751 Talks Trade with Top Official

Union representation ensured 751-Member Wendy Nichols received the proper pay after she accepted a downgrade, followed by a temporary promotion. Because of union efforts, Wendy received nearly $7,000 in back pay – the money owed to her per our contract.

Credit goes to the diligence of Union Steward Shari Boggs and Business Rep Christine Fullerton who continued to push until Wendy’s pay was properly resolved.

The problem arose after Wendy accepted a downgrade to a Grade A janitorial position last year rather than getting laid-off. Article 6.3(d) Rate Retention entitled Wendy to continue receiving her grade 5 pay for 90 days following the downgrade.

After less than 60 days in the Grade A job, she was temporarily upgraded back to the grade 5 (which suspended the 90-day rate retention). Our contract notes “if an employee receives a temporary promotion (as provided in Section 22.14(a)) to the job title from which he/she was most recently surplussed and the employee is receiving rate retention pay as a result of such downgrade, the 90-calendar day period will be extended one day for each day of such temporary upgrade.”

While Wendy’s temporary upgrade was in the system and she returned to Auburn performing Grade 5 work, her pay was not adjusted accordingly. Unfortunately, the Everett manager failed to properly enter the upgrade in the ETS system. The proper coding would have suspended her 90-day rate retention and ensured proper pay. This management error resulted in her pay dropping more than $20 an hour even though she was again performing Grade 5 work.

Wendy put multiple tickets in to Worklife trying to resolve the issue and her manager in Auburn submitted forms through ETS, but her pay continued to be wrong by more than $20 an hour. Only after the Union got involved was her pay finally corrected.

The difference in pay was substantial and something I knew needed to be fixed. I appreciate our Union ensuring the pay was corrected. This was the first time I needed our Union and it was good to have an advocate and strong contractual language. Our union continued to push until my pay was corrected,” said Wendy. “Dealing with Worklife is frustrating because they would just deny my tickets without investigating my situation or trying to do the right thing.”

United States Trade Representative (USTR) Katherine Tai and U.S. Rep. Suzan DelBene (D-WA, 1st) met with Washington state labor leaders on August 5th at the District 751 hall in Seattle for a roundtable discussion on the impacts of trade policy on working families. Tai serves in a Cabinet-level position as the Biden administration’s principal trade advisor, negotiator, and spokesperson. DelBene is vice chair of the House Ways and Means Committee, which has jurisdiction over trade policies.

IAM District 751 President Jon Holden and Chief of Staff Jason Chan were joined by representatives from the Washington State Labor Council; Society of Professional Engineering Employees in Aerospace/IFPTE 2001; Teamsters Joint Council 28; the International Longshore Workers Union; and the Washington Fair Trade Coalition (also representing the Association of Western Pulp and Paper Workers).

The meeting provided robust discussion about specific trade policies and practices hurting Washington industries and costing workers their jobs.

Union Ensures Member’s Pay is Corrected

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The problem arose after Wendy accepted a downgrade to a Grade A janitorial position last year rather than getting laid-off. Article 6.3(d) Rate Retention entitled Wendy to continue receiving her grade 5 pay for 90 days following the downgrade.

After less than 60 days in the Grade A job, she was temporarily upgraded back to the grade 5 (which suspended the 90-day rate retention). Our contract notes “if an employee receives a temporary promotion (as provided in Section 22.14(a)) to the job title from which he/she was most recently surplussed and the employee is receiving rate retention pay as a result of such downgrade, the 90-calendar day period will be extended one day for each day of such temporary upgrade.”

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New Contract Ratified at NAS Whidbey

The 77 members working for Strategic Technology Institute (STI) at Naval Air Station Whidbey Island ratified a new 4-year collective bargaining agreement. This is the second contract (and employer) for these workers who maintain the U.S. P-3 Orion planes and voted for IAM Representation in 2018.

The new agreement offered many improvements, but the wage package came with a General Wage Increase each year of the contract – 10%, 7%, 7%, 7% – for a 31% increase during the contract.

Members who opt out of purchasing company medical, dental and vision coverage will receive an increase in the opt out pay each year, as well.

The new agreement also delivered an increase in annual Paid Time Off (PTO); two additional holidays (one additional floating holiday and Juneteenth), and any employee working ten-hour days will be paid 10-hours pay for holidays.

Shift differential was increased; new better defined security language was negotiated, as well as a new progressive discipline process.

Thanks to our IAM Union Negotiators: District 751 President Jon Holden, District Secretary-Treasurer Richard Jackson, Business Rep Greg Campos, and bargaining unit members Justin Cuvula, John Godinez, William Wagner and Stephen Jolly.

United for the Future

Solidarity continues as CHI Hospice Workers make progress toward a first contract

Taking Aim for a Good Cause

Members have a blast raising money for Guide Dogs at Eastern Washington Sporting Clay shoot

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COLA Generates 43¢

Effective Sept. 10th, 2021, a 43¢ cost-of-living adjustment (COLA) will be added to the hourly wage rate for IAM members at Boeing. The 43¢ was generated for the quarter May, June and July 2021. The new 43¢ along with the 49¢ COLA generated since last September (total 92¢) will be permanently rolled into the base rates on Sept. 10, 2021.

The value of our quarterly COLA, even when it is only a few pennies, has a significant impact on our maximum rates over time. As of Sept 10, 2021, $17.51 has been folded into the maximum wage rates due to the COLA formula since it was negotiated into our bargaining agreement in 1963, demonstrating the importance of this provision in our contract.

Union representation ensured 751-Member Wendy Nichols received the proper pay after she accepted a downgrade, followed by a temporary promotion. Because of union efforts, Wendy received nearly $7,000 in back pay – the money owed to her per our contract.

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For IAM members.

In case of emergency, call 911. For IAM representation, contact IAM 751 at 206-634-4724.

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REPORT FROM THE PRESIDENT

Labor Day Reminds Us of the Power We Have When United

By JON HOLDEN
IAM District Lodge 751 President

As we head into the Labor Day weekend, it is a good time to reflect on this national holiday and the reality of the tremendous power American workers have when they are united and speaking with one voice for a common goal — in other words when they stand together as a Union.

Labor Day recognizes the sacrifices others made in the fight for rights and fairness in the workplace. Without labor unions, American workplaces would be very different. Because of worker solidarity, the middle class emerged in our society. So many things we take for granted are the result of workers standing together. Things like overtime pay, an 8-hour workweek, weekends, paid holidays, medical insurance, paid vacation and sick leave. Our Union contract at Boeing ensures all of holidays and weekend holidays is strictly voluntary. That wasn’t because Boeing wanted our members to spend the holiday weekend with their families. It is directly attributed to our members in the 1989 contract negotiations standing together and demanding this right.

Solidarity and worker unity prevailed and brought about Letter of Understanding #11 (page 146) which states: “All overtime on a contractual holiday or on the weekend which immediately precedes a Monday holiday or immediately follows a Friday holiday shall be voluntary.” The only exception to voluntary overtime on a holiday weekend is “where necessary for facilities maintenance.”

Members can always volunteer for overtime on holiday weekends or on a holiday, but this contract language ensures you have the option to spend the holiday weekends with family and friends. We have this language as a direct result of worker solidarity — that is the power of workers.

Worker power comes from standing together and speaking with one voice. We have several newly organized groups that are realizing just how powerful that can be to battle their employer. Workers at the KIND Seattle Office ratified their first contract in August and are stopping the disrespectful treatment they had received in the past. They now have their wages, benefits and working conditions in a signed contract, as well as an established grievance and arbitration process and a Labor Management Committee to discuss current issues. Our CHI Hospice workers (Master Social Workers, Bereavement Counselors, Chaplains and RN’s), who are still negotiating their first contract, have stood together and forced management to back off changes they would otherwise have implemented had these workers not voted for union representation. Their unity and solidarity are making a difference now and will deliver a contract that is a foundation they can build upon in the future.

As we celebrate Labor Day, we should also remember that one of the main reasons Unions became so strong during the industrial revolution was for workplace safety. Workplace safety rules are in place today because Unions and working members demanded that workers should go home in the same condition as they arrived in. That fight for a safe workplace has been front and center during the pandemic as well as in the past. This is why we all try to navigate a global pandemic. While many workers had no way to raise concerns about COVID, those with a Union had an advocate who could demand proper PPE, additional cleaning and sanitization and other safety protocols.

That communication narrative has now shifted to COVID vaccines, as the Governor has mandated state, health care workers and school personnel to get vaccinated.

I have been very open in sharing that I and my family had COVID last year, and I encourage members to get vaccinated per the CDC guidelines as one of the best ways to put the pandemic behind us. As the paper went to print, Boeing has not taken a stance to mandate COVID vaccinations at this time. If that occurs, first and foremost, we are advocates for ALL members, and we will be vigilant in protecting our members’ rights if a mandate occurs. I know we have members on both sides of this argument. If Boeing makes that decision, we will demand to bargain the impacts of that decision to protect the rights of all members.

In a non-union environment, workers have no recourse or way to voice their concerns. The reality there is only way workers can ensure their employer is listening or will change their policies, working conditions, etc. is if workers stand together with the power of a union. Each and every day our Union is making a difference for members in every workplace. Take pride in our Union and know this is your holiday. Have a safe and enjoyable Labor Day!

Solidarity Delivers First Contract for KIND Workers

Solidarity prevailed in delivering a first contract for workers at the Seattle Office of Kids in Need of Defense (KIND). Since voting for IAM Union representation last year, the group remained united and strong as they worked through the process of building a first contract to provide rights and the tools to as well as spelling out wages, benefits and working conditions. This contract will serve as a building block for the future.

This group of extraordinary workers, who fight so hard to help others, showed their collective strength and remained united throughout the negotiation process. Because they didn’t waiver, the contract contains improvements that might not otherwise have happened. By gaining union representation, these dedicated, compassionate workers are changing the culture at KIND to stop egregious and disrespectful treatment by management. In fact, one manager, who was the worst offender, no longer works there — demonstrating the power they have when they stand together.

First and foremost, these workers are no longer ‘at will’ employees - meaning they can only be disciplined or discharged for just cause. The contractual grievance and arbitration procedures gives these members a fair and equitable system to resolve disputes.

The contract also established a Labor Management Committee to discuss caseload and other issues that arise — giving the workers a set process to discuss the issues. The contract ensured employee share of medical monthly premium is capped and provided minimum General Wage Increases in each of the three years. Currently the Seattle Office of KIND has 13 members. These workers sought IAM representation to strengthen the ideals and mission of KIND, which is to provide legal and other support services to unaccompanied minor refugees and immigrants to the U.S. The bargaining unit includes lawyers, paralegals, social service coordinators, program assistants, and support staff.

Reps. Thus, the bargaining committee is IAM District 751 President Jon Holden, Staff Attorney Spencer Thal, Chief of Staff Jason Chan, along with KIND members Kelsey Armstrong-Hann, Claire Looney and Elizabeth Rueda Herrera.

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9125 15th Pl. S., Seattle, WA 98108
(206) 763-1305

Toll free to Seattle from: Nationwide 1-800-763-1301
Fax: (206) 763-1300

Web site: www.iam751.org

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

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Vice President: Matt Hardy
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Director: Richard Jackson
Business Representative: Steve Warren
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Web site: www.iam751.org

751 AERO MECHANIC

Connie Kelliher, Editor
Member of The Newspaper Guild, CWA
CWA #37082


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September 2021

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Solidarity Is Path to First Contract for CHI Hospice

CHI hospice workers remain united as they continue making progress toward a first contract. Master Social Workers, Bereavement Counselors, Chaplains and RN’s at CHI Hospice stood together and voted for IAM Union Representation to gain a voice in their workplace, to get issues addressed and at the top of their list was ensuring they provide top-notch patient care. These dedicated, compassionate individuals provide support to both patients and family members by caring for their physical, psychological and spiritual needs. They develop individual care plans based on the patient needs and want to ensure they have autonomy to make decisions that give their patients the best care.

On Friday, August 20th, these newly unionized workers got a real time negotiation update with an evening barbecue at Point Defiance Park in Tacoma. Our Union Negotiating Committee had spent the day in a bargaining session. Members and their family heard what progress has been made and what issues still need to be addressed.

Members picked up stickers announcing “Fix HCHB Now” which has been a major issue for these workers. Home Care, Home Base is the software program these dedicated workers must use to log and track patient care and communicate with office staff and physicians and has been riddled with issues management has been unwilling to address. It has been the topic of several different meetings, as we work toward resolution that allows these workers autonomy in determining patient care.

Members got to hear from each member of the bargaining committee District 751 President Jon Holden, Business Rep Pat Bertucci, Chief of Staff Jason Chan and Staff Attorney Spencer Thal, as well as many of the bargaining unit members who have given so much of their own time to help get a first contract that addresses members’ top issues.

A topic that came up in the August 20th bargaining session, was CHI talked about moving folks to non-exempt status – something the workers adamantly and overwhelmingly oppose. In bargaining, each committee member eloquently told the story of why going non-exempt makes no sense for these dedicated workers and would only further hamper them delivering the best care to their patients and family members.

Every member can do their part by telling their manager they oppose going non-exempt. Uniting and speaking with one voice is the strongest weapon to combat these types of management decisions. If these workers had not voted for IAM union representation, CHI could simply have changed their classification to non-exempt and workers would have had no recourse and their objections would have fallen on deaf ears.

Continued on Page 11

Machinists Institute Reaches Several Milestones in August

The Machinists Institute (MI), which is the training arm of our Union, hit several milestones in August. First, the Institute signed a lease on a training facility that will be a combination of classroom, meeting rooms, and shop area on East Marginal Way not far from the 751 Seattle Union Hall.

MI quickly utilized the facility the next Monday by launching the Machinists Institute Youth Academy training program. The project is funded by the Port of Seattle as part of their Summer Opportunity Youth Initiative Program. In partnership with Partner In Employment (PIE), the Machinists Institute is providing this six-week (30 hours a week) training program for youth and young adults ages 16-24 that provides a stipend to students and helps connect them with employment opportunities. This six-week training program is divided into two cohorts, one that started August 16 and will end Sept. 24 and the second one that will begin Sept. 27.

MI’s goal is to train and support 22 opportunity youth from the Black, Indigenous, and People of Color (B I P O C) community in aerospace and advanced manufacturing to gain skills needed to gain entry-level work and a pathway into the aerospace and manufacturing industry. Not only are these students learning some basic manufacturing skills, they will also have an opportunity to take some industry tours, receive information regarding job openings and assistance with resume building, online job applications and interview preparation. Pathways into the aerospace and manufacturing industry can include direct hire after this six-week course, entry into an apprenticeship program or entry into one of many aerospace and advanced manufacturing programs through the state’s community and technical colleges.

Another unique aspect of all MI courses is a segment on worker rights to educate students on the advantages of Union membership – something missing from most other training programs.

IAM District 751 President Jon Holden, whose vision helped create MI, talked to the students about what it means to have a union contract. He emphasized that manufacturing jobs are good-paying jobs – especially if they are union-represented jobs. Since most of the students had little knowledge of unions, he explained unions are simply workers joining together, determining their priorities and speaking with one voice to raise their standard of living, secure better pay and benefits, safer working conditions and have rights on the job.

751 Chief of Staff Jason Chan shared his story of leaving a banking career at age 30 to become a 737 wing line mechanic and joining the Machinists Union. When a co-worker invited him to a union meeting, he saw the power of being involved and continued to step up, learn more and take on more responsibility.

“When you get a union job, you immediately see the difference in being in a Union and having a union contract. You have rights, better pay and benefits – don’t take our word for it, facts and data from the U.S. Department of Labor show it pays to be Union year after year,” said Chan.

“It is good to see you taking this training and gaining skills to make a living,” said Holden. “But gaining skills is only half the battle. Only through Union representation can you have a voice and rights on the job to ensure you get the pay and benefits you deserve. Union representation provides a pathway to solid middle class jobs.”

Batholomew Kimani taught the class and is on staff at the Machinists Institute after working as a Manufacturing Engineer and Product Development Engineer and teaching Machining Technology at Renton Technical College.
Hazard Communication Team (HCT) notification process developed

One of the responsibilities of the Communications and Safety Administration team at IAM/Boeing Joint Programs is having oversight for various health and safety committees, processes, training classes, initiatives, programs and events. The idea is to provide up-to-date, appropriate and needed information or training as requested or deemed necessary to support current health and safety programs.

The Hazard Communication Team (HCT) is one of the teams overseen by the IAM/Boeing Joint Programs Communications and Safety Administration team. In 1989 Article 16.2(f) was added to the Collective Bargaining Agreement (CBA) which describes and defines the responsibilities of the HCT team.

The team came together to determine how the HCT team would receive and handle the notifications at each site when needed. Each site from Everett to Portland has one IAM hourly HCT team member who is partnered with an EHS HCT team member. These HCT partner pairs are the main points of contact for any new HCT notifications at their sites. HSI Site Committee members also support this process when needed.

The team then came together to develop the new HCT notification process and to determine what information was needed to support the new notification process. The team looked at lessons learned and worked in tandem with EHS to develop an HCT notification process that included both parties. This helped ensure the HCT team partner pairs were equally involved and informed about the roles and responsibilities they shared with the newly developed IAM/Boeing Joint Programs HCT notification process.

Additionally, EHS developed a written document that explained the new HCT notification process for the EHS organizations to follow from Portland to Everett. The newly released D-document was written with the newly developed IAM/Boeing Joint Programs HCT notification process in mind to provide continuity between the two HCT notification processes.

Once these processes were documented and accepted by both parties, the IAM/Boeing Joint Programs videography team made a short informative video training explaining the new HCT notification process. This training video was provided to the HCT teams as well as the HSI Site Committees, EHS, and other safety organizations. It is now available by accessing the ISCM (Interactive safety crew meeting) library and looking for course # 84713 Hazard Communication Team Notification Process.

IAM/Boeing Joint Programs Co-Director Tommy Wilson applauded the team’s efforts and recent accomplishments. Tommy said, “I greatly appreciate the hard work and the team’s commitment as well as partnership with getting the Hazard Communication Notification process documented. Building the video highlighted the importance of the process was another job well done. Even something like simply moving a machine from one location to another, or bringing in new chemicals, can create new hazards in the work place that we all need to be aware of to stay safe. We appreciate your focus on ensuring that safety is a top priority to keep our employees safe in all our factories.”

With turnover in the workforce, statement of work changes, process improvements, etc., the possibility of new potential hazards going unrecognized requires our relentless focus. Ensuring the effectiveness of our hazard communication system is critical to that effort. With the formalized HCT notification processes documented, training developed and communication about all of it shared with EHS, the IAM/Boeing Joint Programs HCT team, HSI Site Committees, the Communications and Safety Administration team are encouraged the sites will start seeing more HCT notifications.

IAM/Boeing Joint Programs values the partnership with EHS as we all strive to keep safety our number one priority. Don’t be surprised if your crew or organization starts getting involved with communications of any new machines, processes or materials that come into your work areas. This has been the intent of Article 16.2 (f) of the CBA and now with this formalized HCT notification process we should all see it increase for the health and safety of all employees.

IAM/Boeing Joint Programs Executive Director Mark Clark stated, “The hard work by the Communications and Safety Administration team to develop a documented HCT notification process is a great achievement. Their collaboration with EHS and other organizations shows the ongoing dedication to the IAM/Boeing Joint Programs Mission and Vision statements. We remain committed to the CBA and company safety initiatives for the health and safety of all employees. We are confident that not only the Communication and Safety Administration team but all of IAM/Boeing Joint Programs will continue to lead, support, partner and assist overall with these efforts.”

If you have any questions about the IAM/Boeing Joint Programs HCT notification process, reach out to any HCT team member or HSI Site Committee member. You can log on the IAM/Boeing Joint Programs website and click on the “site committees” icon to see the HCT team organization or any of the HSI Site Committees along with contact information. While you are on the IAM/Boeing Joint Programs website, check out the other safety information available as well as the plethora of benefits and services offered to the IAM 751 represented employees.

If you have any questions or need additional information about IAM/Boeing Joint Programs just contact us via phone or email. You can access the IAM/Boeing Joint Programs website internally while using a Boeing work computer OR externally from home. Internal website access: http://iamboeing.web.boeing.com. External: www.iam-boeing.com

To contact IAM/Boeing Joint Programs via phone, call 1-800-235-3453.
The cloud cover on July 31st provided a perfect golf day for the 128 participants in the annual 751 Guide Dogs of America Charity Golf Tournament at Willows Run in Redmond. Golfers appreciated the opportunity for a fun round of golf in a scramble format while raising more than $17,000 for this worthwhile charity.

The scramble best ball format kept it competitive, as the second and third place teams tied with 57 and had to look back 14 holes before the tie was broken.

Golfers heard first hand how their contribution helps others. Elizabeth Rene, who is a practicing attorney, and is on her eighth guide dog, praised the attention GDA gives to ensuring each dog is a good match for the owner. She noted these events help ensure others can have that independence and receive a Guide Dog/Service Dog. Last year GDA combined with Tender Loving Canines to provide service dogs for veterans and children with autism.

Thanks to all the volunteers and sponsors who ensured all had a day of fun.

Individual winners in closest to and longest drive competitions: L to R: Jennifer Scott (donated her prize to GDA), Aaron Faber (closest to pin), Jerry Banks (closest to pin), Jim Hutchins (closest to pin), Tyler Erickson (longest drive) and Shari Boggs (longest drive).

Thanks to the following who helped sponsor the event:
- Grand Lodge
- Scott Capital Advisors
- Madison Ave. Pub, Everett
- IAM District 751
- Employee Benefits Services
- Hex-Rex - John Linboe
- Jon Holden
- Richard Jackson
- Greg Campos
- Howard Carlson
- Jason Chan
- Mark Clark
- Jeremy Coty
- Christine Fullerton
- Matt Hardy
- Mike Hill
- Connie Kelliher
- Bill Langlois
- John Lopez
- Rich McCabe
- Jim McKenzie
- Steve Morrison
- Les Mullen
- Jason Redrup
- Andy Schier
- Paul Schubert
- Rod Sigvartson
- Shane Van Pelt
- Jt. Programs Apprenticeship Team
- Joint Programs Renton Site

Shawn Bennett sends one sailing as Steve Minter and Josef Mueller observe.

Top 3 teams were honored. L to R: 2nd place Guerdon Ellis & Richard Jackson; 1st place: Keith Stone & Mike Osthus; 3rd Place Ron McGaha and Mark Blondin.

On August 7th, participants in the 17th Annual Shoes for Puppies Horseshoe Tournament pitched in for a worthy cause and delivered thousands for Guide Dogs of America/Tender Loving Canines. Local 751-E hosted the annual event at the Red Dog Saloon and provided a good time for all. Teams competed for the top three spots. Thanks to all the volunteers and sponsors, as well as those who sold raffle tickets. The Traeger grill was won by Sharon Lambert (the top raffle prize).

Thanks to the following pit sponsors:
- Jon Holden
- Richard Jackson
- Greg Campos
- Ira Carterman
- Jason Chan
- Jeremy Coty
- Robley Evans
- Christine Fullerton
- Connie Kelliher
- John Lopez Jr.
- Shane VanPelt
- District 751
- 751-A
- 751-C
- 751-F

Local C President Donny Donovan prepares to throw.

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SERVICE TO THE COMMUNITY

751 Helps Others Throughout the Region

751 volunteers continued to help others throughout our region. Recently, members built several ramps to help area residents. In Marysville, volunteers built a ramp for the parents of 751-member Robert Brockett whose parents needed one to more easily get in and out of their house.

Retired members Jim Hutchins and Joe Stewart built a small ramp for Mack Murray (a friend of Joe’s) who needed the ramp to safely get in and out of his house in a wheelchair.

On August 7th, 751-Retiree Jim Hutchins helped volunteers from IAM District 160 build a wheelchair ramp for an IAM160 member’s wife who was in an accident and now is a paraplegic.

Volunteers also found time to do a road cleanup on our stretch of the road in Auburn on Saturday, August 7th.

If you would like to take part in upcoming community service projects, check the calendar on our webpage www.iam751.org. Most events are on the weekends.

751 Retirees Joe Stewart (r) and Jim Hutchins (not pictured) built a small ramp for Joe’s friend who had trouble getting in and out of his home after he had a stroke.


Putting on the handrails of the Marysville ramp on July 24th.

Union Yes at Area Festivals

Those attending the Mill Creek Festival, Langley Fair on Whidbey Island and Solidarity Night at the AquaSox had an opportunity to learn more about the union advantage by visiting the Snohomish/Island County Labor Council booth. Machinists volunteers handed out informational bags with visibility items to raise awareness on how unions help all workers. Visitors left knowing more about how they can get a better life through union membership.

Thanks to those volunteering to work our booth at these events: Shari Boggs, James Brantley, Adrian Camez, Don Chapman, Su Coons, Roy Coons, Jesse Cote, Michelle Dimmore, Michelle Flores, Loren Guzzone, Wes Heard, Mike Hill, Cynthia Hill, Seth Hill, Aaron Jacobs, David Lemon, Rey Lobo, Ed Lutgen, James Manivong, Thorn Prom, Linda Ramos, Jonathan Ross, Jeremy Sebero, Christina Taylor, Eric Taylor.

Join Team 751 on Oct. 16 to Fight Breast Cancer at Making Strides Event

One in eight women will be diagnosed with breast cancer during their lifetime. Chances are breast cancer will affect you or someone you know! That is why the 751 Women’s Committee is participating in the Making Strides Against Breast Cancer event on Saturday, October 16th at Gas Works Park in Seattle (2101 N. Northlake Way, Seattle). All members, their family and friends, are invited to join in the fun and walk with us.

Registration begins at 9 a.m., the walk will start at 10 a.m. Team 751 will meet for a group photo at 9:30 a.m. by the restrooms.

Team 751 is also selling limited edition long-sleeve black t-shirts (see below) at the Seattle Hall for $20 starting mid-September with proceeds going to the American Cancer Society.

Team 751 has a sponsor page if you would like to make a donation. Donation Instructions:

1) Google search: Making Strides Against Breast Cancer Seattle
2) At top left click on donate
3) Next to Search, type Team 751
4) Click on donation amount and Company match option as well
5) Enter credit card or pay pal info
6) Look for your tax deductible receipt
7) Pat yourself on the back for giving

Union Ensures Member’s Pay is Corrected

Continued from Page 1
our contract language.”

“Shari was tenacious and continued to pursue the matter and elevate it until it was corrected. She did an awesome job representing Wendy,” said Business Rep Christine Fullerton. “This demonstrates the importance of knowing our contract and reaching out to a Steward if something seems wrong with your pay.”

Even though Shari got managers and others to agree Wendy’s hourly pay was wrong, it still took time to get the pay corrected. Shari went through each paystub with Wendy, to ensure the adjustment was correct, hour by hour, including overtime. In addition, she has requested an audit to ensure that the VIP match and special retirement match are correct.

Members be aware of this 90-day rate retraction to ensure your pay is correct following a downgrade to avoid layoff. It is your contractual right to retain the higher pay for the first 90 days in the lower-graded job.

Just another example of how it pays to be Union.
SERVICE TO THE COMMUNITY

Volunteers Honor Sister Lillis by Building a Wheelchair Ramp

In honor of the Maria Santiago Lillis Advocacy Day – A Commitment to Serve (ACTS) will take place each August 10th to honor Sister Lillis’ birthday. Volunteers from IAM District 751 jumped at the opportunity to work on a project to honor Sister Lillis. Outside the Seattle Union Hall, volunteers prefabricated wheelchair ramp frames for an upcoming wheelchair ramp project. The group was able to cut and pre-fab one 12-foot section, four 8-foot sections, and two 4 x 4 platforms to support our volunteers building the following weekend.

“It was an honor to work with our leaders from District 751 on this first Maria Santiago Lillis advocacy day. We came together to serve. I think about Sister Maria’s life and work,” said IAM Western Territory General Vice President Gary Allen. “Thanks to all who answered A Call To Service (ACTS) on Maria’s birthday!”

“TO be able to pre-fab wheelchair ramp sections to help an area citizen in honor of Maria was a privilege. She dedicated her life to helping others. What a great way to remember a true trade unionist who did so much to help others. We will set up a community service project every August 10th in her honor because together we make a difference and build better communities,” said IAM District 751 President Jon Holden.

Volunteers on the ramp sections included General Vice President Gary Allen, Western Territory Chief of Staff Bobby Martinez, District 751 President Jon Holden, Grievance Coordinator Dan Swank, Business Rep Garth Luark, Organizer Loren Guzzone, Steward Coordinator Ed Lutgen, Adrian Carbon, and Retired Member Jim Hutchins.

After the prefabricated sections were built earlier in the week, volunteers built a ramp on August 14th for a local resident whose dad has Parkinson’s and could hardly get in and out of the house. Thanks to all who helped with the ramp: Janusz Bochniarz, Jeremy Richie, Richard Jackson, Jon Holden, Ethan Holden, Jason Redrup, Fred Harmon, Jonathan Keary, Paul Richards, Garth Luark and Barbie Harmon for documenting the project with pictures.

751 Talks Trade with Top Official

Continued from Page 1

which drive standards down around the world. We see U.S. and European aerospace companies continuing to offshore work and production plants in Mexico to take advantage of low wages and no workers’ rights.

Among other issues, concerns were raised about:
• China’s manipulation of markets and low labor standards and the impact on aerospace, aluminum and woods products industries.
• The importance of using tariffs and border taxes etc. to protect U.S. jobs and ensuring robust enforcement against trading partners that violate trade law, environmental standards and workers’ rights.
• How the constrained flow of goods in and out of U.S. ports is stifling economic growth and hurting port and freight workers.

Tai welcomed the input of Washington’s labor community and assured labor leaders that the Biden Administration is committed to “trade policy that is crafted with workers for workers.” With support from late AFL-CIO President Richard Trumka, the USTR has established a vision for a worker-centered trade policy that “lifts wages, empowers workers, and expands economic opportunity at home and around the globe,” she said.

Tai also emphasized the importance of continuing to invest in our infrastructure and our workers. She said that passage of the bipartisan Infrastructure Investment and Jobs Act, with strong Buy American provisions, will “create good-paying, union jobs and position the United States for economic success in the 21st century.”

“Everyone at this table understands the importance of trade to supporting good family wage jobs,” said Cheri Carter, Washington State Labor Council Political and Strategic Campaign Director, who facilitated the roundtable. “But we also have seen with our own eyes the damage that can be done by trade rules that don’t
**Machinists Custom Choices**

**SUPPLEMENTAL BENEFIT ENROLLMENT FOR IAM DISTRICT 751 MEMBERS AT BOEING**

**Tuesday, July 6th - Friday, September 10th**

**See below for your locations open enrollment dates**

- **FREDERICKSON / AUBURN**
  - July 6th - July 23rd
  - **COMPLETED**

- **SEATTLE / RENTON**
  - July 26th - August 13th
  - **COMPLETED**

- **EVERETT**
  - August 16th - Sept 10th
  - **UNDERWAY**

**DID YOU KNOW?**

**CURRENT SHORT-TERM DISABILITY**

PAYS UP TO **$330** PER WEEK?

**IS THAT ENOUGH FOR YOUR FAMILY?**

**IMPORTANT NEW BENEFIT**

**SHORT & LONG TERM DISABILITY**

Exclusive Coverage for IAM District 751 Members Working at Boeing

<table>
<thead>
<tr>
<th>Benefit Type</th>
<th>Weekly Benefit</th>
<th>Description</th>
</tr>
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<tbody>
<tr>
<td><strong>SHORT-TERM DISABILITY</strong></td>
<td></td>
<td></td>
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<tr>
<td>In addition to the Company CBA Benefit of up to $330.</td>
<td>$330</td>
<td>Members can purchase additional coverage up to 65% of base earnings.</td>
</tr>
<tr>
<td>Tax-free benefits paid for up to 25 weeks.</td>
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<tr>
<td>$30 Hourly Wage x 40 Hours = Total Weekly Income Amount</td>
<td>$1,200</td>
<td>27% of Weekly Income</td>
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<tr>
<td>Max Weekly STD Benefit per the CBA</td>
<td>$330</td>
<td>27% of Weekly Income</td>
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<tr>
<td>ADDITIONAL SHORT-TERM BENEFIT</td>
<td>$450</td>
<td>TAX-FREE, PER WEEK</td>
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<tr>
<td>Combined Short Term Disability</td>
<td>$780</td>
<td>65% of weekly income</td>
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<tr>
<td>CBA benefit varies by pay grade.</td>
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<tr>
<td><strong>LONG-TERM DISABILITY</strong></td>
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<td></td>
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<tr>
<td>Member can purchase up to $6,000 a month in coverage not to exceed 65% of base income.</td>
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<td>No benefit available</td>
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<tr>
<td>Tax-free benefits begin after 6 months of disability and are payable for up to 5 years.</td>
<td>$780</td>
<td>65% of weekly income</td>
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<tr>
<td>$30 Hourly Wage x 40 Hours = Total Weekly Income Amount</td>
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<td>Max Weekly LTD Benefit per the CBA</td>
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<td>LONG-TERM BENEFIT</td>
<td>$780</td>
<td>TAX-FREE, PER WEEK</td>
</tr>
<tr>
<td>Combined Long-Term Disability</td>
<td>$780</td>
<td>65% of weekly income</td>
</tr>
</tbody>
</table>

**ADDITIONAL GUARANTEED-ISSUE PLANS AVAILABLE:**

- **WHOLE LIFE INSURANCE**
- **TERM LIFE INSURANCE**
- **24 HOUR ACCIDENT PLAN**
- **CANCER INSURANCE**
- **CRITICAL ILLNESS**
- **HOSPITAL INDEMNITY**

**TWO EASY WAYS TO ENROLL:**

- **CALL CENTER**
  - 1-833-EBS-4IAM
  - 1-833-327-4426
  - July 6th - September 10th (Monday - Friday 10a.m. – 7p.m. PST)
  - Saturdays - by appointment only.
  - Receive enrollment assistance from a Salaried Enrollment Counselor.

- **ONLINE ENROLLMENT**
  - www.ebsworksite.com/boeing-seattle/
  - 1) Scan the QR CODE with your smartphone, or visit the link above to go to your benefits landing page.
  - 2) Follow the online enrollment instructions.
McGaha Honored as Labor Hero for Endless Efforts

The IAM Executive Council recently honored Washington State Labor Hero, our own 751-C, Ron McGaha. At the conclusion of the 2021 Kourpia K-9, Classic, which is a motorcycle ride to raise money for Guide Dogs of America, retired 55-year IAM 751-C member Ron McGaha was recognized for his historic IAM career and continued support of Guide Dogs of America. In presenting Ron with the award, IAM International President Robert Krupka said that the idea of the first annual Kourpia Classic came from Ron while he was talking with IAM General Vice President Mark Blondin. Once the ride came together, Ron was one of the first to sign up and take part in last year’s and this year’s ride. Event though Ron lives in Seattle, he took part in the 2021 ride that started in Marietta, Georgia and ended in Texas after traveling through Tennessee, Mississippi and Arkansas. While Ron turned 78 years young in June, he noted his good for helping out the Union for at least another 20 years.

“If there is an event to help labor or GDA, Ron is at the front of the line to do this. He retired 16 years ago from District 751, but his union activity has never stopped,” said IAM International President Robert Martini. “Ron epitomizes what it is to be a Union man. He is always there to help, selfless, never asking for any recognition. He is always happy to advise or participate and is a real labor hero.” The IAM Executive Council presented Ron with a crystal Harley motorcycle engraved to thank him for his outstanding service and career.

Retiree/Senior Legislative News

By CARL SCHWARTZ
751 Retiree Legislative Chair

Happy Labor Day to all retirees, workers, and families! It will bring the unofficial end of a difficult summer, especially with the challenges posed by the rising infections here in WA and the nation, due to the delta variant of the COVID virus. That is also why, though very disappointing, cancelling our August Retirement Club Picnic was the only safe thing to do.

Politically, we are optimistic, with the passage of the Infrastructure Deal in the Senate – that will bring funding for repairing roads and bridges such as the West Seattle Bridge, improve airports, as well as modernize the passenger rail system. All these will give a big boost to the economy, support full employment and meet many far-neglected needs.

With its bipartisan support, there is hope that both political parties can agree on other vital issues - including those that especially concern seniors such as improving Social Security. It was not so long ago that our Republican Governor Dan Evans made concerted efforts to include Labor and seniors in his proposals - the type of efforts that we could use in Congress today.

There is also a coming Budget Reconciliation Bill with an outline that could allow Medicare to negotiate drug prices, saving hundreds of billions by lowering the price of prescription drugs. Those savings would then be used to add dental, hearing and vision as benefits, vital measures to retirees and seniors.

A resolution introduced and passed by 751-Loc F would ask the Postal Service to issue a commemorative postal stamp in honor of William W. Winpisinger, a past International President of the IAM&W. This resolution will be forwarded to the Grand Lodge Convention for their support next year.

Retirees

Congratulations to the following who retired from our Union:

Local 60:
Richard Doyen, DRG

Local 86:
Bryan Droppin, Republic Services
Terry Whitzcomb, CPCC

Representatives discourse on how reducing drug prices would help expand Medicare benefits

On July 30th, U.S. Representative Kim Schrier, M.D. (D-WA) and Jackie Boschk, President of the Washington State Alliance for Retired Americans (751 Retirement Club President), joined Protect Our Care for a virtual press conference to mark Medicare’s 56th anniversary and unveil a new report on how prescription drug pricing reform will generate robust savings that could be used to expand Medicare benefits to include dental, vision, and hearing. As it stands, millions of Medicare beneficiaries are currently without coverage in all three areas, profoundly impacting the health and well-being of seniors and people with disabilities.

The event was part of Protect Our Care’s Lower Rx Summer campaign, which consists of themed weeks of action to illustrate the urgent need for legislation to lower drug prices principally by giving Medicare the power to negotiate drug prices to help patients at the pharmacy counter, but it would save the federal government $500 billion, which could be reinvested in strengthening Medicare to include dental, vision, and hearing benefits.

You can watch the event at: https://www.youtube.com/watch?v=PSV0.xCo7Ww

Remembering Jackie Terrell

Recently, 751 lost a special retiree who was known for her fighting spirit with the passing of Jackie Terrell. Jackie worked in the toolroom at Boeing. She retired in 1995 and was one of the founders of Boeing Retirees on the Line - a group formed in 1995 to give retirees a voice and bolster solidarity with our active members during the 1995 strike.

Jackie spoke up at meetings and rallies, wrote articles for the AeroMecanic and met with Boeing CEO Phil Condit to press him to provide cost-of-living for our Boeing pension. In 1997, as a leader of Retirees on the Line, she orchestrated an informational picket for nearly 75 retirees to spread the word that retirees need a raise. The group distributed informational flyers, talked with local media, and delivered 200+ pounds of food to local food banks.

Jackie told reporters “Boeing is doing well now because its former workers designed and built the planes now flying. Boeing may hope we’ll disappear, but we aren’t going away. We are determined to build a strong organization to preserve and extend our benefits.”

As a leader of “Retirees on the Line” she helped recruit and deliver 200+ pounds of food to local food banks.

In Memoriam

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


Local C: Gary Atkins, Neal Clark, Raymond Cluff, Robert Fields, Robert Hoover, Gary Huffman, Carlos Saldino, Bonnie Sheve, George Stith, Walter Smith, Kenneth Sullivan.

Local E: James Blanchard, Richard Griffith, Edgar O’Meara, Brian Tate

Local F: Santa Bonner, Patrick Davis, Patrick Hassett, Everett Potts, Walter Thompson, Jackie Terrell, Thomas Timmons.
Virtual Fun Run Delivers for Guide Dogs of America

The 2021 Flight for Sight Fun Run went virtual because of COVID. Despite this change, members still stepped up to raise money for Guide Dogs of America. The virtual event, allowed participants to walk or run at any location, and raised $7,424 for this amazing charity.

Thanks to top three fundraisers: Linda Ramos, Carolyn Romeo and Terri Myette, who were honored for their efforts.

Top Three fundraisers earning a Fred Meyer gift card L to R: Terri Myette, Linda Ramos and Carolyn Romeo.

Accepting the Oath of Office

District 751 President Jon Holden administers the oath of office (top right) to Local A Council Alternate Levi Wilson (top left), Local F Council Alternate Luziane Chiv and Jeremy Sebero.

Local F Officers accept the oath of office Top L to R: Michael Fields, Travis Kendrick. Bottom L to R: Diana Nadsla and Katie Eagleson.

Solidarity Is Path to First Contract for CHI Hospice

Continued from Page 1

We have made good progress toward a first contract, securing tentative agreements in provisions that are the foundation of every union contract. These include:

- Language to protect work from being assigned outside the bargaining unit.
- Seniority provision, which provides an objective basis when it comes to layoffs so the employer doesn’t get to pick and choose who stays and who goes.
- A grievance and arbitration procedure has been negotiated, as well as establishing a labor-management committee to address issues in real time. This means your employer cannot just make changes when they want, and we can enforce it.

These core elements have already been tentatively agreed upon.

While we still have to work through economics, these workers are in high demand and can find other work. There is a nationwide shortage of health care workers – CHI knows it and we know it, which is good as we work to secure the pay and benefit provisions of a first contract.

“It is great you are part of a union now and can work to resolve issues as they arise. By speaking with one voice, you have power to change and influence what your employer does,” said District 751 President Jon Holden.

Merrilee Royse, one of the Master Social Workers, pointed out, “I have already benefited from language we negotiated when I was laid-off and now am returning to work. If we didn’t have the IAM Union, this wouldn’t have been possible.”

Several of the RN’s voiced concerns about being pushed to take on more patients and management asking them to do more (even if it is little things, it all negatively impacts patient care). These workers are united in pushing back and saying ‘don’t ask me to do things that don’t serve our patients. We do this kind of work because we care and our top priority is and remains our patients and their families.’

As negotiations continue, these workers remain united and strong as they work toward a first contract that will lay a strong foundation to build upon for years to come.

CHI hospice workers brought family to enjoy the barbecue, playground and lawn games while getting updated on progress in negotiations.
Eastern Washington’s 8th annual shoot raised more than $10,000 for Guide Dogs of America. More than 66 shooters on 14 teams – which included members from Local 86, 1123, 1951, and Western Washington Machinists took part in the event on July 24th.

This year’s event was held at Landit Farms Sporting Clays. After taking part in the shoot, participants were treated to pulled pork sandwiches while the trophies were presented.

The event attracted KHQ, the local news media, who put together a nice segment on the event and the many benefits Guide Dogs of America/Tender Loving Canines bring to others. See the story at: https://tinyurl.com/3wndjfwh.

Thanks to the volunteers who ensured all had a good time and the event ran smoothly.

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Union Yes was the vote of Help Desk workers at Hanford on August 9th when they voted in an NLRB election to have IAM Union Representation. These 20 talented individuals work for Hanford Mission Integration Solution (HMIS) in the Tri-Cities. They perform essential IT and HelpDesk functions at the Hanford Site.

These workers stood together and exercised their federally-protected right to join together to improve their wages, benefits and working conditions, as well as gaining a voice and rights on the job.

Business Rep Steve Warren, Staff Assistant Chris Powers, along with organizers Jesse Cote and Loren Guozane have begun the process of securing a first collective bargaining agreement. These workers are beginning to identify issues they would like to see in a contract and are selecting a bargaining unit member to serve on the negotiating team.

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Thanks to proactive efforts by our Union all workers (our members and other workers) at Triumph Composites who are threatened with total or partial separation from employment on or after Sept. 14, 2021 through two years from the date of certification are eligible to apply for Trade Adjustment Assistance. Our Union worked closely with the Washington State Labor Council preparing and submitting a new proposal since the current TAA petition expires on Sept. 13, 2021. Getting this approval before the previous TAA petition expires ensures no member or worker from Triumph is denied a chance to apply for Trade Adjustment Assistance.

“Securing the new TAA petition early can alleviate some of the worries these members have in dealing with layoffs and a plant closure,” said Business Rep Steve Warren. “The WSLC committed to hold workshops if our members need help applying or understanding all the potential benefits that come from TAA.”