have received WARN notices and those previously laid off in 2020/2021, 90 days of job search assistance, unique job recruiter opportunities, access to online job search tips or training materials and active participation in virtual real-time job fairs.

The new job search / job recruiter service is being made available to all IAM members facing involuntary layoff, as well as IAM members who were previously involuntarily laid off in 2020 and 2021. Accepting or utilizing the LHH services is totally up to the member so it is optional whether they participate or not. It will be fully funded by IAM/Boeing Joint Programs so there will be no charge to those who decide to take advantage of this service.

Active IAM represented employees who receive a WARN notice, will receive a notification letter in the mail from the Boeing Company, an e-mail from the Boeing Company, and a "red bell" Worklife notification. Each notification will explain how the IAM member can voluntarily sign up for the LHH service by working with an IAM/Boeing Joint Programs Career Advisor.

IAM members will continue to get resumé services directly from the IAM/Boeing Career Advisors for one to three years after their layoff date, depending on length of service.

These resúmes can be used for building a personal profile when using the LHH services. LHH shares basic contact information and employee resúmes to selected job recruiters for job opportunities. The interested recruiters will reach out directly to the IAM member to pursue employment prospects.

IAM/Boeing Joint Programs Executive Director Mark Clark responded to the additional benefit of LHH services for the members by saying, "We want to make sure our laid off members or members holding WARNs have every chance to succeed, which is why we have agreed to partner with Total Rewards and LHH in bringing a job seeking service to our members. This adds an additional resource for our Career Advisors to utilize in helping our members transition into their next career path."

To find a Joint Programs Career Advisor at your site who can help you sign up for the LHH services go to the IAM/Boeing Joint Programs website at www.iam-boeing.com and click on the Career Advising icon.

IAM members with a WARN notice and those who were previously laid off in 2020/2021 are eligible to use the LHH services. They must sign up for it to be eligible within 60 days of receiving the notification information in the mail from the Boeing Company. Once the employee signs up for the LHH service they will have 90 days of the job search/recruitment assistance through LHH. This service is totally voluntary and can be stopped at any time.

For more information about the LHH service contact IAM/Boeing Joint Programs at 1-800-235-3453 to make an appointment with a Joint Programs Career Advisor. Periodically check out the IAM/Boeing Joint Programs website at www.iam-boeing.com for any LHH information updates.

IAM/Boeing Joint Programs

Services

- Career Advising
- Career Planning
- Job Search Assistance
- Resume Assistance/Referral
- Interview Tips
- Education Assistance

Puget Sound Locations:
Auburn, Everett, Frederickson, Kent, Renton, Seattle & Tukwila

Please contact a career advisor with any questions you have regarding your benefits. Call 1-800-235-3453 to schedule an appointment.

www.iam-boeing.com

New Safety Shoe Vendor

Effective immediately IAM/Boeing Joint Programs has added Grainger Safety Company as an approved safety shoe vendor. Safety shoes purchased at Grainger will be eligible as part of the \$75 reimbursement per calendar year benefit that IAM members are allowed per the contract.

Members purchasing safety shoes at Grainger can use the online reimbursement form on the IAM/Boeing Joint Programs website and return the necessary purchase verification information to Joint Programs using the online method and get a confirmation receipt from Joint Programs.

In order to access your Boeing employee discount at Grainger you must create an account on the Grainger website and enter the Boeing Employee Account number in the "account number OPTIONAL" field. After ordering online, Grainger will ship your safety shoes to your home address and not to Boeing. At this time only online shopping at Grainger is available, but plans are in the works to have a Grainger shoe trailer visit Boeing sites in the future.

To log on and shop at Grainger, take the following steps below:

1. Register on Grainger.com
https://www.grainger.com/content/user_registration
2. Use Boeing Employee Account number 821182789
3. Create your User ID, Password, and security question
4. Add personal address in "My Account"
Ship to your home address (Not Boeing address)
5. To shop for shoes type "safety shoes" in the search bar on the home page
6. Use filters to help find the right shoe for you

NEED TO RETURN YOUR SHOES?

• Call 1-844-820-6290 and one of Grainger's customer care representatives will help you with the returns process. Any questions? Talk to your Grainger support team 1-844-820-6290

For more information about the Safety Shoe reimbursement program contact IAM/Boeing Joint Programs at 1-800-235-3453 or go to the IAM/Boeing Joint Programs website at www.iam-boeing.com

RETIREMENT NEWS

Bill Seeks to Control Drug Costs

State Senator Karen Keiser is tired of waiting for federal action to lower prescription drug costs. In the 2021 Washington State legislative session, she introduced SB 5020.

The bill looks to penalize companies for unsupported price increases on prescription drug prices. The bill targets price increases for drugs that have been in the market for some time, that are not supported by new research, by new clinical trials, by new formulations, and are the same drugs as they were two years ago, but somehow are now twice as expensive. The bill would impose a penalty on the drug manufacturer for any excessive cost increase in the price of their prescription drugs. The bill also prohibits the manufacturer from withdrawing a drug from the market to avoid paying the penalty.



SB 5020 passed out of the Health & Long Term Care Committee and was referred to the Ways & Means Committee on Feb. 15th.

"If we waited for Congress, we'd have moss on our backs," said State Senator Karen Keiser, who sponsored this bill to tax drug price hikes.

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

RETIRES

Congratulations to the following who retired from our Union:

Michael Adkisson	James Hamilton	Joe Maddux	Timothy Scott
Karen Baker	Martin Hauge	Jeanne Marcure	Thomas Shumaker
Dena Bartman	James Hicks	Gerald Marquardt	Joseph Sierra
Dieter Beldi	Daniel Hubble	Ricky Marquardt	Dawane Smith
Dwight Bolden	Daniel Huntington	James Martin	Jeffrey Stewart
Jimmy Boss	Antonio Jumipit	Trudie McFall	Elenko Stoykov
Robert Callahan	Paul Keller	Cedric Mitchell	David Studeman
Kenneth Campbell	Sean Kelly	Martin Nix	Curtis Talbot
Cheryl Catterton	John Kennedy	Van Ott	Michelle Talmadge
James Chesshire	Ben Khau	Susan Palmer	Randolph Taylor
Clyde Davison	Longhan Khau	Luther Parker	Fredrick Valkema
Joanna Duncan	David Kinney	Patrick Rickard	Khim Vann
Robb Dwinell	Lien Le	Bryan Rubino	Kim Veenker
John Egharevba	Kenneth Lee	Rethchan Sam	Richard Williams
Douglas Ellison	Terry Littlefield	Chad Saunders	Gary Wiltse
David Emmerton	Tung Luong	Theodore Schmeichel	Songka Xaynakham
Steven Grimm	Anh Ly	Matthew Schuler	John Yoos
Michael Halvorsen	Michael Maddox	Norman Schumacher	Gloria Ziegelman

FREE

AUTO PARTS & ACCESSORIES

S&S POWER TUNE DUAL EXHAUST HEADERS, includes heat shields, new, never installed. Fits H/D Touring Models 2009 - 2016. \$400. 206-762-1117

9" FORD TRAC-LOC 3L50, 31 Spline, \$400. Lots of 1965 Comet parts, 66 Comet hood. 360-863-2633 or 206-819-1157

TOOLS

2018 KUBOTA TRACTOR, Model #BX23XLB-R, like new. 140 hours with Grappier attachment, bucket, 60" mowing deck, bagging system, backhoe attachment. Moving, must sell. \$22,500. 360-652-3650

ELECTRONICS

42" LG SMART TV, new, still in box. \$225 FIRM. 425-271-1949

FURNITURE

STAINED GLASS COCA-COLA TABLE TOP LAMP, colors of red, white, and green in original box. 18" tall x 12" wide, great Christmas colors. \$75 OBO. 253-874-2210

CIRCA 1900 EASTLAKE ICE BOX, oak/brass, large - great condition, on wheels. \$1,500, will deliver. 425-213-0016

REC VEHICLES

2003 YAMAHA ROADSTAR, Silverado 1600CC, over \$2,000 in extras. Lind engine guard with Kuryakyn foot pegs, stage one kit, Vance and Hines pipes, light bar driving lights. 38,000 miles, runs great. \$2,000. 425-923-6268

SPORTING GOODS

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

TREADMILL - ProForm, decided finally to sell. Valued new \$700 - selling for \$95. In perfect condition. 253-839-9169

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

HOUSING

KENT LOFT MOTHER-IN-LAW APT., 650 sq. ft., 1 bdrm, off street parking, W/D, WiFi, water, garbage, own electric meter. 9 miles to Renton plant. \$1,125/month. 253-448-9997

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

WANT ADS

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 March 17th

"4 STAR" MOTHER-IN-LAW APT., 650 sq. ft., 1 bdrm, off street parking, W/D, WiFi, water, garbage, separate electric meter. 9 miles from Renton plant, Fairwood area. \$1,125/month plus deposit. 253-448-9997

FURNISHED SINGLE RM, queen bed, private sink, shared shower/toilet. Upscale neighborhood in Lake Stevens, 20 min. to Everett Boeing. View of Lake Stevens, close to hiking trails. \$800/month includes utilities, internet, water. Close to shopping mall. Parking in front of house. 425-397-1999

Upper level of SEATTLE BEACON HILL HOUSE for rent. 2 BDRM, 1 3/4 BATH, 1 bonus room, hardwood floors, 1,120 sq ft. 3 minutes from I-5, exit 163. 4 minutes from light rail station, banks, supermarket and restaurants. 8 minutes from Boeing Seattle plant. 11 minutes to downtown Seattle. \$2,000 per month, plus utilities. \$2,000 deposit. No pets, no smoking. 206-465-8087

SEATTLE BEACON HILL STUDIO (mother-in-law apartment) for rent. Parking available. 3 minutes from I-5, exit 163. 4 minutes from light rail station, banks, supermarket and restaurants. 8 minutes from Boeing Seattle plant. 11 minutes to downtown Seattle. \$800 a month per person. Utilities included. \$800 deposit. No pets, no smoking. 206-465-8087.

MISCELLANEOUS

THOROGOOD 804-6201 6" BLACK MOC TOE SAFETY BOOD, size 9 1/2 EE, new, never worn. \$100. 218-343-6366 Everett

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.

HANDYMAN NEEDED, in Auburn. Need trim done, electric fans in bathrooms cleaned, electric light box replaced over buffet. Other jobs if you can. 253-735-1272

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

Wanted to purchase: OLD SLIDES FROM THE 50'S-60'S OF HYDROPLANES (unlimited), also old scrap books. 206-557-0282 25 FT. FLAIR RV MOTORHOME, ready to go. \$8,000 FIRM. Text for photo. 360-431-7061

KOHLER TOP-MOUNT KITCHEN SINK, \$185 OBO. Kohler top-mount bathroom sink, \$60 OBO. RCA movie camera, \$275 OBO. Mixed set Craftsman tools from the 60's, \$125 OBO. 253-845-2997 Puyallup

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

RECORD ALBUMS - Country Western, Opera, Religious, and other types. \$500 OBO. Microwave oven, \$25 OBO. QA Inspection Tools, \$200 OBO. Welding gear and steel toed boots, \$225 OBO. 253-845-2997 Puyallup

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

FOR MEMBERS ONLY

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

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

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

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

PROPERTY

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

2 CEMETERY PLOTS in beautiful Floral Hills at coveted area near fountain in Azalea Garden. Lot 13-T spaces 3 & 4. Both lots \$5,000. 360-982-2960 or 425-327-9712

6 CEMETERY PLOTS in Mountain View Cemetery, Auburn WA. Need to sell, also a double headstone negotiate price. Selling for less than retail. 253-939-0477

VEHICLES

1996 HONDA ACCORD, 4 dr, 4 cyl, with air and new tires. Automatic transmission, 4-speed, 191,000 plus miles, slight body damage. Was Boeing commuter car, plus new tabs. \$1,200 OBO. 253-845-2997 Puyallup

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

Ad (25 word limit. Please print). _____

Phone (or Address) _____

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

Name _____ Clock Number _____

Address _____ Shop Number _____

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is March 17th!

Remote but United, It's 'Our Time Now'

WSLC's virtual conference focuses on issues facing Washington's working families amid COVID

Reprinted from The Stand – Hundreds of union members and leaders from across the state gathered remotely on Feb. 4th for the Washington State Labor Council, AFL-CIO's 2021 Virtual Legislative Conference. After hearing from and talking to their state legislators, conference participants emerged more united than ever to call on the Legislature to meet the pressing needs that working families are facing a full year into the COVID-19 pandemic.

WSLC President Larry Brown opened the conference by acknowledging the tremendous loss of life our state and nation have suffered amid the pandemic. Many of us have lost loved ones, friends, neighbors and union sisters, brothers and siblings to COVID-19. Many more have lost their jobs or lost income because of the economic fallout of the pandemic, he said, and it is for them — and for all workers in Washington — that legislative advocacy is so important right now.

"The reason we are here today — and the reason the theme for this conference is 'Our Time Now' — is because of the amazing essential workers of Washington who have persevered and helped our state weather this storm," Brown said. "The hospital workers, the grocery store and warehouse employees, the educators, the building trades, farm workers, public safety employees, transit workers, the aerospace workers, and the many, many others who have put their health — and their lives — at risk to serve others. They are the reason we are here today. This pandemic has exposed the inequities they face and the unfairness rooted deep in our economy. Our state lawmakers need to understand that, for Washington's working families, there is a renewed sense of urgency to address these inequities." ([Click here to see Brown's full speech here](#) or visit www.thestand.org)

A team of labor lobbyists, led by the WSLC's Legislative Director Sybill Hyppolite and Government Affairs Director Joe Kendo, outlined some of the priority issues in the WSLC's 2021 Workers' Recovery Agenda.

Lindsey Grad of SEIU Healthcare 1199NW described the Worker Protection Act (HB 1076) and why it would promote proper enforcement of existing labor standards. Mark Riker of the Washington State Building and Construction Trades Council explained the importance of bold transportation and infrastructure investments this year to help Washington's economy grow its way out of the recession. And Sandra Toussaint of the Washington Federation of State Employees/AFSCME Council 28 described the state's broken, upside-down tax system — where the poorest pay the most and the richest don't pay their fair share — and the need for progressive revenue



751 members joined hundreds of union members at the WA state labor council's virtual legislative conference on Feb. 4th. Members met virtually with their state legislators to ensure our voices were heard in Olympia on issues important to workers.

reform to not only maintain existing services, but to respond to urgent needs during the pandemic, including affordable child care.

Delegates also heard from the Chairs of the Senate and House labor committees, Sen. Karen Keiser (D-Des Moines) and Rep. Mike Sells (D-Everett).

Keiser, who served as WSLC Communications Director from 1981 to 2006, said it is always an honor and pleasure to address her labor family. She described the critical effort to maintain and improve benefits in Washington's beleaguered unemployment insurance system. Keiser noted that the system has been not only a safety net for the many workers who've lost their jobs, but it has also bolstered the state economy and small businesses by pumping billions of dollars into our communities.

Sells noted that the session's first cutoff deadline for bills to pass out of policy committee was fast approaching on Feb. 15. He noted Republicans were preparing dozens of amendments to the Worker Protection Act to try and kill the bill. He noted he recognizes the importance of the bill and will fight to ensure it advances.

Jamila Thomas, Gov. Jay Inslee's chief of staff, also addressed the conference. A former WSLC Legislative Intern, she described the core labor values she learned working for the WSLC and with WFSE/AFSCME Council 28 as she began her career. Those values have informed her work as a legislative policy advisor and as chief of staff to the House Speaker, Superintendent of Public Instruction, and now, the Governor.

But as always, the most important part of the WSLC Legislative Conference was attendees' opportunity to meet with legislators from their districts to discuss these and other bills that unions are supporting this session. This involved a Herculean effort by WSLC Legislative Intern Laurel Poplack and the council's entire support staff to organize Zoom meetings in all 49 districts with legislators and their aides.

"This was my first WSLC Legislative Conference, and I was so impressed with Jon Holden, Shane Van Pelt, and our 751 delegates preparing us for the conference and lobbying," said Ali England. "I felt confident speaking on the topics and lobbying our elected officials. The Senator and Representative were very happy and supportive of the topics we discussed. 751 leaders were seen and heard in Olympia."

WSLC Secretary Treasurer April Sims closed the conference with a moving, heartfelt speech about the healing. She described her and her family's experience becoming sick with COVID-19, and the perspective their recovery brought to how communities all across Washington are suffering and struggling.

"In crisis, our lives become even more centered around keeping ourselves and our families safe," Sims said. "Safe from sickness, safe from falling behind on rent, safe from prejudice and hate. Facing a triple pandemic of COVID-19, economic insecurity, and the rising tide of white supremacy, it's no wonder that healing has been on the minds of many these past few months."

She emphasized both the challenge and importance of labor's work amid the continuing pandemic.

"We've spent time today talking about unity and solidarity," Sims said. "But we can't ignore how isolated many of us feel in our own separate corners of Washington. It can seem like the deep divisions we're seeing exploited in this moment are felt in our own bodies, as caring for each other requires us to stay distanced from one another. But when we cannot safely link arms, we can still speak with one voice. Uniting to fight for policies that put working people first is a critical way to channel the anxiety, frustration, and uncertainty we feel in our own separate corners of Washington into building power for working people." ([See Sims' full speech by clicking here](#) or visit www.thestand.org)

Peanut Butter Drive for Area Food Banks

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

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

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

Union-made peanut butter brands include Jif or Adams, and whenever possible buy from unionized grocery stores. However, all donations will be accepted.



Diaper Drive Collections Accepted Through March 31

District 751's MVP Committee and Women's Committee are partnering with the group 'Do The Right Thing' to collect diapers and baby wipes for families in crisis from around Puget Sound. Through March 31, diapers and wipes can be brought to any IAM 751 union hall.

The diapers and wipes will be donated to families living in women's shelters as well as organizations that support low-

income families in King, Pierce and Snohomish counties through: Mary's Place in Seattle, Multi-Service Center of Federal Way, DAWN Domestic Violence Shelter, Parent Child Assistance Program Tacoma, Two Hearts Pregnancy Aid Snohomish County, and many others.

All of us who are parents know that diapers are essential. But diapers aren't paid for by any of our social safety net

programs. That means families who are living in domestic violence shelters, or in extreme poverty, have to make do as best they can.

Your donations of disposable diapers and wipes can make a huge difference in the lives of some of our littlest neighbors in need. This year's goal is 100,000 diapers! Help us as we make a difference, one little tushy at a time!

Monthly Lodge Meetings Continue on Zoom

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

Local 751A job classifications include assembly mechanics, painters, sealers, flightline mechanics, forklift operators, factory service, functional test, wire shop, assembler installer, sub assembly. Local 751-A will meet Thursday, March 4th at 10:30 a.m. <https://tinyurl.com/y5bh8gzt> and 6 p.m. <https://tinyurl.com/yxs52c6j>

Local 751-C job classifications include machinists, toolmakers, maintenance and facilities folks. Local 751-C will meet Thursday, March 11th at 10:30 a.m. <https://tinyurl.com/y6953eq9> and 4:30 p.m. Local C <https://tinyurl.com/y57hgvgc>

Local 751E job classifications include avionics, electronic technicians and flight test. Local 751E meets on Wed, March 3rd at 4:30 p.m. <https://tinyurl.com/yxfl55ce>

Local 751F job classifications include inspectors, QA, MPRF, shipping clerks, occupational nurses, CSCHA monitors, and dispatch clerks. Local 751-F will meet Wednesday, March 10th at 11 a.m. <https://tinyurl.com/y4n9n8v6> and 4 p.m. <https://tinyurl.com/y425vsoa>

<https://tinyurl.com/y4n9n8v6> and 4 p.m. <https://tinyurl.com/y425vsoa>

For Eastern WA locals, Local 1951 meets March 2 at 7:30 p.m. Register at: <https://tinyurl.com/m9mo2etd>

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

Local 1123 will meet March 3rd at 5:30 p.m. Register at: <https://tinyurl.com/2qmfynzy>

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

Local 86 meets Thursday, March 11th at 6 p.m. Register at: <https://tinyurl.com/1ib98cpl>

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

EASTERN WASHINGTON

Triumph Announces They Will Close Spokane Plant

Triumph Composites Systems announced that they have decided to close the Spokane plant, which we believe is the wrong decision. The company has not yet provided details other than they are starting the process of closing the site and believe it will be completed summer of 2022.

While COVID is one of the circumstances that may have led to this decision, Triumph built factories in Mexico where they've sent a large portion of our work over the last 7-8 years. At the same time, our members, worked hard to ensure this factory was profitable. Our members learned new skills, adapted to new technology and performed whatever they were asked. It is disappointing the company has not shown the same loyalty to our members, their other employees, and to the communities that we live in.

Even though we have all been concerned about the future for Triumph in Spokane, we always had hope that we would see more work placed in the factory. The news was tough to hear – especially when you consider they had more than 500 members working there just a few years back.

District 751 President Jon Holden, in a message to the members, noted, "I can't overstate the importance of you to Local Lodge 86, District 751 and the community



Member Tim Roberson talks with Business Rep Steve Warren after Triumph announced it would close its Spokane facility.

Photo left: Business Rep Steve Warren (center) talks with members Kyle Davis (l) and Dave Saugen (r) about Triumph's decision to close.

there in Spokane. I will always be proud of the work we did together, fighting for a better standard and standing up for our principles. You all have inspired me and I will not forget the example you set for our union and the labor movement."

We will continue to push for additional information and ensure that Triumph follows all aspects of the contract in regards to layoff and severance benefits.

IAM District 751 has already secured a Trade

Adjustment Assistance Petition, which provides additional training and unemployment resources for not only our members, but all employees including management, who get laid-off. We will continue working to support our members impacted by this decision. We will keep you updated on these and other issues as they become known.

The contract approved last year included an MOU providing severance and health care on layoff.

Steward Gregg Larson (l) signs in Scott Greenwood to vote. Members at DRG Fairchild AFB are united in efforts for a new contract and overwhelmingly approved strike sanction.



Members at DRG are United in Efforts for a New Contract

Machinists Union members working at Delaware Resource Group (DRG) at Fairchild AFB are gearing up for their next contract. The 16 talented mechanics have been identifying issues they want addressed in their next contract.

On Feb. 11th, the group showed their solidarity and determination with an overwhelming vote to grant strike sanction to the negotiating committee. This is an important step in the negotiation process before formal negotiations begin. The strong vote tells management these members are serious about getting a good contract.

The group discussed the steps in negotiation and are staying engaged throughout the process. The contract, which expires on April 1, covers more than just our members at Fairchild AFB and extends to March ARB, Milwaukee ANGB and Hickam AFB.

Business Rep Steve Warren and Steward Gregg Larson will serve on the Union negotiating committee from Fairchild.

Leaders Explore Options to Expand Aerospace Jobs in Spokane Region

After learning Triumph Composites would close their Spokane plant, IAM District 751 President Jon Holden and Eastern Washington Business Rep Steve Warren had a call with Senator Maria Cantwell to discuss ways to attract new aerospace and manufacturing jobs to the Spokane area.

A second Zoom meeting set up by Senator Cantwell brought together a broader group of concerned leaders from the state and region. That meeting included: IAM Local 86 President Allen Eveland, District 751 Business Rep Steve Warren, Lisa Brown (Director, WA Department of Commerce), Robin Toth (Director of Economic Development for the Aerospace Sector), Kevin Brockbank (President, Spokane Community College), Larry Krauter (CEO Spokane Airport System), Todd Woodard (Director of Marketing and Public Affairs, Spokane Airport System), Mark Norton, (Chair, Inland Northwest Aerospace Consortium), and Mark Matke, (CEO, Spokane Area Workforce Development Council).

The group shared their insights on the best path

forward to attract and retain aerospace and advanced manufacturing work to the Spokane region.

The discussion included a recent grant won by a doctor at Gonzaga University to build an atomic force microscope that could be used as a composite infrared detection device for defects on composite materials and that could have widespread application in aerospace.

Allen and Steve noted that the Machinists Institute is available to help and is looking to expand manufacturing apprenticeships and training opportunities in Spokane. Our Machinists Institute is currently looking to partner with companies on this endeavor. The Machinists Institute is working with community and technical colleges as well to establish a center for registered apprenticeship, education and support in the Spokane area.

While no plan was decided on at this meeting for going forward, there was good discussion. All are working to ensure aerospace manufacturing continues to be a vital part of the Spokane community and will work to attract and expand that type of work for the region.



Business Rep Steve Warren and Local 86 President Allen Eveland took part in a Zoom call with Senator Cantwell and other leaders to discuss future manufacturing jobs in Spokane.

Union Ensures Downgrade and Recall Follows the Contract

Continued from Page 1

position later in 2014 (the position he was surplus from).

Chris initially created a ticket in Worklife, which resulted in a generic answer that didn't address or fix his issue. Michael then elevated the issue to both

Labor Relations and Workforce Reps. After presenting all the information, the Workforce Rep acknowledged the problem and agreed to follow the contract and move Chris to the Grade 5 job.

"Our members must be proactive. Make sure your work history is correct

because you have return rights to jobs previously held during the previous 8 years period for 90 days or more. If you are given a surplus/move memo, make sure it is correct and don't assume Boeing is following the contract. If Chris hadn't questioned the move memo, he would not have been placed in the Grade 5 job he

had contractual rights to," said Michael. "Chris had more seniority in the Grade 5 job than hundreds of others so he should have been offered that job originally."

Unfortunately, that wasn't the only contractual issue Chris experienced. When he heard people were being recalled to the Grade 7 job who had less seniority, he again contacted Michael. Thankfully Chris had noted the date he filed his Category A online last year and had the confirmation. However, when he checked the list now, there was no record. Michael again helped Chris get the situation corrected. He is on the Cat A list, and move memos to less senior members were cancelled, with Workforce reporting the move memos will go in proper seniority order for his Grade 7 job.

Members should always verify a few weeks after filing their Category A form that they are indeed on the recall list. Members

can call any of the Union halls to verify they are on the recall list and accurately captured the locations they filed for.

Michael also noted that members should be aware of 6.3(d) Rate Retention language. This clause provides members who accept a downgrade rather than layoff retain their previous pay rate for 90 days. For any members in this situation, they should double check and ensure they received proper rate retention after a downgrade. If this did not happen, contact your Union Steward for assistance in getting your pay corrected.

"I appreciate having our Union to protect my rights. Michael did a great job and ensured every issue was corrected and the contract was followed," said Chris. "I never thought I would need help, but it pays to be Union, to know your rights and have the backing of the Union should an issue occur."



Business Rep Garth Luark (r) thanks Union Steward Michael Tepley for his steadfast efforts to ensure downgrade and recall rights are enforced for members.