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 policies correctly and that the member’s time in fact should 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 health care coverage 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, including 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.

“I was lucky 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 the Union, I wouldn’t have been paid what I was owed,” said Collen Young.

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’s 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 JBLM delivered general wage increases each year (5%, 4% and 3.75%), as well as would have receiving health care opt out money each year of the contract. 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 your 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 Amentum voted to ratify a new contract on Oct. 12.

IAM 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.
Effects Bargaining Continues Over Vaccine Mandates

By JON HOLDEN
IAM Business Representative

As we reported last month, our staff and reps remain busy in efforts bargaining the OSHA 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, 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 request policy will be, how they are implementing the mandate in question, how workers have been accommodated, how many people have contracted COVID in the workplace, what other protections are in place (i.e. masks, social distancing, cleaning protocols, etc.), etc.

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 that are being implemented differently at every workplace. We know those who are vaccinated will continue to spread and catch the virus. Under current CDC policies if you are exposed after being vaccinated, you are allowed to return 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 effective 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 we 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 unemployment protections.

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 negotiate the OSHA rules, which would allow testing as an option for philosophical differences.

We are evaluating the possibility of providing assistance to all employers who have the safety of the employees at the forefront of their minds. The November 2021 statement that “Even once we hit those deadlines, we expect the operations and contractors will follow their standard HR processes and that, for any of the probably relatively small number of employees who are not in compliance, they will go through education, counseling, accommodations and then enforcement. So these processes will take weeks, not days. And so to be clear, we’re creating flexibility within the system. We’re offering people time to get vaccinated. There is not a cliff here.”

This type of statement gives us leverage to push deadlines out of the way. For example, the testing option from the White House is 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 to discuss the effects bargaining to protect our members.

I have requested to have an audience with White House staff. Our International Director is working to set that up. We want to continue arguing for one standard under OSHA that would allow someone who is requested 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 return to work and you might not realize you are COVID positive and could pass it on at work.

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District 751 members who work at Boeing can learn more about these changes at "https://www.iam751.org/aeromechanic," click Resources tab, Class Certification.

If you are a Health & Benefits Rep and you are ready to file the pension paperwork, make an appointment to have our Health & Benefits Rep walk through the pension paperwork with you. A second segment of the meeting is a decision poll where you select the desired outcome for both you and your family members. You can reach our Health & Benefits Reps by calling 206-764-6350.

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We have received many calls asking 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. Under current guidelines, 100% of 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 your job, or a state of mind that is working to set that up. We want to continue arguing for one standard under OSHA that would allow someone who is requested 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 return to work and you might not realize you are COVID positive and could pass it on at work.

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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, “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.

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/applv-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 would 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. If you don’t already have one, create a SAW account by going to 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 and 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).

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 identity. There is a note that ESD may verify the information and may require additional information (i.e. insurer and policy#) to assist with your application.

STEP 4 – Next Steps

ESD will review your application and notify 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 WA 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.
CHOOSE 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 p.m. 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 benefits 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 glitches 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 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).

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 Surcharges

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 represents that you study your 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.

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 contribution, 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.

Comparing Your Plan Costs for Puget Sound

<table>
<thead>
<tr>
<th>Service/Care</th>
<th>Traditional Medical Plan</th>
<th>Selections CCP</th>
<th>Kaiser Permanente</th>
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</thead>
<tbody>
<tr>
<td>Monthly Premium</td>
<td><strong>Monthly contribution plus self pay if below listed rates.</strong></td>
<td><strong>Monthly contribution plus self pay if below listed rates.</strong></td>
<td><strong>Monthly contribution plus self pay if below listed rates.</strong></td>
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<tr>
<td>Employee Compensation</td>
<td>Effective 1/1/2022-12/31/2022</td>
<td>Effective 1/1/2022-12/31/2022</td>
<td>Effective 1/1/2022-12/31/2022</td>
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<tr>
<td>Employee Only</td>
<td>$ 54.04</td>
<td>$ 94.56</td>
<td>$ 94.56</td>
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<tr>
<td>Employee &amp; Spouse</td>
<td>$ 108.08</td>
<td>$198.12</td>
<td>$198.12</td>
</tr>
<tr>
<td>Employee &amp; Children</td>
<td>$108.08</td>
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<td>$198.12</td>
</tr>
<tr>
<td>Family</td>
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For reference 2021 monthly premium contributions were as follows:
- 2021 TMP Employee $50.08; Emp + spouse $100.16; Emp + children $100.16; Family $262.92.
- 2021 Selections/Kaiser Employee $87.64; Emp + spouse $175.28; Emp + children $175.28; Family $262.92.

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.

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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.

Sponsors or domestic partners enrolled in a Boeing-sponsored medical plan: Visit https://boeing.wellnesscheckpoint.com. Sponsors 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.

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

- ◆ Members in Washington State can also choose between two dental plans: the Network Plan (Delta Dental PPO) or Prepaid Delta Care 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.
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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 spouse/partner to discuss your personal care; however, health screenings have no impact on what IAM members will pay for medical contributions.

REMINDERS: 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.

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**Pre-Safety Meeting**

The IAM/Boeing Joint Programs (VRC) Lorelei Walthall

**VRCs Keep Members Working Safely**

Recently, IAM/Boeing Joint Programs Vocational Rehabilitation Counselors (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. 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 was expected 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 pounds. The member’s manager wanted to confirm that the bag in question weighed eleven pounds 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.

**Joint Programs Updates Safety Training**

The IAM/Boeing Joint Programs Communications and Administration team oversees many of the safety training courses for the HSI Site Committee members recently partnered with the Joint Programs Communications. 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 revitalize 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 ascendant 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 dove 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 updated course classes are: JP0239 Safety Advocate Training (formally Safety Leadership Training (SLT)) and JP0237 Supervisor Led Incident Investigation (formerly Incident Investigation training (HII)).

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

The new JP0237 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 Training (HII) 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 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. (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 revamp 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 courses they can do so by adding 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 programs or Site Committees visit the IAM/Boeing Joint Programs website which can be accessed internally or externally: https://iam.boeing.com

**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 committee members who are rotated into the HSI Site Committee. These 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 events while following the restrictions of the COVID-19 pandemic and company coronavirus guidelines but the Joint Programs leadership teams have continued to conduct meetings and events safely.

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 secretory positions.

The HSI site committee 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 secretory position could benefit from a step-by-step 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 I forget!” and “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 created a one page document that included step one of the HSI site committee secretory role and made sure to seek feedback from previous secretaries and other Joint Programs site committee members which resulted in a formalized written documented guide for the HSI site committee secretory monthly roles and responsibilities.

This step-by-step guide includes information and reminders for the month’s 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’s 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.

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

Union Classes Continue to be Offered Via Zoom

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

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/4fo4bh7. Register for the 3:30 p.m. class at https://tinyurl.com/4d23v7j.

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/4u62hmdd. Register for the 3:30 p.m. class at https://tinyurl.com/4r4jkjjk.

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 also learn about direct 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 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.
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 for upcoming volunteer projects.

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.

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 Troiglia.

Socks 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.
**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 downtown Auburn to cheer on the veterans who have proudly served our country in the armed services.

Thanks to all who took part in the event.

Members Overwhelmingly Ratify New Contracts at Two Different Employers at JBLM

Continued from Page 1

on approval of AFMA no 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 Bernucci, 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 Bernucci, and FSDC Certification instructor, check airman and EGB manager, in addition, 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%.

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 the member 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!
By CARL SCHWARTZ

Senior Issues We Push at Fed Level

The following retirees passed away since the October issue. A total of 31 retirees have been added to the rolls since the last update. There have been two additional deaths since the last update of the November 26th Club newsletter.

Local A:
- Melvin Preddy

In Memoriam

The following retirees passed away since the October issue. A total of 31 retirees have been added to the rolls since the last update. There have been two additional deaths since the last update of the November 26th Club newsletter.

Local A: Floyd Atkins, Hubert Bell, Katie Philemena Evenson, Robert A.

Congressman McHugh of Arizona said the legislation also caps the price of insulin at $35 per month. The legislation 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 services and 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 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 agenda 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.

“With the Build Back Better Act, we can finally start to put our seniors first and give them the respect and care they deserve.”

Senior Issues We Push at Fed Level

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 and isolation have been hard on us all. We cannot let that stop us. We will 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 Faurst, Secretary
Vennie Murphy, Sgt-at-arms

Retirees

Congratulations to the following who retired from our Union:

Rick Abbott
David Achman
Brian Anderson
Steven Arnold
Timothy Bailey
Mark Baillargonne
Annie Barry
Carol Bates
Troy Best
Eric Brower
David Brown
Stephen Burton
Loretta Castillo
Hyon Chase
You Choi
John Clayton
Scott Cronk
Mark Doe
Afredo De Villa
Earl Dew
Crisanto Dofredo
James Dyke
Mike Dunham
Kim Engsfeld

You can find the full list of retirees in the “Retirees” section on the IAM website.

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

175 delegates were elected to the Coalition of Labor Union Women’s 21st Biennial Convention earlier this month. Terri Myette of Local 751, Jessica Deming of Local 63 and Kristi Ekstid of Local 751A were chosen to represent the IAM at the upcoming meetings of CLUW’s National Executive Board (NEB).

The following retirees are a part of this great organization:

Mary McHugh, Assistant Director of the IAM’s Washington, D.C. office, and Montana representative Larry Young and Western Territory Special Representative Melissa Campbell.

Tom Lux, Treasurer

For more information about CLUW and the Coalition of Labor Union Women, please visit the IAM’s website at iams.org/CLUW.

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.

David McCallough, Gary Musselman, Rose Price
Local C: Philomsen, Robert A. Jackson, Clarence Lindley, John Schmoller, Larry J. Williams, Gary Wright
Local E: Melvin Preddy
Local F: Matilda Bertram, Patrick Henness, Jonathan Moody, Davy Sanders, Anne Vezina.

November 2021
751 AERO MECHANIC Page 9

751 Retirement Club November meetings cancelled due to COVID

751 Retirement Club November meetings cancelled due to COVID

751 Retirement Club November meetings cancelled due to COVID
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 Freecollege 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. Course 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) children or grandchildren who need education, whether or not the family is short on funds for college. Eastern Gateway’s 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 (FASFA) 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.

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:

- $1,000 per academic year. They are granted for a maximum of four years, whichever occurs first.
- $2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

Undergraduate.
- College: $1,000 per academic year.
- Vocational/Technical School: $2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

Undergraduate - Eligibility:

- Any applicant must be either:
  - an IAM member,
  - 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 eligible if the parent died after the son or daughter entered high school.
  - Must have graduated or left high school.
  - 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. NOTE: Completed Application Packages must be postmarked no later than Feb. 12, 2022 and received no later than Feb. 23, 2022.

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**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.**

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Accepting the Oath of Office
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 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.

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 at 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.

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 despite 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, please call 509-334-9690 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.