

# Stewards Stop Unjust CAMs and Correct COVID Pay Situations

Since the start of the COVID pandemic, Union Stewards have been busy trying to help members navigate the continually changing Boeing COVID policy. Recently, action by several Union Stewards prevented members from receiving unjust corrective action and also corrected pay issues. Situations arising from COVID have been challenging to say the least, but demonstrate the importance of having rights on the job and a Union to serve as your advocate.

Business Rep Paul Schubert thanked Union Steward Trevor Knightley for preventing the issuance of an attendance Corrective Action Memo (CAM). After the member explained the circumstances, Trevor questioned the absences and was able to have the coding changed for several dates due to the COVID policy that was in place at the time. The absences were excused Leave Without Pay (LWOP); however, the manager didn't code them properly. After it was brought to the

manager's attention, he properly coded the absences and the member did not receive corrective action. Great work, Trevor!

Business Representative Rod Sigvartson reported on positive efforts of Union Stewards Eric "Duke" Newcomb and Jeremy Sebero. These two Stewards worked together to challenge and follow up on the miscoding of COVID-related time. A member was being issued a Corrective Action Memo (CAM) for attendance. Eric requested the CAM be delayed until the investigation was complete. Both Jeremy and Eric were able to show that management did not follow their own leave practices correctly and that the member's time should in fact be excused. The CAM was cancelled due to mitigating factors, including COVID-19 pay practices and the former manager's failure to follow up on automated emails that were sent regarding how the time was coded.

Business Rep Garth Luark thanked Union Steward Nick Marmolejo for his efforts that ensured 751-member Collen Young was paid for his time off after he tested positive for COVID. When Collen wasn't feeling well, he went to the hospital where he tested positive for COVID, was issued oxygen, and the hospital doctor's advised him to stay home for 10 days. Collen called his manager to report he had COVID, and was told to stay home. His manager added he would have to use his benefits to cover the days off. At this point,

Collen reached out to Nick, who quickly researched the current COVID pay practices with assistance from Business Rep Luark and Health & Benefits Rep Jim McKenzie. Armed with the current COVID pay practices, Nick contacted Labor Relations, explained the circumstances and they gave direction on how Collen should proceed, which included contacting the COVID hotline. Even after getting confirmation from Labor Relations, the manager was hesitant to pay him.

"Nick did a great job representing our member and did his due diligence and continued to follow up to ensure our member received the 10 days' pay. I appreciate how Nick continually fights for our members," said Business Rep Garth Luark.

"It was great to have the Union to advocate on my behalf and ensure I received the proper 10 days of pay per Boeing's own policy. Without our Union, I wouldn't have



L to R: Steward Eric "Duke" Newcomb and Jeremy Sebero and Business Rep Rod Sigvartson stopped an unjust CAM and ensured the time was properly coded.

these rights on the job or any way to challenge management decisions on pay and other things," Collen said.

Business Rep Garth Luark also appreciated efforts of Union Steward Natasha Naranjo who helped a member who was exposed to COVID-19 at work, but was not quarantined by Boeing health officials. The member felt sick over the weekend and decided, on Monday, to get a COVID test, which came back negative.

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Business Rep Paul Schubert (l) talks with Steward Trevor Knightley on action Trevor took to prevent an unjust CAM for a member.



751 Member Collen Young (center) thanks Business Rep Garth Luark (l) and Steward Nick Marmolejo (r) for ensuring he was properly paid when he tested positive for COVID.

# Members Overwhelmingly Ratify New Contracts at JBLM

IAM 751 members working for contractors at Joint Base Lewis McChord (JBLM) continue to see the benefits of IAM Union membership. In October, members at two different contractors were able to make improvements in many areas, as well as maintaining everything achieved in previous negotiations. Each group ratified new three-year agreements that delivered wage increases, additional health care opt-out money, improvements to retirement security and more.

For all our members working for federal contractors on military bases, union representation means

they are guaranteed a voice and a vote even when their employer changes as new contractors are selected at JBLM.

Nearly 75 members working for Dyncorp LLC/Amentum at JBLM overwhelmingly ratified a new 3-year agreement on October 12th. These talented members work on military helicopters at JBLM and also provide supply support.

The agreement ratified by members at Amentum delivered general wage increases each year (5%, 4% and 3.75%), as well as increasing health care opt out money each year of the contract. One of the challenges in the Service Contract

Industry is the constant change in employers. When this happens, workers typically have to switch 401(k) plans. In this round of bargaining, our union was able to secure the Machinists Retirement and Savings Plan (MRSP), which is portable when their employer changes. Employer contributions will increase each year from \$2.95/hour in 2021, to \$3.15/hour in 2022 and \$3.35 in 2023. By securing the MRSP, workers can have continuity



IAM members working at JBLM for Amentum voted to ratify a new contract on Oct. 12.



IAM members at JBLM working at Amentum line up to vote on a new contract, which they overwhelmingly ratified on Oct. 12.

and not have to switch plans when their employer changes.

Members at Amentum will also receive an additional 8 hours of vacation accrual in each tier, as well as ensuring Administrative Leave is not contingent

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## Opting Out of LTC

If you purchased a long term care policy, here is step-by-step how to apply for an exemption from the state payroll tax



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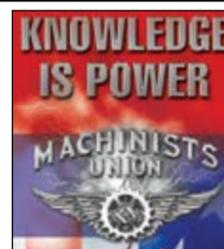


Choosing Your Plan at Boeing  
See page 4 for info

## Union Classes Via Zoom

Final 2021 union classes offered via Zoom - Knowledge is Power so take a class and make us stronger

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## REPORT FROM THE PRESIDENT

# Effects Bargaining Continues Over Vaccine Mandates

By JON HOLDEN  
IAM 751 District President



As we reported last month, our staff and reps remain busy in effects bargaining over the COVID vaccine mandates that are being implemented at nearly all of the 60+ employers where IAM 751 members work. The nuances of the implementation and rules are different at every employer, which requires that our union, as your advocate, take the time to ask questions, file information requests and aggressively bargain to protect our members' rights and jobs.

In every instance, we have submitted detailed information requests to learn about the employer's federal contractor status, what their vaccination policy will be, what their exemption request policy will be, how they are implementing the mandate with other workers, how many people have contracted COVID in the workplace, what other protections are in place (i.e. masks, social distancing, cleaning protocol, etc), and much more.

We have demanded to bargain the effects of these mandates, and we continue to propose important protections for our members. As we have clearly stated in emails and on our website, we are not anti-vaccine; however, the IAM opposes vaccine mandates because this places some of our members in an untenable position.

Our members have worked through the entire pandemic. We have fought for safe COVID practices in the workplace, PPE, regular cleaning and other protections in order to keep the workplace open and our members safe. Our focus has been for our members, who can't work from home like managers and executives have, to continue coming to work to earn a living for their families. It is wrong for workers to now be told they will be fired for being unable to comply with this vaccine mandate.

As I noted, circumstances and policies are being implemented differently at each employer; however, other announcements/rules also impact the mandates. On Nov. 4th, OSHA issued their Emergency Temporary Standards for employers with more than 100 employees. This included a January 4th deadline that also extended the mandate for federal contractors to Jan. 4th (which Boeing also announced as well).

I took part in a call with Directing Business Reps from across the country and the IAM legal team to review the

latest information on the OSHA guidelines. One thing that was emphasized was the White House statement that "Even once we hit those deadlines, we expect federal agencies and contractors will follow their standard HR processes and that, for any of the probably relatively small percent of employees that are

not in compliance, they will go through education, counseling, accommodations and then enforcement. So these processes play out across weeks, not days. And so to be clear, we're creating flexibility within the system. We're offering people multiple opportunities to get vaccinated. There is not a cliff here."

This type of statement gives us leverage to push deadlines out in effects bargaining. Other statements from the White House we are looking at included the wording 'laid-off' as opposed to 'terminated' or 'separated' if workers do not get an exemption or the vaccine. We are paying close attention to every announcement and using them in our effects bargaining to protect our members.

I have requested to have an audience with White House staff. Our International is working to set that up. We want to continue arguing for one standard under OSHA that would allow someone who is unvaccinated to test once a week. Testing of all (vaccinated and unvaccinated) is the only way to ensure anyone that is positive for COVID doesn't enter the workplace. We know those who are vaccinated can still catch and spread the virus. Under current CDC policies if you are exposed after being vaccinated, you are allowed to come to work and you might not realize you are COVID positive and could pass it on at work. We are advocating for the testing option because we believe that will help keep our members safer.

These have certainly been some of the toughest times for our members, as we have all been impacted by the COVID pandemic. As I noted, we are continuing to engage in effects bargaining with The Boeing Company and other employers. Even though we have been at this for weeks, we are not close to reaching an agreement, and will continue to schedule meetings in the future.

In our ongoing effects bargaining, we have proposed:

- use of the OSHA standard which allows for regular testing as an alternative to the vaccine,
- extending the timeframe for

compliance,

- transparent process for exemption requests,

- weekly testing to ensure those positive for Covid don't enter the workplace,

- layoffs as an alternative to firing in order to protect seniority, pensions, recall and many other unnecessary punishments.

During effects bargaining, we have continuously argued against the application of Executive Order 14042, which is specific for Contractors to the Federal Government. We don't agree that this standard should be applied to the majority of our members at Boeing as they work in commercial aerospace as opposed to providing services to the Federal Government. We continue to argue that Boeing should apply the OSHA rules, which would allow testing as an option for philosophical differences.

We are evaluating the just cause provision along with other areas of the contract, to utilize the grievance and arbitration procedure going forward. We also have concerns about the safety of Boeing's current COVID pay practice policy regarding quarantine and testing requirements that impact all of our members.

We continue to monitor all lawsuits and legal actions concerning the mandate. To date, no lawsuit or arbitration has stopped the mandate at any employer. If any lawsuits or arbitrations are successful, we will work to apply those results in our efforts to support our members.

We want to encourage members that are considering submission of a medical or religious exemption to complete those through the process Boeing outlined that is also posted on our website.

We have received many calls for assistance with religious exemption requests. We encourage members that have a sincerely held religious belief against receiving the vaccine to submit a request for an exemption. We will ensure all requests are considered. We will investigate denials at any employer.

Your religious belief is just that, yours. It is not required to be lifelong, in-line with an organization you belong to, it can be uncommon and newly held. If you submit your opinion that this mandate is unconstitutional, not legal or a violation of your civil rights then your request will most likely be denied as it would not be a sincerely held religious belief.

Our members have worked through the toughest conditions to ensure the build, delivery and continued revenue

keep flowing for this company and other employers. Threatening our members jobs once again shows just how much this company takes our membership for granted.

We will continue to engage each employer to try and reach an agreement that supports our entire membership.

We ask everyone to stand united during this stressful time. As we said before, we are all in this together and our goal is to preserve our members' jobs and keep all members safe in the workplace. Remember we are all stronger together.

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

## Nov. Zoom Retirement Webinar Features SS Expert

District 751 members who work at Boeing can learn how to maximize their retirement benefits at free Zoom retirement-planning workshops. The next webinars are scheduled for Wednesday, Nov. 17th at 10 a.m. and 4 p.m. (Note: Participate in these 2-hour webinars during non-work hours – length will depend on questions). The November webinar will feature an expert on Social Security to help answer questions on this important topic.

**Nov. 17th - 10 a.m.** Register for 10 a.m. class at: <https://tinyurl.com/bs4jydrfr>

**Nov. 17th - 4 p.m.** Register for 4 p.m. class at: <https://tinyurl.com/2kkm8vx8>

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

751 Health & Benefits Reps Jim McKenzie and Shane Van Pelt will present information on Boeing pension, retiree medical and navigating Worklife. A second segment presented by Scott Capital Advisors covers options for your VIP, an overview of distribution options, planning for retirement and common retirement challenges. They also discuss budgeting for retirement,



paying for health care and unexpected life changes. Past participants have appreciated the information presented.

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

### 751 AERO MECHANIC

**Connie Kelliher, Editor**

Member of The Newspaper Guild,  
CWA #37082

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# CHI Hospice Members Demonstrate Their Unity

Solidarity and speaking with one voice is the ultimate power that workers have to get their employers to treat them fairly, offer better pay and benefits and address issues in the workplace. IAM members working at CHI Hospice understand this principle and put it into action recently.

On Oct. 25th, IAM members who work as Master Social Workers (MSW), Bereavement Counselors (BC) and Chaplains for CHI Hospice took part in a zoom meeting to get an update on the state of negotiations. The group also sent a powerful message to their employer that they are determined to get their issues addressed in this first contract. The group delivered an impressive 100% unanimous vote to grant strike authorization to the Union bargaining committee.

Then on Nov. 1, IAM members who work as RN's

for CHI Hospice demonstrated the same solidarity and also delivered a 100% vote for strike sanction in their zoom meeting. The RN's also heard an update on negotiations, reaffirmed their critical issues and provided additional information on how they believe they could best achieve their top priorities in a first contract.

Together these two groups demonstrated unity in action and showed how serious they are about getting their issues addressed and backing their bargaining team.

One member who spoke at the

meeting noted, "CHI grossly underestimated the power of this group from the beginning. We are united and serious and will continue to push to get our issues addressed."

"I'm very proud of this group and the solidarity you have shown throughout the process. You continue to speak with one voice and remain united. Your unanimous vote from each group sends a strong message to CHI Leadership that you mean business and will take



IAM members who work at CHI Hospice as Master Social Workers, Bereavement Counselors, and Chaplains, demonstrated their solidarity with a 100% strike sanction vote on Oct. 25th sending a strong message to CHI Leadership .



IAM members working as Hospice RN's for CHI Hospice demonstrated their solidarity with a 100% strike sanction vote on Nov. 1st. Since seeking IAM representation the group has been united and unwavering on issues that must be addressed to ensure proper patient care.

action should your employer choose to not address the issues you identified as important," said IAM District President Jon Holden. "Your bargaining committee has done an excellent job explaining your issues and making arguments to your employer. They have ensured your voices are heard at the table and this vote means CHI knows you are serious."

## Steps to File Exemption from State Long Term Care Tax

Members who purchased a long-term care policy prior to Nov. 1, 2021 and want to opt out of the WA Cares Fund payroll tax, should visit <https://wacaresfund.wa.gov/apply-for-an-exemption/>

### When do I have to file for the exemption?

Union members working at Boeing have until 12/31/22 to file an exemption. If you work at another employer covered by an IAM contract that has ratified an agreement since Oct. 2017, you must file by 12/31/21 to avoid the state payroll tax.

### Can I still purchase Long Term Care to avoid the payroll tax?

Washington State law noted you must purchase a private qualifying plan on or before Nov. 1, 2021. At this time, no further extensions have been granted.

### How do I file for an exemption from the state payroll tax?

We created and posted a [pdf](#) that shows screen shots to help members navigate this online WA Cares system.

Members working at an employer who has ratified a contract since Oct. 2017, if you purchased a long-term care policy prior to Nov. 1, 2021, you will want to get your exemption submitted to avoid a payroll tax that begins Jan. 1, 2022.

Members working at Boeing, to be exempted from the payroll tax, you must have purchased a qualifying long-term care policy by Nov. 1, 2021; however, you have until Dec. 31, 2022 to apply for the exemption from the state even though the payroll tax for you would not be implemented until after our new contract is ratified in 2024.

### Instructions to Apply for WA Cares Fund Exemption

#### STEP 1 Create a Secure Access Washington (SAW) account

You will need an active Secure Access Washington (SAW) account [SecureAccess.wa.gov](https://secureaccess.wa.gov). If you don't already have one, create a SAW account by going to [SecureAccess.wa.gov](https://secureaccess.wa.gov) and click the "SIGN UP!" button. After entering your first and last name and your email address, and confirming that you're not a robot, you should receive an email with a link to activate your account.

#### STEP 2 – Add Paid Family and Medical Leave to your SAW account.

Log-in to your SAW account at [secureaccess.wa.gov](https://secureaccess.wa.gov) select "Add a New Service," then:

- Select "I would like to browse a list of services."
- Scroll through the list to "Employment Security Department" and select "Paid Family and Medical Leave" from the drop down menu and add to your SAW services (even though IAM751 members working at Boeing are currently

exempted from paid FMLA until contract expiration).

- When you see the confirmation screen that lets you know the service has been added to your list, click "OK" then select "Paid Family and Medical Leave" from your list of services to access your account.

#### STEP 3 – Applying for an Exemption

Once you've logged in and selected Paid Family and Medical Leave from your list of services in SAW, you'll click "Continue" to proceed to creating your WA Cares Exemption account. On the "Create an Account" page, select the "Create an Account" button to the right of "WA Cares Exemption."

Once WA Cares Exemption account is created, you can apply for a WA Cares exemption. You will be asked to enter your age. Then you must check that: (1) you are at least 18 years of age, (2) have a long-term care insurance purchased before Nov. 1, 2021, and (3) wish to opt out of participating in the WA Cares Fund Program.

In addition, you must acknowledge you understand that: If exemption is approved, you can never participate in WA Cares Fund program and will never be eligible to receive program benefits.

On the next Screen: Upload proof of identify. There is a note that ESD may verify the information and may request additional information (i.e. insurer and policy#)

#### STEP 4 – Next Steps

ESD will review your application and notify you if

you're eligible for an exemption from WA Cares coverage.

#### STEP 5 – If your Application is Approved

You'll get an exemption approval letter from ESD, at which point you'll be:

- Expelled from the program with no option to re-enroll.
- Disqualified from accessing WA Cares benefits in your lifetime.
- Required to present your exemption approval letter to all current and future employers. If you fail to present your ESD approval letter, employers will withhold non-refundable WA Cares premiums.

**NOTE: Exemptions will take effect the quarter after your application is approved.**

#### Directions for IAM 751 members at Boeing to submit a copy of WA Cares Exemption letter to Boeing Payroll.

- Sign into Worklife.
- Click My Paycheck in the green Quick Access box.
- Click upload Washington State Long-Term Care Exemption Letter.
- Enter BOTH the Customer ID and Exemption Date provided on your exemption letter. Click Add Attachment to upload a copy of your exemption letter (pdf or jpg only).
- Read and check the box indicating what you are submitting is true and accurate
- Click Submit

**Directions for submitting a copy of your WA Cares exemption letter to Boeing Payroll beginning Nov. 1, 2021**

- Go to Worklife**
  - At work
  - From home via [boeing.servicenow.com/worklife](https://boeing.servicenow.com/worklife)
- Click My Paycheck in the Quick Access box**
- Click Upload Washington State Long-Term Care Exemption Letter**
- Enter BOTH the Customer ID and Exemption Date provided on your exemption letter.**
- Click Add Attachment to upload a copy of your exemption letter. PDF or JPG only)**
- Read and check the box indicating what you are submitting is true and accurate.**
- Click Submit.**

Above left are steps in Worklife to submit the WA Cares exemption letter to Boeing Payroll, as well as the graphic to show where each step is located within Worklife.

# CHOOSING YOUR HEALTH PLANS AT BOEING

## Boeing Open Enrollment for Health Plans through Nov. 23

District 751 members working at Boeing will be asked to select their health and dental insurance coverage for 2022 during the annual open enrollment period, which runs Nov. 2 through 11:59 pm Central time on Nov. 23.

This is the only time you can make routine changes to your health care. If you select a new medical or dental plan, changes take effect Jan. 1, 2022. IAM members at Boeing in Puget Sound can choose from the following medical plans:

- Traditional Medical Plan (TMP)
- Selections Coordinated Care Plan (CCP)
- Kaiser Permanente HMO (formerly Group Health)

**If you don't take action during open enrollment, your current benefit choices will continue automatically and the new monthly contributions will apply. Even if you make no changes, print out**

**a copy of your plans, dependents, etc. Last year Worklife glitched and dropped many dependents or switched plans without members knowing, which was frustrating for members to get corrected.**

Our contract with Boeing spells out your health care benefits, including deductibles, office co-pays and prescription coverage (see chart below for summary). 2022 monthly contribution rates for Puget Sound are noted in the table below.

The 2022 monthly premium contribution rate will be a smaller increase (7.9%) than the contractual 10% increase because our Union was proactive and challenged the cost share to ensure members do not exceed the 16% cost share cap on health care.

**Complete the Health Assessment Questionnaire** to avoid additional paycheck contributions in 2022 (see

**No action is required unless you want to change coverage plans**

article at bottom of page).

**Dental Options:** District 751 members in Washington State can also choose between two dental plans: the Network Plan (Delta Dental PPO) or Prepaid DeltaCare Plan.

**NEW** - During open enrollment, you can **add your domestic partner and their children** to your health and insurance benefits for coverage to take effect on Jan. 1, 2022.

Annual open enrollment is your opportunity to rethink your current plan. Be sure you're in the plan that's best for you and your family. Boeing mailed an annual open enrollment packet to each member's home. To log on to Worklife to change plans or look at Boeing's comparison information visit: <https://boeing.service-now.com/worklife>.

Even if you are not planning to make a change to your benefits, you can take this opportunity to:

- Review your Health Care Cost Summary (review of out-of-pocket costs);
- Estimate your medical costs for next year;
- Compare plan details;
- Research hospitals and providers;
- Review and update your dependent information;
- Complete the online Health Assessment Questionnaire to avoid additional paycheck contributions.

Your union recommends that you study the plans carefully before selecting coverage, review how different plans affect your out-of-pocket costs and check lists of network providers to see which networks your doctor is in. It is also a good idea to verify prescription medication costs in the upcoming plan year.

Service/Care	Traditional Medical Plan	Selections CCP	Kaiser Permanente
Monthly Premium	<b>NOTE: Monthly contribution assumes completion of health assessment questionnaire</b>		
Employee Contribution	Effective 1/1/2022-12/31/2022	Effective 1/1/2022-12/31/2022	Eff. 1/1/2022-12/31/2022
Employee Only	\$ 54.04	\$ 94.56	\$ 94.56
Employee & Spouse	\$ 108.08	\$189.12	\$189.12
Employee & Children	\$ 108.08	\$189.12	\$189.12
Family	\$ 162.12	\$283.68	\$283.68
Office Visits (network) No change	\$30 co-pay per visit primary care; \$40 co-pay specialist (including chiropractic)	\$30 co-pay per visit primary care; \$40 co-pay specialist (including chiropractic)	\$30 co-pay per visit primary care; \$40 co-pay specialist (including chiropractic)
Deductible - no change			
Network	\$400 individual/ \$1,200 family;	None if within network.	None
Non-network	\$600 individual/\$1,800 family	\$450 per individual if non-network used	
Network services (your share)	10% after deductible	10%	10%
Non-network services (your %)	40% after deductible	40%	40%
Hearing Aid Benefit	\$1,000 per ear every 3 years	\$1,000 per ear every 3 years	\$1,000 per ear every 3 yrs
Prescription coverage	<b>** MEMBER PAYS THE DIFFERENCE GENERIC INCENTIVE PRESCRIPTION PROGRAM.</b> For brand formulary and brand nonformulary prescription drugs from a retail pharmacy or the mail-order program, you'll be encouraged to choose generic over brand-name options. That means if you purchase a brand-name drug when a generic equivalent is available, whether at your request or your physician's, you'll pay the generic copayment plus the cost difference between the brand-name and generic drug. <b>ALWAYS ASK FOR GENERIC!</b>		
Retail (up to 30 days)			
Generic	\$5 co-pay	\$5 co-pay	\$5 co-pay
Brand formulary	\$25 co-pay**	\$25 co-pay**	\$25 co-pay**
Brand non-formulary	\$40 co-pay**	\$40 co-pay**	--
Mail (up to 90 days)			
Generic	\$10 co-pay	\$10 co-pay	\$10 co-pay
Brand name formulary	\$60 co-pay**	\$60 co-pay**	\$60 co-pay**
Brand non-formulary	\$100 co-pay**	\$100 co-pay**	\$100 co-pay**
	**if no generic OR approved after review, if not you pay generic copay plus cost difference between brand-name & generic.	**if no generic OR approved after review, if not you pay generic copay plus cost difference between brand-name & generic.	**if no generic OR approved after review, if not you pay generic copay plus cost difference between brand-name & generic.
NOTE: Prescription drug formulary could change for 2022. Some drugs may not be covered anymore. Check the website ( <a href="https://myprime.com/boeing">myprime.com/boeing</a> ) to verify if your medication is covered, check the price of your medication and which pharmacies are in network.			
For reference 2021 monthly premium contributions were as follows: 2021 TMP Employee \$50.08; Emp + spouse \$100.16; Emp + Children \$100.16; Family \$150.24. 2021 Selections/Kaiser Employee \$87.64; Emp + spouse \$175.28; Emp + children \$175.28; Family \$262.92			

### Things to Remember

- ◆ Make changes by visiting <https://boeing.service-now.com/worklife>. Look for the red bell alert under notifications. Click "Review & Make your Annual Enrollment Elections for Next Year" to learn more about your benefit options and to enroll. Or call 1-866-473-2016.
- ◆ If you have questions on open enrollment or plan comparison, contact Worklife at 1-866-473-2016 and ask for Health & Insurance.
- ◆ Review enrollment materials, examine monthly premium paycheck contributions, co-pays and out-of-pocket expenses, and check list of network providers.
- ◆ Any member & spouse/partner who does not complete the health assessment by Nov. 23 will face an additional \$20 a month paycheck deduction (or possibly \$40) for health care in 2022.
- ◆ After you enroll or review your plan, print out your confirmation and your dependents as confirmation of your choices. If an email is sent, be sure to keep that as well.

### Double Check Your Prescriptions for Formulary & Pharmacy Changes in 2022

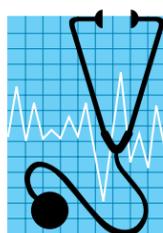
Before getting prescriptions filled in 2022, be sure to check the website to ensure it is one of the formulary drugs. Keep in mind Boeing prescription drug program will be through Prime Therapeutics in 2022. Login to <https://www.myprime.com/boeing> to compare drug prices and check the price of your particular medication, as well as verify which pharmacies are in network. With formulary changes, some drugs may not be covered anymore.

## Health Assessment Required to Avoid Added Surcharge

Remember to complete the Boeing online health assessment questionnaire by Nov. 23 to avoid higher monthly premiums for the coming year (up to \$40 per month if both employee and spouse/partner fail to complete the assessment). **Retirees do not need to take the health assessment.**

Keep in mind there are no wrong answers on the health assessment and to avoid the higher monthly cost, you DO NOT have to provide any "numbers" on the Health Assessment. "I don't know" is a perfectly acceptable answer.

Health screenings ARE NOT REQUIRED for our members and have



NO IMPACT on the deduction from your paycheck for medical benefits. Screenings are strictly voluntary.

Information from health screenings could be beneficial for you and your doctor to discuss your personal care; however, health screenings have no impact on what IAM members will pay for medical contributions.

**REMEMBER: IAM members and their spouses/partners are not required to get ANY screenings, and you are not required to report any numbers to Boeing on the Health Assessment.**

### TAKING THE ASSESSMENT

Members: Log into Worklife and type "Health Assessment" in the search bar. Click on the Hyperlink entitled Health Assessment (with the little blue arrow next to it), and you will be redirected to the Health Assessment website.

Spouses or domestic partners enrolled in a Boeing-sponsored medical plan: Visit <https://boeing.wellnesscheckpoint.com>. Spouses or domestic partners will need to enter the employee's BEMSID, the first three letters of the spouse's first name and the spouse's birth month and year. Returning users can use their previous credentials to login.

# IAM-BOEING JOINT PROGRAMS

## VRCs Keep Members Working Safely

Recently, IAM/Boeing Joint Programs Vocational Rehabilitation Counselor (VRC) Lorelei Walthall was contacted by the Disability Management Representative (DMR) to perform an evaluation of the physical requirements of a third shift member's light duty work assignment.



Joint Programs  
Voc. Rehab.  
Counselor  
Lorelei Walthall

The IAM/Boeing Joint Program VRCs are available to provide these services for members on all shifts from Portland to the Everett site.

In this particular case, the member had a medical restriction of no lifting over ten pounds. The member's manager wanted to confirm that the light duty work requirements and actual duties were within the parameters of the member's lifting restrictions.

Upon getting this request, Lorelei scheduled an appointment to go to the shop to verify the weights of the items the member needed to lift as part of their light duty work. Once at the shop, Lorelei met with the manager and member to discuss the physical requirements of the job. The member walked Lorelei through the daily light duty job so she could fully understand and observe the work being done. Lorelei confirmed with the member and manager that any lifting that was known to exceed the ten pound weight restriction would be done by another worker and not by the medically-restricted member.

As part of her evaluation, Lorelei weighed the bags of screws, nuts, bolts, small parts and tool which were in question and confirmed that all but one bag weighed ten pounds or less. The bag in question weighed eleven pound but the manager and member confirmed that assistance would be made available to the affected employee when handling this one item.

At the conclusion of Lorelei's evaluation, the manager and member were both relieved that the weights of handled items were within the member's restrictions so our member could continue working in the assignment.

Examples of the typical weighted sand bags used in the shop for standard manufacturing processes. Using weighted bags like these are acceptable for manufacturing use but not for assisting with evaluations when determining medical restriction requirements for employees.



Digital scale used by VRCs to weigh items during different types of evaluations or job analysis and assessments.

## Joint Programs Updates Safety Training

The IAM/Boeing Joint Programs Communications and Safety Administration team oversees many the safety training courses for the HSI Site Committee members recently partnered with the Joint Programs Curriculum Development team to totally revamp, update and release two new safety courses.

As with all Boeing training courses, there are scheduled periodic reviews to ensure the training course content is still relevant. The new courses incorporated the use of current systems and processes to ensure they comply with updated company requirements. Furthermore, due to the current COVID-19 global pandemic and subsequent restrictions along with the updated company policies, Joint Programs had additional reasons to reevaluate the safety training courses and make the necessary updates to them.

The IAM/Boeing Joint Programs Communications and Safety Administration team worked with Joint Programs Instructional System Designers Teresa Gregory and Jessica Williams who ensured the new training courses met all the requirements.

One of the main driving factors for the changes was the migration from the Safety Activities System (SAS) to Enablon and updates to the company policy documents. In addition to fully overhauling the course content and making the material current, the first two updated courses also drove out name changes and course number changes. Both of these updated courses are offered in two formats: in-person and virtual. Currently these two training courses are facilitated by Teresa and Jessica.

The two new Joint Programs classes are: JP0239 Safety Advocate Training (formally Safety Leadership Training (SLT)) and JP0237 Supervisor Led Incident Investigation (formally Incident

Investigation training (II))

Please be aware of the new course name changes for these updated courses. These training courses still provide the tools, information and resources needed for any safety advocate at Boeing.

The new JP0239 Safety Advocate Training formally Safety Leadership Training (SLT) covers all aspects of our commitment to safety and how to successfully embrace that role.

The new JP0237 Supervisor Led Incident Investigation formally Incident Investigation training (II) focuses on the first level of the three different levels of safety investigations.

Joint Programs felt it was important to emphasize this level because this is when most HSI Site Committee members, HCT members, safety focals and managers participate in an investigation.

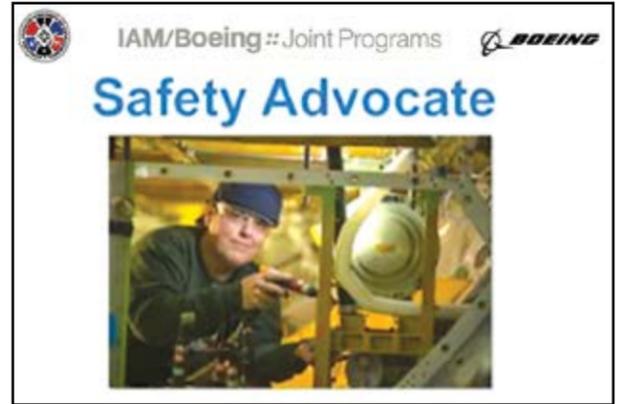
The three levels of safety investigations are:

- Supervisor Led Incident Investigation which is an internal investigation that would be headed up by the area supervisor. (Supervisor Led). The renamed updated course teaches to this level.

- Special Investigation (SI) which is when the Site Committee members are assigned to attend a Special Investigation (SI) by the District Safety Leader, John Lopez Jr. (Senior Level Led)

- Incident Review Board (IRB) which is when the Site Committee members are assigned to attend by the District Safety Leader, John Lopez Jr. (Executive Level Sponsor Led)

The IAM/Boeing Joint Programs



Communications and Safety Administration team will continue to review all of the Joint Programs safety training courses offered and update them as needed. Due to migrating to Enablon, it is anticipated that the majority of the training will need to be updated so stay tuned for additional information as this happens.

If a safety focal or HSI Site Committee member wants to request either or both of these new classes they can do so by adding their name to the request list in My Learning or sending a request for the training classes to the IAM/Boeing Joint Programs Safety Training team at: JPSafetyTraining@exchange.boeing.com.

If any member needs assistance on how to add their name to the request list in My Learning, they can contact their site IAM/Boeing Joint Programs Administrators or Program Coordinators for help. For more info about other IAM/Boeing Joint Programs safety training or HSI Site Committees visit the IAM/Boeing Joint Programs website which can be accessed internally or externally:

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

External: <http://www.iam-boeing.com>  
To contact IAM/Boeing Joint Programs via phone, call: 1-800-235-3453

## Everett HSI Site Committee Benefits from Joint Programs

The IAM/Boeing Joint Programs Administrators and Program Coordinators at each of the Puget Sound sites and Portland have the oversight for the Health and Safety Institute (HSI) site committees. Joint Programs leadership teams work closely with the site committee members providing guidance, support, training and any assistance needed to ensure the monthly HSI business meetings, safety tours, learning walks and other safety related events are conducted successfully.

Over the past few months it has been extremely challenging holding the monthly HSI business meetings and other events while following the restrictions of the COVID-19 pandemic and company coronavirus guidelines but the Joint Programs leadership teams have continued to support the site committee members.

Being selected as a member of the HSI site committee at any site is an honor for members passionate about being advocates for the health and safety of all workers. Along with the assignment of being an HSI site committee member there is also personal development and growth opportunities afforded each member with the rotation of the site committee chair and secretary positions.

While these additional roles and responsibilities can seem overwhelming for an HSI site committee member, under the watchful eye of the Joint Programs leadership team there is support and

assistance every step of the way.

Striving to make process improvements whenever possible the Everett Joint Programs leadership team realized the HSI site committee members who were rotated into the HSI site committee secretary position could benefit from a step-by-step or "How to" guide to remember the various details of their monthly responsibilities.

After hearing comments from previous HSI site committee secretaries like, "There is a lot of stuff to do and remember!" and "Wow, it's easy to forget stuff or something you're supposed to do before a meeting or tour!" Everett Joint Programs Program Coordinators Bryan Adams and Wes Heard set about developing a step-by-step guide.

Working together Adams and Heard spent time documenting each required step of the HSI site committee secretary role and made sure to seek feedback from previous secretaries and other HSI site committee members which resulted with a formalized written documented guide for the HSI site committee secretary monthly roles and responsibilities.

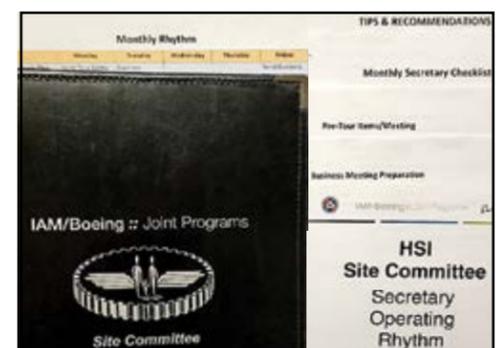
This step-by-step guide includes information and reminders for tasks like the monthly HSI business meeting, safety tours as well as a schedule showing the monthly rhythm for when things need to happen. It also has links to the proper

server where the reports and minutes are to be saved each month.

Adams said he can remember before Heard had become a Joint Programs Program Coordinator that Heard had once said, "It would be great if there was a book or something explaining how to do all of these things." Now Heard has played a part in making that available for all the Everett HSI site committee members.

Adams and Heard plan to share this with the HSI site committee members at the next business meeting and get feedback from everyone before formally releasing it. Both emphasize it is important to get the buy-in and responses from the members. "It is a living document, so it will be changed or added to as needed," he said.

The Everett HSI site committee will reap the benefits from having the IAM/Boeing Joint Programs leadership team continue to support and assist them.





751 Members and family members turned out to ensure Team 751 had a presence at the Seattle Making Strides for Breast Cancer event on Saturday, October 16. Everyone lined up for a group pic with the Seattle skyline in the background.

## Team 751 Marches at Make Strides Against Breast Cancer

751 members and family members turned out for the 2021 Making Strides Against Breast Cancer walk in Seattle on Oct. 16th. The group gathered for a team photo before walking a scenic path that started at GasWorks Park.



Retired Union Steward Debbie Donnell (far right), brought her husband and daughter on the annual walk.



L to R front: Donovan McLeod, Pat Bertucci, Christine Fullerton and Carolyn Romeo carrying the Team 751 banner and walking at the event.

2021 Team 751 long-sleeve black t-shirts (see above) can be purchased at the Seattle Hall for \$20 with proceeds going to the American Cancer Society.



Front of long sleeve t-shirt



Back of long sleeve t-shirt



Front L to R: Mitchell Dunford, Amber Roulst, Vicky Johnson and Traci Brown were part of Team 751 taking part in the march.

## Solidarity with WSNA Nurses

751 members joined an informational picket to show support for RN's working at St. Joseph Medical Center in Tacoma on Nov. 3rd. These workers are in contract talks with key issues being safe staffing, recruitment, nurse safety and retention.



751 activists supporting RN's at St. Joe's L to R front: Gary Kiehl, Ariel McKenzie, Kim Gifford. Back: John Coolidge, Kent Christian and David Yann.



Above: L to R: Gary Kiehl, Louis Satterlee and Kim Gifford show solidarity with RN's at St. Joe's.

Right: More 751 members showing support for the RN's at St. Joe's.



## Union Classes Continue to be Offered Via Zoom

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

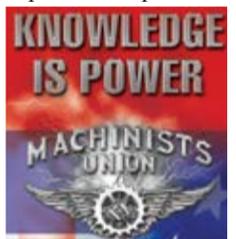
**Nov. 30** - The next classes will be held on Tuesday, Nov. 30th at 10:30 a.m. to 1:30 p.m. and 3:30 p.m. to 6:30 p.m. via Zoom. The class will be **Basic Unit #2 The Contract**. Register for the 10:30 a.m. class at <https://tinyurl.com/4r4jkjkk>. Register for the 3:30 p.m. class at <https://tinyurl.com/tjdj232vj>

In this class stewards and members will begin to work more closely with the existing contract. Participants will work together to understand contract language that addresses problem areas for 751 members, for example, overtime, leaves of absence, and layoff and recall. Participants will practice explaining contract rights in plain English. The class will also introduce the process of grievance investigation, using the step one grievance process, and identifying types of grievances.

**Dec. 7th** - Our final Zoom class of the year will be on Tuesday, December 7 at 10:30 a.m. to 1:30 p.m. and 3:30 p.m. to 6:30 p.m. Register for the 10:30 a.m. class at <https://tinyurl.com/b6ptna5y>. Register for the 3:30 p.m. class at <https://tinyurl.com/4u62hmdd>

Dec. 7th Classes cover **Know Your Rights at Work**. In this class, stewards and members will get basic information about the rights all workers have under the law and how being in a union strengthens those rights. Participants will use the Washington State Workers Rights Manual in this class, and your collective bargaining agreement. Participants will also learn about direct action and how to use direct action tactics to solve problems on the shop floor. This is a class about building union power!

Again, to register: log on to the District web site [iam751.org](http://iam751.org) and select the Resources Tab then the Class Registration Tab. **Remember that classes should be taken during non-work hours. Education and volunteer credit will be given for these classes which are offered virtually via Zoom.**



## This Month in Labor History...

November 2021 Labor History Events

**November 8, 1892** – Commemorates the New Orleans general strike. Despite appeals to racial hatred, black and white workers remained united. The general strike ended on November 12, with unions gaining the majority of their demands.

**November 20, 1816**, the term “scab” was coined by the Albany Typographical Union in reference to strike breaking. The National Labor Relations Act attempted to make strike breaking illegal. Scabs are people also called “replacement workers” or people brought to break strikes. Jack London’s Ode to a

Scab where the famous definition of a scab begins, “After God had finished the rattlesnake, the toad, the vampire, He had some awful substance left with which He made a scab.”

**November 23, 1170, BCE**, the first recorded strike took place against the building of pyramids in Egypt recorded (on papyrus). Egyptians working on public works projects for King Ramses III in the Valley of the Kings. They protested having gone 20 days without pay—portions of grain—and put down their tools.

# SERVICE TO THE COMMUNITY

## 751 Volunteers Help Others Throughout the Region

With the holidays coming, 751 volunteers stepped up their activities in hopes of making the holidays brighter for many in our communities. On several different weekends, 751 volunteers helped with the Everett Toys for Tots program. Members generously donated again to the White Center Salvation Army candy drive – giving enough candy to not only ensure a successful Halloween party, but enough

to also provide for their annual Christmas celebration as well.

Volunteers also built two wheelchair ramps – one for a 751 retiree living in Roy and another for a 751 retiree in Federal Way.

Check the calendar on our website [iam751.org](http://iam751.org) for upcoming volunteer projects.



751 volunteers Jaynie & Ken Ogren (far left) and Kelly Smith and Chad Pinkelman (far right) join others for the Toys for Tots donation drive at the Everett Mall on Oct. 16th and 17th (Kendra Pinkelman also helped but not pictured).

### 1-Day Turkey Drive on Nov. 22

A one day Turkey Drive will take place on Monday, Nov 22nd. Frozen turkeys will be accepted between 8 a.m. and 3 p.m. on Nov. 22 at the Auburn, Everett, Renton and Seattle Union Halls. Note: Auburn, Everett and Renton halls close for lunch between noon and 1 p.m.



Turkeys donated at the Everett Hall will go to Volunteers of America. Turkeys donated at the Seattle, Renton and Auburn Union Halls will be donated to the Rescue Mission in Tacoma. Checks made out to Volunteers of America or Rescue Mission will also be accepted.



Members again stepped up to donate candy to the White Center Salvation Army. Above Business Rep Rich McCabe (l) stands with Salvation Army's Hector Acosta with the more than 500 pounds of candy 751 donated. It was used for their Halloween celebration, as well as their annual Christmas events.



On Saturday, Oct. 6th, volunteers built a ramp for 751- Retiree Grace Tish at her Federal Way home. On the completed ramp L to R: Jim Hutchins, Grace Tish, Larry Hagen and Charlie Romeo.



L to R: Donny Donovan, Carolyn Romeo and John Orcutt cut the wood to size for the ramp in Roy.



L to R: Donny Donovan, Charlie Romeo, Jim Hutchins and John Orcutt build the frame for the ramp.



751 Volunteers Charlie & Carolyn Romeo, John Orcutt, Donny Donovan (and Jim Hutchins not pictured) spent a rainy Saturday building a wheelchair ramp for a 751 retiree who lived in Roy.

Volunteering for the final 2021 Everett Adopt-a-Road cleanup L to R: Wes Heard, Kevin Currie, Samnang Ley, Mic Reining, Dylan Gomez, Michelle Dinsmore and her son Christopher Hammond, Diego Lopez, Evalina Lynch and Ryan Troglia.



Helping with Toys for Tots L to R: Sharon Argle, Carter Wolbaum, Mary Butler and Samnang Ley. Ramon Blay also helped but not pictured.



Christine Chappell poses with Santa while helping at the Toys for Tots event.

### Sock Drive for the Homeless

How can you help make a homeless person's life better during the holidays? Give the gift of new socks! Bring new socks to one of the 751 Union Halls through Dec. 11th. They will be delivered to a local homeless shelter the following week. Sponsored by 751 Women's Committee and 751 MVP Committee.





Photo left: IAM Veterans marched on a blustery day through downtown Auburn proudly carrying the flags of the five branches of service (Mitchell Dunford, Tom Vincent, an IAM Vet, Donny Donovan, and Rey Lobo) followed by our Proud Machinists Veterans banner, other vets marching and our red, white and blue Union vans.

Despite rainy weather, crowds lined the street of downtown Auburn to cheer on the many vets taking part in one of the largest veteran's parades in the country.

Photo right: IAM 751 veterans march in front of our two union vans and behind our Proud IAM Veterans banner, carried by Mark Lindell and Charles Bean. This marked the third year 751 Veterans took part in this annual event.



## 751 Veterans March in Annual Auburn Vet's Parade

Rain couldn't dampen the spirit of 751 Veterans on November 6th who marched in the 56th Annual Auburn Veteran's Parade on a blustery, rainy day. Our IAM vets met at the Auburn hall, picked up IAM Veteran t-shirts and assembled to take part in one of the largest Veteran's Day parade in the country.

The parade began with flyovers from a C-17 Globetrotter from JBLM and a "UH-1 Huey" helicopter from the King County Sheriff's Office.

IAM Veterans proudly carried the flags of the five branches of the services, a 751 Veterans banner, and were flanked by the two IAM 751 vans, which are

decorated in red, white and blue.

Despite rainy weather crowds lined the streets of the parade route, happy to pay tribute to the veterans who have proudly served our country in the armed services.

Thanks to all who took part in the event.

Before lining up for the parade, 751 Veterans took a group picture in the Auburn Hall.



## Members Overwhelmingly Ratify New Contracts at Two Different Employers at JBLM

Continued from Page 1

on approval of AFMA so members would receive 16 hours' pay for base or work area closures.

Special thanks to the following who served on our Union Negotiating Committee: District President Jon Holden, Business Representative Patrick Bertucci, Chief of Staff Jason Chan, and Stewards Bobby McKinney and Kevin Dittoe.

Pilot instructors for the C-17 program who work at JBLM for Flight Safety

Defense Corp also overwhelmingly approved a new three-year contract in October. The new agreement provided yearly wage increases (4%, 3.5%, 3.5%), increased both second and third shift differential, secured health and welfare benefit increases each year, two additional holidays (Juneteenth and one floating), additional vacation for members with 20+ years of service, and allowed unused vacation to be carried over for 3 months beyond the member's anniversary date prior to pay in lieu of hours. The new

agreement also increased pay additives for various positions including: site leads, airdrop certified instructors, simulator certification instructor, check airman and EGB manager. In addition, the new agreement reduced the maximum number of part-time employees from 30% to 20%.

Special thanks to the following who served on the Union Negotiating Committee: Chief of Staff Jason Chan, Business Rep Pat Bertucci, and FSDC Stewards Colin Carr and Mark Lewis. This team did a great job articulating issues members identified as important and ensuring they were addressed in a new agreement.

"The overwhelming vote to approve confirms members appreciate having union representation and the right to bargain to secure their wages and benefits in a contract. This new agreement ensures these workers receive top wages and benefits for the vital service they perform for the U.S. military," said District 751 President Jon Holden.

Member volunteers count the ballots that overwhelmingly ratified a new three-year agreement at JBLM for members working for Amentum.



## Stewards Stop Unjust CAMs and Correct COVID Pay Situations

Continued from Page 1

The member returned on Tuesday and resumed work as usual. The member requested an excuse for Monday's absence, but the coworker who tested positive for COVID had not listed the member as one who was in close contact. Boeing management refused to excuse the member's absence and advised them to submit Medically Documented Absence (MDA) paperwork. MDA was approved; however, once Natasha learned the member was exposed to COVID at work, she spoke with management, and they were able to reverse the MDA usage and the member gained back their 8 hours' LWOP/MDA. Great job, Natasha!

These are just a few examples of successes Stewards fought on behalf of members recently during the COVID pandemic. As we continue to work and navigate changes to Boeing's COVID pay practices, it is important for both Stewards and members to be aware of the policies and ensure Boeing (or other employers) are adhering to their own policies – demonstrating yet again it pays to be Union!

# RETIREMENT NEWS

751 Retirement Club November meetings cancelled due to COVID

## Senior Issues We Push at Fed Level

By CARL SCHWARTZ

751 Retiree Legislative Chair

I have written before about the time our son was born with what is called the rh factor. The doctor told us we needed expensive blood transfusions. I mentioned it at work. About 3 hours later, I was called by the hospital and told to stop any more workers from coming in to give blood because they had so many come in they couldn't handle any more. I never forgot that.

We, at work and in the community, continue to deal with a COVID virus. Invisible to the naked eye, it is easily transmitted thru the air. Many people, in good health and strong, can brush off the symptoms, maybe a clogged nose or a slight headache. For about one out of ten people, however, it is a vicious, life threatening ordeal.

As a longtime youth soccer coach, along with coaches from all over our country, every sport, school and pro, I and we teach - "there is no I in team." Even showing none or very mild symptoms, all of us can carry the virus - and spread it. At work, in the supermarket, in school, and yes at our doctor's office. When I go past a group of kids lined up for the school bus, it occurs to me that if unknown to me the vicious virus is hitching a ride, one of those kids out of ten, can be faced with life threatening, life altering agony. Would I take a pin prick in the arm to prevent even a remote chance of that? Of course.

**Update on Senior Issues:** On Oct. 26, the Social Security 2100: A Sacred Trust Act (H.R. 5723) was reintroduced with 194 Co-Sponsors. This bill expands and strengthens Social Security. It increases benefits for all beneficiaries by requiring wealthy Americans to pay Social Security payroll tax on wages above \$400,000. It also ensures that annual cost-of-living increases are calculated based on the CPI-E, which takes into account the items retirees spend their money on, including prescription drugs.

House and Senate Leaders announced provisions to lower drug prices and, for the first time, allow Medicare to negotiate with pharmaceutical corporations. Medicare price negotiation were added to H.R. 5376, President

Biden's \$1.85 trillion Build Back Better Act, which could begin to lower prescription drug prices for retirees and all Americans. The historic legislation passed the house late Nov. 5th.

The legislation also caps the price of insulin at \$35 per month for all Americans and caps annual out-of-pocket drug spending by Medicare beneficiaries at \$2,000. In addition, inflationary caps would limit drug corporations' capacity to raise prices faster than inflation.

Medicare would also cover all vaccines recommended by the Advisory Committee on Immunization Practices (ACIP) such as for shingles, which would be covered at no cost.

"Together these provisions would help millions of Americans afford the medicines that they need to stay healthy," said Richard Fiesta, Executive Director of the Alliance for Retired Americans.

Prescription drugs are not the only part of the Build Back Better Act that would change retirees' lives for the better. The legislation includes \$150 billion to expand home health care and services for seniors and people with disabilities while also increasing wages and benefits for caregiving workers. With this funding, hundreds of thousands more Americans would be able to receive the long-term care and services they need at home, rather than an institution.

"We also strongly support the expansion of Medicare to include guaranteed hearing benefits for seniors with hearing loss," said Fiesta.

The average Medicare beneficiary spends \$1,100 for hearing treatment, including hearing aids. Untreated hearing loss can lead to social isolation and falls and can increase the risk of dementia as people age.

Those provisions are all in addition to the bipartisan infrastructure bill, which was also on the verge of a House vote on Nov. 5, that includes \$39 billion for quality public transit -- another important provision for seniors -- and \$65 billion to bring broadband to every American, including 22 million seniors who lack internet access at home.

McCullough, Gary Musselman, Rose Price.

**Local C:** Philemena Evenson, Robert A. Jackson, Clarence Lindley, John Schmoller, Larry J. Williams, Gary Wright.

**Local E:** Melvin Preedy.

**Local F:** Matilda Bertram, Patrick Henness, Jonathan Moody, Davy Sanders, Anne Vezina.

## RETIREES

Congratulations to the following who retired from our Union:

Rick Abbott	Timothy Ferguson	Guy Mueller
David Achman	Rory Fletcher	Lloyd Nelson
Brian Anderson	Michael Fowler	Tony O'Neal
Steven Arnold	Sherry Frost	Russel Pagh
Timothy Bailey	Darryl Gaines	Kevin Perala
Mark Baillargeon	Timothy Gambs	Steven Pettigrew
Anna Barry	Christopher George	Sharon Reeder
Carol Bates	Dennis Gonsorowski	Michelle Roy
Troy Best	Steven Hanks	Peggy Sanner
Eric Brower	Alfred Hardy	Harold Seese, Sr
David Brown	Wendell Hatcher	Tony Sheffield
Steven Burton	Richard Hawkins	Philip Sheridan
Loretta Castillo	Cindy Hettich	Denny Smith
Hyon Chase	Richard Holly	Jay Stewart
You Choi	Becky Houchin	Spencer Thal
John Clayton	Bambi Jilek	Mark Thomas
Scott Cronk	Michael Johnson	Joseph Tucker
Mark Dee	Dale Jonas	Randy Watson
Alfredo De Villa	Patrick Keegan	Steven Webber
Earl Dew	Curtis Kerr	Pamela Welk
Crisanto Dofredo	Verna Lindal	John Wells-Henderson
James Dryke	Bruce Mangus	Raymond Westmark
Mike Dunham	Gary Marquez	Lee Wolf
Kim Engstfeld	Hilary Martinez, Jr	Allan Yotty

## Thanksgiving Greetings from the IAM District 751 Retirement Club!

At Thanksgiving, we are reminded of the important connection our Retirement Club makes between our members and the Machinists Union and to each other. The COVID pandemic ended our in-person meetings in February, 2020. We don't believe it is wise to meet in person since seniors are an "at risk" population. This also means we will not be holding our annual holiday luncheon in December either. We continue to use the Aero Mechanic to advocate politically on behalf of retirees and keep our retirees informed.

This Thanksgiving, the 751 Retirement Club officers are thankful for our retirees, active members and union leadership. Together, we will get through this trying time. We look forward to a bright and healthy future for our Club, Machinists District 751, and all our members when things return to normal!

In Solidarity,

Jackie Boschok, President

Pam Harris, Secretary

Vennie Murphy, Sgnt-at-arms

Helen Lowe, Vice Pres

Tom Lux, Treasurer

Trustees: T.J. Seibert,

Jim Hutchins, &

Mike Keller

## IN MEMORIAM

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

**Local A:** Floyd Atkins, Hubert Bell, Katie Burks, Joseph Charvat, Francis Curran, Dorothy Doty, Marc Langdon, Deloris Major, Martha

## 751 Delegates Leaders and Activists in National C.L.U.W.

District 751 leaders were among Machinists Union members who elected new delegates at the Coalition of Labor Union Women's 21st Biennial Convention earlier this month. Terri Myette of Local 751F, Jessica Deming of Local 63 and Kristi Kidrick of Local 751A were chosen to represent the IAM at upcoming meetings of CLUW's National Executive Board (NEB). Alternate delegates include Bridgette Hardy of Local 751A, Ariel McKenzie of Local 751C and Kimberly Gifford of Local 751A. Additional alternate delegates are Midwest Territory Grand Lodge Representative Larry Young and Western Territory Special Representative Melissa Campbell.

Mary McHugh, Assistant Director of the William W. Winpisinger Education and Technology Center, was elected to the National Officer's Council (NOC) as one of 17 Vice Presidents.

"IAM delegates to the convention selected a great group of activists to represent the IAM on the National Executive Board," McHugh said. "I'm looking forward to working with all IAM CLUW members and our sisters from other unions to promote women's participation and leadership in the labor movement and advocate

for issues important to all working women."

The theme of the convention was "Vision, Vote, Victory" and embodies CLUW's plans to break more glass ceilings by working to move more women into leadership positions in our unions, our government and our communities. Kenya Conway of IAM Local 86 performed the song, "America the Beautiful," during one of the musical interludes.

IAM General Secretary Treasurer Dora Cervantes sent a video message to welcome the more than 350 attendees on the first day of the convention.

"Our collective voices can change the world... one event, one issue and one law at a time," Cervantes said. "The IAM is proud to be a partner in this fight and I'm glad so many women and men from the Machinists Union are a part of this great organization."

Delegates listened to a keynote address from AFL-CIO President Liz Shuler and other prominent leaders in the labor movement. They considered resolutions and constitutional amendments that set the future direction for CLUW.

CLUW is a constituency group of the AFL-CIO and its conventions take place every two years.

Photo right: Local 86 Spokane member Kenya Conway sang America the Beautiful during the Zoom conference. Below 751 delegates who gathered at the Seattle Hall. Standing L to R: Diana Noinala, Ariel McKenzie, Jennifer Lay, Kim Gifford, Bridgette Hardy, Linda Ramos, Aprill Jones. Front L to R: Amber Roulst, Carolyn Romeo, and Terri Myette. (Katie Eagleson also took part but not in picture).



# FREE WANT ADS FOR MEMBERS ONLY

## AUTO PARTS & ACCESSORIES

FORD 9" TRAC LOC 3L50, 31 spline \$300. 427 FE Block STD Bore \$3500. Other Ford parts. 360-863-2633

9" FORD POSI \$300 360-863-2633

## TOOLS

TROY-BUILT TOMAHAWK CHIPPER 5 hp \$600 call 360-678-4233

TROY-BUILT SICKLE BAR MOWER 4 hp 38" bar \$800 call 360-678-4233

## ELECTRONICS & ENTERTAINMENT

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

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

## FURNITURE & APPLIANCES

ANTIQUE BROYHILL light oak CURIO/CHINA CABINET. Paid \$399 - make offer 206-523-9526

## SPORTING GOODS

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

WANTED: Ladies Golf clubs & bag. Interested in learning to golf for upcoming retirement. 206-755-8575

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

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

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

Union member planning retirement, making URNS FROM OAK WINE BARREL STAVES. Barrels are from Washington State wineries. Pictures/info email Mike at mpsej2@gmail.com text 509-759-5145.

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

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

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

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

IN PAIN? GOOD NEWS! There's plant medicine alternatives to BIG pharma's addictive solutions with the side effects. Free consultation www.healthfixer.com/onthehorizon or 425-231-5432 Distributorships available

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

### 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 Dec. 8th**

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

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

NEED A MORTGAGE LOAN? I can help you get pre-qualified for a home, need to refinance and get cash out? Call me 425-977-3878 or email Kimberly.peterson@guildmortgage.net

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

NEED A REAL ESTATE AGENT? I would be honored to help you buy/sell a home. I'm passionate and dedicated to helping people with their real estate needs. Jamie Hanson, Person Real Estate Group. Cell 253-332-3816 (call or text) JamieHansonHomes@gmail.com

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

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

### HOUSING

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaalicoove.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

LARGE ESTATE SALE Nov 12-14 in Ravensdale WA. Numerous woodworking tools and other tools, antiques and many other items. Please call for address 206-390-1440 (Time 10 a.m. to 4 p.m.)

60th annual STURGIS (2000) T-SHIRT XL - \$20. 206-523-9526

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

Lots of COSTUME JEWELRY (estate sale) - make offer. Necklaces, bracelets, earrings and pins. Call to see. North Seattle 206-523-9526

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

WATER SURVIVAL JACKETS - men's Mustang" size 42-46, ladies Stearns" size 40-42. Like new. \$100 for both. 425-271-8751

CLASSIC COUNTRY WESTERN ALBUMS, great shape \$10 each. Also, Rock and Jazz, \$10 each. 509-685-1778

BRAND NEW BRIEFCASE, regular size, make offer. 206-523-9536

TOY JUMBO JET from 1993, in box, never used. \$30 call 425-344-1542

WHITES METAL DETECTOR, GOLD-MASTER 2 - \$125. Aluminum Cargo Carrier \$65, Buddy Heater \$45, Brass Fan Shaped Fireplace Screen \$30 Call 253-709-0249

Beautiful MEN'S 14K GOLD and SILVER, three DIAMOND, size 8 3/4 wedding ring. Appraises for 1000.00. Asking 450.00 509-350-5921 Moses Lake WA

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 it is \$300. Perlite and peat moss included. (Delivery) Customer must pick up at Long Beach, WA. 309 17th NE. Phone 360-431-7061

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

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

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

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

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

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

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

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

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

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

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

## VEHICLES

2005 SCREAMING EAGLE FATBOY, custom vehicle operations. 103 cubic in. Vance and Hines pipes. 18,000 original miles. Perfect condition! Always kept in heated shop. \$10,500. 425-923-4450

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

2000 TOYOTA 4RUNNER, 308K miles. Needs transmission, engine runs good. Asking \$600. Call John 206-852-0295

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

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

- |             |   |  |  |
|-------------|---|--|--|
| Circle One: | <input type="checkbox"/> ANIMALS                  | <input type="checkbox"/> ELECTRONICS & ENTERTAINMENT | <input type="checkbox"/> PROPERTY                |
|             | <input type="checkbox"/> BOATS                    | <input type="checkbox"/> FURNITURE & APPLIANCES      | <input type="checkbox"/> RECREATIONAL MEMBERSHIP |
|             | <input type="checkbox"/> TOOLS                    | <input type="checkbox"/> RECREATIONAL VEHICLES       | <input type="checkbox"/> SPORTING GOODS          |
|             | <input type="checkbox"/> HOUSING                  | <input type="checkbox"/> MISCELLANEOUS               | <input type="checkbox"/> VEHICLES                |
|             | <input type="checkbox"/> AUTO PARTS & ACCESSORIES |  | <input type="checkbox"/> 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 Dec. 8th!

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

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

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

The next round of classes for both

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

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

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

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



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

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

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

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

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

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

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

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

## IAM 2022 Scholarship Now Accepting Applications



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

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

Awards to Children of Members are:

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

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

Eligibility:

Any applicant must be either:

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

Child of a Member Applicant--

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

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

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

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

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

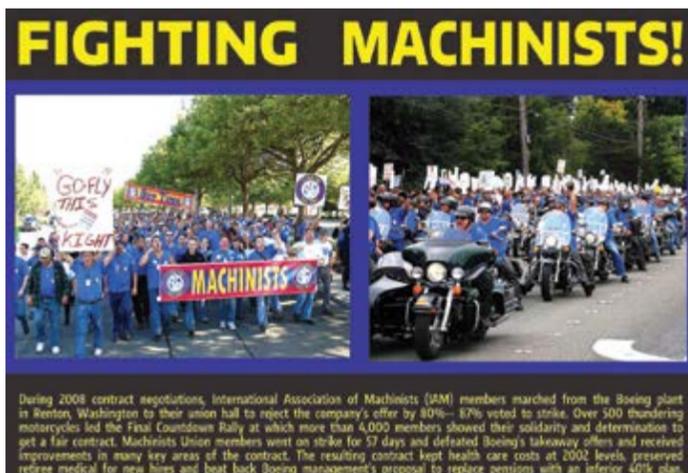
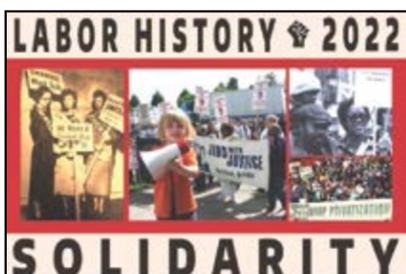
Obtain an IAM Scholarship application and guidelines online by visiting [www.goiam.org/iamscholarship](http://www.goiam.org/iamscholarship) & search 2022 IAM Scholarship. Packets can also be obtained by calling 301-967-4708

TURKEY	STUFFING	WINE & CHAMPAGNE
<ul style="list-style-type: none"> <li>» Foster Farms</li> <li>» Butterball</li> <li>» Hoffmann's Turkey breast</li> <li>» Honest John Turkey</li> <li>» Boar's Head</li> <li>» Thumann's</li> <li>» Ham</li> <li>» Cook's Spiral Sliced Honey Ham</li> <li>» Tyson</li> </ul>	<ul style="list-style-type: none"> <li>» Stroehmann</li> <li>» Kraft Stove Top Stuffing</li> </ul>	<ul style="list-style-type: none"> <li>» Almaden</li> <li>» Barrelli Creek</li> <li>» Barties &amp; Jaymes</li> <li>» Black Box</li> <li>» Carlo Rossi</li> <li>» Charles Krug</li> <li>» Chateau Ste. Michelle</li> <li>» Columbia Crest</li> <li>» Corbett Canyon Vineyard</li> <li>» Dubonnet</li> <li>» Fairbanks</li> <li>» Franzia</li> <li>» Frei Brothers</li> <li>» Gallo Estate Wines</li> <li>» Lejon Vermouth</li> <li>» Livingston Cellars</li> <li>» Mission Bell</li> <li>» Peter Vella</li> <li>» Rancho Zabaco</li> <li>» Robert Mondavi</li> <li>» Scheid Vineyards</li> <li>» Sheffield Cellars</li> <li>» Snoqualmie Vineyards</li> <li>» Turning Leaf</li> <li>» Weibel</li> <li>» Cook's</li> </ul>
DINNER ROLLS	SIDE DISHES	
<ul style="list-style-type: none"> <li>» Parkerhouse</li> <li>» Arnold</li> <li>» Francisco</li> <li>» George Weston</li> <li>» Sara Lee</li> </ul>	<ul style="list-style-type: none"> <li>» Betty Crocker</li> <li>» Kraft mac &amp; Cheese</li> <li>» Dessert</li> <li>» Redi Whip and Cool Whip</li> <li>» Entenmann's</li> <li>» Marie Callender's</li> <li>» Sara Lee</li> </ul>	
VEGETABLES	RETAIL BAKESHOPS	
<ul style="list-style-type: none"> <li>» Birds Eye</li> <li>» Hanover foods frozen vegetables</li> <li>» Del Monte Canned vegetables</li> <li>» Cranberries/Cranberry Sauce</li> <li>» Dole</li> <li>» Ocean Spray</li> </ul>	<ul style="list-style-type: none"> <li>» Giant</li> <li>» Albertsons</li> <li>» Brown &amp; Cole</li> <li>» Byerly's</li> <li>» Dave's Supermarket</li> <li>» Fred Meyer</li> <li>» Haggen's</li> <li>» Jerry's</li> <li>» Roth's family Markets</li> <li>» Rosauer's</li> <li>» Safeway Inc.</li> <li>» Schnuck's</li> <li>» Supervalu (Albertsons, Cubs)</li> <li>» Vons</li> </ul>	

## 2022 Labor History Calendar Just \$5

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

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



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

## Accepting the Oath of Office

Business Rep Ira Carterman (top) administers the oath of office to Local E Audit Jeff Denham (center) and Local E Trustee Shawn Smith (bottom) at the Local E meeting via Zoom.



# EASTERN WASHINGTON

## Negotiations Continue for DRG Economic Adjustment

When IAM members working for DRG at Fairchild Air Force Base, approved a one year contract extension in March of this year, it included an agreement to negotiate during summer 2021 for General Wage Increases that will become effective Jan. 1, 2022. This contract covers IAM members at multiple sites across the U.S. (Fairchild AFB, March ARB, Milwaukee ANGB and Hickam AFB, as well as KC-135 BOSS employees from other sites).

The union committee representing all sites came together for these bargaining sessions in good faith to get an economic adjustment that would meet members' expectations and was willing to hear other proposals the Company might bring. However, the only thing that needed to be bargained at this time was the GWI that is effective Jan. 1, 2022.

Unfortunately, negotiators for DRG had a different plan when they came to the table and tried to force proposals the Union negotiators felt were inferior.

After several meetings, rather than coming to an agreement union negotiators could recommend, DRG



IAM Union negotiators from various sites representing workers at DRG met to craft an economic proposal for the January 2022 GWI deserving of our members who provide vital service to the military.

issued what they called "a factual summary" of the negotiations directly to our members. Their summary was inaccurate and left out very important information that triggered our Union filing an Unfair Labor Practice (ULP) charge.

Our Union continues to push to get an economic adjustment worthy of these members who provide critical

support to the military. In addition, our Union will explore all legal options to make DRG bargain in good faith. Union negotiators continue to speak with one voice to demand DRG present an economic adjustment deserving of these talented individuals while sticking with the original Letter of Understanding that extends all other provisions of the contract through April 1, 2022.

These talented members work as Simulator Maintenance Technicians and Pilot Instructors to provide instruction, support and maintenance services to the flight simulators for the KC-135R Air Force tanker aircraft. Their positions are essential to keep the fleet of KC-135 tankers in the air and a well-trained flight crew ready and available.



IAM members working at Triumph met at the Spokane Union Hall on Oct. 21st with IAM National Pension Plan reps to get answers on drawing their pension as Triumph is slated to close the factory in 2022.

## Information for Members at Triumph Composites

IAM members working at Triumph had an opportunity to meet with IAM National Pension Plan representatives on Oct 21st at the Spokane Union Hall.

Because the Triumph facility is slated to close next year, many members working there are in a unique position and needed additional information to make an informed decision on their IAM Pension Plan. Three reps from the pension plan were available to answer all questions which covered topics such as:

- Preferred Schedule Benefit changes for after January 1, 2022
- 20 and age 62 and 30 and Out changes January 1, 2022
- Steps necessary in planning your

retirement

- Accessing your individual benefit online

Members appreciated the informational meeting and opportunity to ask questions on the direct impact based on their age and years of service.

In addition, our Union continues to engage with effects bargaining over Triumph's decision to implement a vaccine mandate. Talks are ongoing with our Union making multiple proposals and information requests to represent the interests of all members on this very important topic. When effects bargaining has concluded, we will communicate the results of those meetings.



Taking part in effects bargaining with Triumph over their vaccine mandate L to R: Ida Auckerman, Business Rep Steve Warren, Aaron Smith (and Jerry Purser not pictured). Talks are ongoing as we work to advocate for all members.

## HAMTC Members Ratify 1-Year Agreement at Hanford

IAM Union members under the Hanford Atomic Metal Trades Council (HAMTC) voted on Nov. 5th to extend their current collective bargaining agreements for one year. The vote covered four different contractors on the site (CPCCo, HMIS, HLMI and WRPS). The one-year extension members ratified delivered a 3% General Wage Increase and kept medical benefits the same for the coming year.

Our IAM members bargain as part of

HAMTC, which is an umbrella group for 14 different unions representing various crafts that work on the Hanford site.

While getting their economics and benefits in place for a year was important, the most pressing issue facing workers at Hanford (and nearly every employer) is effects bargaining over the vaccine mandate. Effects bargaining is continuing, and our Union continues to be proactive and represent all members.

## Your Chance to Help Others at Thanksgiving

Local 86 Machinists Union members can help again this year with Tom's Turkey Drive and 2nd Harvest Food Bank. This time of year is difficult for lots of people. Some are struggling to make ends meet. We want to show our support by asking that you donate either your time or make a pledge to help those less fortunate.

**Volunteer Opportunity:** If you would like to help distribute meals on Tuesday, November 23 from 2:45 p.m. to 6 p.m. at the Spokane Fairgrounds



(404 N. Havana, Spokane), please call 509-534-9690 or stop by the Spokane Union Hall (4226 E. Mission) to get signed up. You must be 18 years or older to volunteer and be sure to dress for weather.

**Pledges:** If you would like to help out by making a monetary donation, you can either give your pledge to your Union Steward or stop by the Union Hall at 4226 E. Mission.

Every dollar you donate will provide food for five meals for hungry people.

