Meeting with Top Leaders on our Issues

When Secretary of Labor Marty Walsh, Senator Patty Murray and Congressman Pramila Jayapal came to the Seattle 751 Union Hall for a press conference promoting the Protecting the Right to Organize Act or PRO Act (see article page 5), 751 leaders also took the opportunity to discuss the importance of the aerospace industry, manufacturing jobs and workers’ rights in America.

District 751 President Jon Holden and 751 Legislative Director Donny Donovan emphasized the important role aerospace plays in not just our state economy, but our national economy. In addition, Holden also talked about the importance of our upcoming contract negotiations in the Aerospace Industry

Union Ensures Pension Reinstated for Retiree

The value of union membership continues even after our members have retired. Recently, IAM Health & Benefits Rep Jim McKenzie helped 751 retiree Alejo Vera get his pension reinstated with back payments after Boeing suddenly stopped depositing his monthly pension payments with no explanation. By the time Jim was able to fix the situation, Alejo was owed nearly a year of pension payments – demonstrating it pays to be Union.

Initially, Alejo attempted to resolve the issue on his own through Worklife and Boeing Pension Services, but as the months went on, his frustration grew. This 82-year old member, who has been an IAM member since he hired into Boeing in 1966, retired in 2013 and had been getting his pension each month for many years, but last spring his monthly pension benefit suddenly stopped being deposited to his bank account without any notice or explanation.

After Jim held several conference calls with Alejo and Boeing Pension Services, it was discovered when Boeing originally sent in his pension paperwork he did not send in proof of his age (i.e., a birth certificate, copy of his passport, military DD214, or any other acceptable form of identification). Rather than sending Alejo a letter asking for proof of his age, Boeing simply stopped paying his pension benefit – leaving Alejo to struggle to try to determine why. Once they learned why, Alejo had Jim fax Pension Services a copy of both his birth certificate and his DD214, which resolved the issue.

Jim diligently worked the issue to ensure Alejo will again receive his pension check on the first of the month and that he will receive all retroactive pension payments he was owed.

Yet this story has another unique twist about the value of Union membership. Alejo contacted our Union after he spoke with 751 member Clay Davis, who worked with Alejo prior to retirement. Clay immediately directed Alejo to Health and Benefits Rep Jim McKenzie, who years ago was Clay’s Steward when he was wrongfully terminated from Boeing. Our Union took Clay’s case to arbitration and won his job back with full back pay. Union representation when he faced unjust discipline inspired Clay to step up and become a more active member to help others with issues they encounter.

Our Union’s Health & Benefits Reps are a great resource to assist our members in getting medical/dental bills properly paid, dependents covered by benefits, in getting medical/dental bills properly paid, dependents covered by benefits, and so much more. Contact Union representation when he faced unjust discipline inspired Clay to step up and become a more active member to help others with issues they encounter. Our Union’s Health & Benefits Reps are a great resource to assist our members in getting medical/dental bills properly paid, dependents covered by benefits, and so much more. Contact Union representation when he faced unjust discipline inspired Clay to step up and become a more active member to help others with issues they encounter.

This program is no cost to members and their family members. Keep in mind that family is broadly defined to include: spouse, children, stepchildren, children-in-law, dependents, grandchildren, parents, siblings and even grandparents. Andy’s sister is also using the program and working to get a degree in Human Resources.

Andy, who has been an IAM member since he hired into Boeing in 2008, learned about our free college program when he was serving as a temporary Union Steward, but wants to help spread the word to others. He initially worked as a composite fabricator and after his shop in ADC closed, he transferred to the Frederickson Site where he works as a Shot Peening Operator. He appreciates our Union providing this educational opportunity for members and their families.

“There think are a lot of members who still haven’t heard about this program. I try to let every member know about it,” says Andy. “If you have kids graduating from high school, this is something they should consider especially if they are unsure what they want to study or if they want a two-year associate degree to transfer to a Bachelor degree. Why pay for a community college and the

Free College for You & Your Family

751-member Andy Barber is excited to share his experience and encourage others to utilize an amazing program available to all IAM 751 members AND their family members – our free online college program.

In December, Andy completed his two-year Associate Degree with a focus on Business Management. Not only did he work full time at Boeing while completing his degree, but he was also working with a 4.0 GPA. He is currently enrolled in our Union’s free Bachelor’s degree program through Paul Quinn College, which he began in March and is excited to further his education courtesy of this union program.

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To learn more or enroll visit: FreeCollege.GoIAM.org
Two-Way Communication on the Shop Floor

IAM District 751 President Jon Holden is walking through different shops across Puget Sound at Boeing alongside Union Business Representatives. During the shop visit, he wants to hear directly from our members their shop concerns, priorities for a new contract, and discuss the importance of unity and solidarity going into the 2024 contract negotiations. Members appreciate the frank discussion, as well as the opportunity to talk candidly about things going on in their shop. The two-way communication will be a vital part of building strength for negotiations in 2024.

Union Program: Free College for You & Your Family

Continued from Page 1

undergraduate classes when you can get this absolutely free? If you have a family member who wants to explore various programs to see what they might like to study, they can determine what they would enjoy without pursuing it costing them money.”

Andy began the program in October 2019 prior to COVID. Because Eastern Gateway College was already well versed in an online program, he was still able to finish on time while other colleges struggled to adapt to online because of COVID. “The program is easy to navigate and everything is online, including the books. They even provide you with online access to Microsoft Word, Excel and Power Point, as well as free tutoring. They also have counselors to help you select the right classes to complete your degree quickly or to help get credit for classes taken at another college,” Andy added. “This program can fit into even the busiest schedule. I worked full time, traveled and did all the things I like to do while keeping up with assignments. They also have an app for your phone or I-pad so you can take the materials and do the work wherever you go.”

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.

Union Officers:

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• 2101 A St SW, Auburn; 253-833-5590
• 233 Burnett N., Renton; 425-235-3777
• 8729 Airport Rd., Everett; 425-555-8821
• 620 E. Mission, Spokane (509) 534-9600 or 1-800-763-1305
• Toll-free to Seattle from: Nationwide 1-800-763-1301

Web site: www.iam751.org

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

Jon Holden
President, Directing Business Representative
Matt Hardy
Vice President
Richard Jackson
Secretary-Treasurer
Mike Hill
Secretary-at-Arms
Steve Warren (Eastern WA)
Dan Swank
Paul Schubert
Spencer Barris
Rod Sigewartson
Paul Veltkamp
Garth Luark
Patrick Bertucci
Christine Fullerton
Robley A. Evans
Richard McCabe
John Lopez Jr.
Ardra Truhan
Greg Campos
Shane Van Pet
Carolyn Romeo

Union Business Representatives

Pramila Jayapal. All understand the importance of workers to freely and fairly form a union and worker power in this country and there are many other industries and large employers such as Microsoft, Google, Amazon, health care, or even timber, nothing replaces these jobs where our members work with their hands and build some of the most amazing airplanes in the world. Again, nothing replaces these jobs which is why job security and the next airplane program are so important.

I know that this Secretary of Labor understands exactly what a union member faces and what we are facing to do to achieve the best contract we have ever had. Over the next 2.5 years, we will enlist our allies – other unions, our fellow Boeing employees in other bargaining units, non-represented Boeing employees, elected officials, and others to maximize our leverage and strength necessary for success. When we enter into negotiations, our proposals are reasonable. Our members should expect to retain or to make progress on those things. Our work has made this company profitable in the past and will long into the future if Boeing makes the right decision in placing the next airplane programs right here in Washington State. Because of our efficiency, our skills and training, and the partnerships we have built, Boeing has been successful for generations. Our Union, along state and local governments, have invested in infrastructure, training and education, and much more to prioritize the aerospace industry resulting in Washington state being the best state for aerospace. But it isn’t just us that we recognize this advantage. The Aerospace Competitiveness Economic Study (ACES), which uses objective data to compare the 50 states, has confirmed year after year that the most competitive location in the US for aerospace design and manufacturing is Washington State – which, by the way, is leaps and bounds ahead of every other state in the nation. This fact should not be lost on Boeing when we push to land the next airplane programs in this region designed by SPEEA members and built by Machinists members. This decision will give Boeing the best chance for success with the most profit to gain back some of the market share they have conceded to Airbus while vacillating on the decision to launch a new plane to remain competitive in the market.

Having high ranking elected officials

**Continued on Page 9**
Thanks to the efforts of Union Steward Ben Rieman, our contract was followed and 751-member Kim Chay was paid overtime for a weekend she should have been offered to work. As a result of Union action, Kim received 8 hours at a time and a half for the Saturday she should have been offered to work—demonstrating it pays to be Union.

Ben learned about the situation on the Monday following the weekend overtime. The issue arose when a new manager in the IRC didn’t fully understand the overtime language. Kim had noted she was available and willing to work when he asked for volunteers. She was then surprised to learn the manager brought in workers who worked under a different supervisor for the weekend work, which is a clear contract violation.

After Ben gathered all the facts, he took the contract book to meet with the manager. Initially, the manager was confident he hadn’t violated our contract. Ben reviewed contract language in 6.10(b) which clearly states first ask the employee regularly assigned to either the machine, job, crew or position—which would have meant Kim should have been asked to work the overtime.

But when went over potential reasons that management could have excluded Kim from the weekend overtime, which include:

- If she had already worked two weekends in a row (6.10(b)(2))
- If she had missed any days that week (6.10(b)(2))

(a) Note: As a result of a Memorandum of Agreement signed in 2018 members who use sick leave or Family and Medical Leave will not be excluded from overtime as long as the employee has notified management of their continued availability to work the scheduled overtime.

- If she had worked 128 hours of overtime in the budget quarter
- Kim did not meet any of the potential contractual requirements to exclude her from overtime and therefore, she should have been entitled to the weekend overtime.

To his credit after seeing all the information, the manager acknowledged it was a violation and corrected the situation so Kim would be paid the weekend overtime.

“I appreciate Ben working the issue so my rights to overtime were protected. Without the Union, management could simply ask anyone they want, and I wouldn’t be able to even question who they chose,” said Kim, who has been a 751 member since 1997 and works as a 51406 QA inspector.

Nothing Was a Gift – The Evolution of Overtime Rights

This feature is designed to help members understand how each contract provides a building block for a stronger future and contract language evolves over time. One thing is certain, nothing we have in our contract with Boeing was a gift from the Company. Every word and clause was hard fought with solidarity from those who came before us. This flyer looks at overtime language in the Boeing contract.

1936 CONTRACT – Any time worked in excess of 8 hours in one day shall be paid for at the rate of time and one-half. Any time worked on Saturdays, Sundays, New Year’s Day, Washington’s Birthday, Decoration Day (later designated Memorial Day), Fourth of July, Labor Day, Thanksgiving Day or Christmas shall be paid at the rate of time and one-half (NOTE: holidays were unpaid until 1950 contract).

1938 CONTRACT – Time worked on Sunday or any one of 8 legal holidays shall be paid at the rate of double time.

1940 CONTRACT – On a regular workday first two hours of overtime paid at time and a half; then double time for any additional time. Saturday overtime paid at time and one half for standard shift, additional time will be paid at double the regular rate.

1950 CONTRACT – Company will attempt to meet its overtime requirements on a voluntary basis among the employees. If there are insufficient volunteers to meet the requirement, the supervisor may designate and require the necessary number of employees to work overtime.

Employees receive 8 hours’ pay for unworked holidays. Employees required to work on a holiday shall receive double time plus 8 hours’ holiday pay.

1971 CONTRACT – NEW: Added language “in cases of selective overtime new hires or rehires may be excluded for the first 15 calendar days of their employment.”

1983 CONTRACT – NOTE: This was the first contract giving members a right to overtime: First, ask employee regularly assigned to either the machine, job, crew or position; then other qualified employees in the same job classification who came before us. This flyer looks at overtime language in the Boeing contract.

1985 CONTRACT – Management may exclude an employee from overtime, even if the employee is in attendance when the overtime is being assigned, if:

- Four consecutive weekends have been worked by the employee (previously three)
- 200 overtime hours have been worked in the calendar quarter (previously 160).

1989 CONTRACT – Significant overtime improvements after members stand strong in a 48-day strike, as follows:

1) You cannot be forced to work more than 144 overtime hours in a quarter.
2) All overtime work in excess of 160 hours and after three consecutive weekends will be compensated on a double time basis.
3) You cannot be forced to work more than 2 consecutive weekends.
4) Working on a Saturday or a Sunday will count as a weekend worked.
5) You cannot be forced to work more than 8 hours on a Saturday or Sunday.
6) All overtime in excess of the above limits will be worked solely on a voluntary basis. No reprints will result for refusing overtime (above limits).
7) All holidays and weekends consecutive to a holiday will be worked solely on a voluntary basis. The only exception is where necessary for facilities maintenance.
8) Minor revisions to when management may exclude an employee from overtime, if:
   - Two consecutive weekends have been worked (previously four).
   - 144 overtime hours have been worked in the budget quarter (previously 200).
   - Eight overtime hours have been worked on the Saturday or the Sunday.

1992 CONTRACT – New LOU to clarify 6.10(b) so before employee regularly assigned is designated, others in the job are asked if they want to volunteer, unless Superintendent or his designee approves. Also clarified exception for work quality as being under a Corrective Action Memo not to exceed 90 days.

1995 CONTRACT – added in exclusion from overtime in 6.10(b)(2) (a) “absence due to industrial injury or illness.”

2002 CONTRACT – LOU #11 revised. Reduced quarterly overtime limit to 128 overtime hours in any budget quarter (previously 144 hours)

2018 – MEMORANDUM OF UNDERSTANDING (MOU) This MOU clarifies existing language:
- Reduced the amount of overtime hours an employee can be required to work in any budget quarter from 128 to 112 overtime hours.
- Mandatory or designated overtime is limited to the shop and shift as defined under your first line manager (LOU #11 limitations still apply).
- Any increment of approved vacation on a Friday, exempts that employee from designated overtime for that weekend.
- Clarification: If a member uses sick leave or FMLA for reasons allowable under the contract or the law on a Friday preceding overtime, they will not be excluded from overtime as long as the employee has notified management of their continued availability to work the scheduled weekend overtime.
Machinists Institute Continues to Provide Career Pathways

The Machinists Institute (MI), which is the training arm of our Union, continues to make an impact and improve lives for those in our region. In March, another group graduated from the Machinists Institute Youth Academy – energized to have learned skills to gain entry-level positions in the manufacturing/aerospace industry. The program is a partnership with Partner in Employment (PIE) to expose area youth immigrants to manufacturing processes and machining skills that can lead to a career pathway to middle class jobs.

District 751 President Jon Holden congratulated the graduates on their accomplishment. He encouraged them to consider entering an apprenticeship program where you earn while you learn and can obtain a journey-level card that will open doors to middle-class jobs. He also emphasized the importance of seeking union-represented future jobs and can obtain a journey-level card that will open doors to middle-class jobs. Because the program was created as a vision of IAM District 751, every class teaches a segment on the benefits of union membership to gain rights on the job. This segment is missing from most other manufacturing programs, but should be taught so students can understand the advantage they will have if they have a union job (according to the Department of Labor union jobs have nearly a 20% pay advantage, along with additional benefits, better health care and much more).

As a result of earlier Youth Academy success, MI and PIE are working to secure additional grants for the future. It is still in the development stages, but if the reaction of those graduating is any indication, the program is having an impact.

MI Instructor and Program Developer Batholomew Kimani clearly inspires students and pushes them out of their comfort zone to tackle more skills. His enthusiasm is contagious.

Over the 10-week course, students get hands-on experience with basic drilling, riveting, deburring and working on mini-lathes. They are exposed to various machining, robotics, CNC machining, programmable logic controllers, soldering, and safety practices while working in a shop environment. The training also introduced students to metrology, depth gauges and radius gauges to gain an understanding of measurement tools, as well as QA concepts. One of the first projects was using calipers to measure a strand of their own hair, which showed each hair had a different measurement. Students also learned fundamental building blocks of CNC programming by cutting their initials into material.

Each student also built an electronic resume that they can continually update as they learn new skills, get additional certificates or gain job experience. The students get to walk through and meet with area employers who are looking for entry-level workers to fill their manufacturing needs. The goal is to get the students interested in the various apprenticeship programs.

"It was such a great thing to learn about an industry that isn't normally discussed in school. This 10-week program opened my eyes to what you can do not just in manufacturing, but other industries as well," said one graduate.

"It was profoundly gratifying to attend the graduation of the next generation of aerospace workers! I applaud District 751 for helping the community and investing in the future by creating the Machinists Institute," said IAM General Vice President Gary Allen. "This work is inspiring, and I commend the leadership of 751 for their vision and determination in pursuing job security for Puget Sound."

This is just one program offered by the Machinists Institute, which also provides training for our existing members to reach their career goals and is continually adding programs to ensure our aerospace/manufacturing workforce is prepared for challenges of the future.

Inspiration from Tukwila Councilman Abdi

Recently, Machinists Institute students of the Youth Academy heard from an individual that is now successful – Shara Peschek, Batholomew Kimani, and Jolnathann Salvato, who has a similar story. Tukwila’s youngest ever City Councilman Mohamed Abdi addressed the group. Like many of these students, he is an immigrant. He told of coming to America as an infant when his parents fled Somalia due to the civil war. With the Machinists Institute being located in Tukwila (the city he grew up and still lives in), he hoped his story would inspire these immigrant students to pursue their dream and continue learning new skills. He connected with the students and pledged to continue supporting programs like the youth academy and Machinists Institute.

Above: MI Instructor Batholomew Kimani explains skills and projects graduates worked on. Left: District 751 President Jon Holden congratulates the graduates and encouraged them to continue learning and pursue apprenticeship opportunities and union jobs.

A graduate demonstrates using a drill.

A graduate shares how she learned to use a caliper to measure.
Throughout the 60-day 2022 Washington State Legislative Session, 751 played an active role in advocating for various bills impacting workers—ensuring our voice was heard by state leaders. 751 worked closely with other union leaders on a variety of bills.

Several of the top bills we supported were signed into law. Workers in Washington State will benefit from two bills 751 supported that will deliver new apprenticeship programs in growing fields, as well as new supports for existing apprenticeships, and significantly increase state funding for apprentices at public colleges.

A bill introduced by Senator Karen Keiser will expand capacity and opportunity for current state-registered apprenticeship programs, while also providing resources for the successful adopting of joint labor-management programs in new industries. The bill provides resources for apprentices and apprenticeship programs to:

- Modernize technology and establish remote learning options;
- Update necessary equipment;
- Provide wrap-around services for apprentices like childcare and transportation assistance;
- Ensure that new apprenticeship programs seeking state recognition demonstrate living wages, career ladders, or the existence of non-wage benefits. This bill will help more students and workers interested in careers in manufacturing, healthcare, and construction access the ‘earn-while-you-learn’ model to achieve credentials for family-wage sustain careers.

The bill 5764 introduced by Senator Emily Randall will ensure that apprentices have access to a broad suite of student support services that are based on the greater academic acknowledgement of their education and training. It will create more parity between apprentices and college students; it will access academic credit aid and seeking academic credit for experience. Specifically it:

- Aligns the Washington College Grant for full-time apprentices to the maximum award for community college students.
- Improves the process for apprentices to access the Washington College Grant, and removes barriers for apprenticeship programs and college financial aid offices to assist.
- Studies pathways available for apprentices to build on their experience to earn academic degrees, if they choose to, and reviews the current funding model for apprentices within the college system.
- Establishes processes for journey card holders to receive academic credit recognition for their training and experience.

Both apprenticeship bills had widespread support: SB5600 passed the Senate 39-10 and passed the House 94-4. SB5764 passed the Senate 48-0 and passed the House 94-2. Another bill HB 2124 we supported that passed was introduced by Senator Marcus Riccelli to create a labor relations office, a time line for bargaining, and require interim work for legislation next year to grant legislative staffers bargaining rights. This bill passed the House 56-41, and passed the Senate 28-20.

More Than Ever, Americans Need the PRO Act

At a press conference at the 751 Hall, Monty Anderson (Building Trades), 751 President Jon Holden, Secretary of Labor Marty Walsh, Senator Murray, Representative Jayapal and other workers emphasized the need to pass the PRO Act now and restore worker rights.

The PRO Act passed the House on March 9, 2021, with bipartisan support and President Biden has urged Congress to send it to his desk. But the U.S. Senate is the final obstacle, where all 50 Republicans have opposed the bill and the body’s arcane filibuster rules requires at least 10 of them to support it for its passage.

Jayapal noted that House Democrats attempted to include some of the PRO Act’s provisions — specifically, increasing the penalties for employers that violate the existing labor laws when workers try to organize unions — in the Build Back Better package. But that legislation also hit a Republican roadblock in the U.S. Senate.

"Investing in apprenticeship programs, workforce development programs, those are also really important ways to build our unionized sector," Jayapal said. "But at the end of the day, we have to have more much more aggressive ability for employers to feel some pain if they do take on the (anti-union) practices they’ve taken on.”

The PRO Act would:
- Empower workers to exercise our freedom to organize and bargain.
- Ensure that workers can reach a first contract quickly after a union is recognized.
- End employers’ practice of punishing striking workers by hiring permanent replacements. Speaking up for labor rights is within every worker’s rights—and workers shouldn’t lose our jobs for it.
- Hold corporations accountable by strengthening the National Labor Relations Board and allowing it to penalize employers who retaliate against working people in support of the union or collective bargaining.
- Repeal “right to work” laws — divisive and racist laws created during the Jim Crow era — that lead to lower wages, fewer benefits and more dangerous workplaces.
- Create pathways for workers to form unions, without fear, in newer industries like Big Tech.
Standing in Solidarity with Striking Machinists

By JON VOSS, IAM 751-A Officer & Steward

Solidarity is alive and well throughout the IAM. Recently, while attending the William W. Winpisinger (W3) Education and Technology Center in Maryland, Local Lodge leaders from 751 Jon Voss (Local A), Amber Roulist (Local C) and Josh Koopmans (Local C) had the opportunity to not only network with members from different lodges and districts all over North America, but to show support for our brothers and sisters embattled in a strike at an aerospace supplier in Iowa.

Besides the 388 members of LL 388 mentioned his coworkers at Eaton-Cobham, a Boeing supplier, were on strike in Davenport, IA. After further discussions, he revealed that the company was pulling all the usual immoral, and likely illegal, practices of trying to intimidate our striking brothers and sisters into quitting or returning to the plant by continuously calling and leaving rude voicemails, sending recurring text messages, and posting online job openings to “permanently replace the striking workers.”

These tactics are directly from the union busting playbook, and can often be seen as a sign of the company’s desperation as they’re beginning to see the power that the striking Machinists have.

Understanding the significance of our brothers and sisters’ struggle, those attending leadership classes at our International’s training center wanted to show their support by standing in solidarity with these brave workers. The brothers and sisters in attendance at W3 that week took advantage of support and sent them to the striking workers. It might not seem like much but according to Bradley, his brothers and sisters claim the pictures were “a big morale booster” and they’re continuing to hold the line. Knowing they are not alone and are supported by others is huge. Bradley noted, “The amount of support shown from my brothers and sisters at the Winpisinger center shows the true strength of our union.”

“An honor to stand with my brothers and sisters at local 388. It was amazing to see how much impact a small gesture could make. I’d also like to send a shout out to our instructors at W3 who rallied and made this happen,” said Amber Roulist.

“After meeting and connecting with brother Bradley, we knew we had to take action and do whatever we could to help boost morale and show solidarity,” said Josh Koopmans. “It’s great to see the support for such dedicated brothers and sisters.”

“We can all do our part by standing together because we never know when we might need others to stand with us,” added Jon Voss.

Most of the IAM leaders from the training center also made posts on social media to increase support for the strikers and raise public awareness on the strike – showing Machinists stand in solidarity with our Union family.

NOTE: The strike was settled as the Aero Mechanic

751’s Chan and Cote Recognized for Excellence by IAM Western Territory

IAM Western Territory General Vice President Gary Allen recognized two leaders from 751 as part of the IAM Western Territory Office & Staff Conference: 751 Chief of Staff Jason Chan and 751 Organizer Jesse Cote – both have dedicated years to helping others, representing our members and bringing the benefits of union membership to others.

“Brother Jason Chan has proven himself as a leader who goes above and beyond the call for his work in servicing, collective bargaining and political action. Brother Chan stepped into his recent role as Chief of Staff to District 751 and immediately earned the respect of his peers and our membership. Brother Chan’s recent accomplishments include bargaining a first agreement with the non-profit KIND, leading Local & District Legislative committees and also helping to shape apprentice-ship legislation,” said Allen as he presented the award. “Thank you Brother Chan for your consistent efforts in making the lives of our members better.”

Allen also recognize Jesse Cote for his outstanding work in organizing for nearly two decades. Jesse has led 751’s organizing efforts since 2004 and has helped hundreds of workers at dozens of employers gain the benefits of union membership. He has a passion for bringing others rights on the job. Jesse is able to quickly earn the trust of potential workers looking for union representation and forewarns them of the anti-union and potential illegal tactics they may face from their employer. He has been a tireless advocate for workers and looks forward to the day when workers can freely choose union representation and companies are held accountable should they retaliate or break the law (i.e. if the PRO Act is passed).

Congratulations Jason and Jesse!

IAM General Vice President Gary Allen (r) presents 751 Chief of Staff Jason Chan with the “Hawk” award for his tireless work in servicing, collective bargaining and political action.

More Than Ever Americans Need the PRO ACT

Continued from Page 5

The meeting with Walsh, Murray and labor leaders from around the state was a great open discussion and allowed union leaders to ask pointed questions and discuss relevant issues they are facing. The meeting included Washington State Labor Council officers Larry Brown and April Sims who helped coordinate the meeting. Brown took the opportunity to urge their support of potential buyers of the Intalco aluminum smelter in Ferndale who are attempting to secure a power agreement with the Bonneville Power Administration and reactivate that smelter and hundreds of good-paying union jobs.

“It was refreshing to have an administration and Secretary of Labor who listens and cares about workers. Murray has long been a champion for workers and helped us at 751 on many fronts. Coming from labor, Walsh understands the challenges we face, sees how corporations have overstepped their bounds and trampled on workers’ rights,” said IAM 751 President Jon Holden. “Passing the PRO Act would help restore the rights of workers to freely and fairly form a union and bargain together for changes in the workplace.”

Polls show that more and more American workers want to join a union, if given a chance. With the PRO Act, those workers just might get that chance without their employer illegally retaliating or interfering in exercising their rights!
Women Activists Honored at Western Territory Conference

In celebration of International Women’s Day, our union sisters gathered for a group photo at the 2022 Western Territory Officer and Staff Conference.

“It is an enormously proud moment for me to see so many women in leadership positions at every level in the Western Territory,” said Western Territory General Vice President Gary R. Allen. “The future of our great Union will burn bright with a foundation built upon diversity and inclusion. I look forward to seeing where the voices of these strong leaders will take us.”

“I could not be more excited about all the women activists in the Western Territory and across our union,” said IAM International President Robert Martinez Jr.

“From the new IAM LEADS Program to the women taking leadership roles around the IAM, I am looking forward to a bright future for the IAM.”

751 Takes Part in WSLC ‘Breaking Barriers’ Challenge

District 751 Women’s Committee and other 751 members were proud to join the Washington State Labor Council’s Women’s Committee at the 751 Seattle Union Hall on Saturday, March 12th to commemorate and celebrate International Women’s Day. The event brought together women and men from throughout the labor movement across our state for a day of learning, bonding and completing a 10-challenge obstacle course overcoming barriers working women face every day.

It was also a chance to help others in the community as attendees brought hygiene products to donate to area women’s shelters. This event encouraged all genders to join the celebration with the theme: “Teamwork makes the dream work.” More than a dozen 751 volunteers showed up hours before the event to set up the obstacle course, sound system and other logistics and remained to the end to help with clean-up.

All proceeds benefit Washington Women Labor Leaders in Action leadership (WLLA) program. WLLA connects women labor leaders to develop, shape and forge their leadership paths through training, discussion, peer-coaching and mentorship throughout the duration of the program.

“The event was not only educational and inspirational, but a lot of fun. It was so good to see so many other dedicated trade unionists continue the fight for equality in the workplace,” said Ariel McKenzie, a Steward and 751 Women’s Committee member.

The challenges were fun and got participants thinking about what women face each day whether it is dodging negative comments, raising the bar, achieving work-life balance, or answering educational trivia questions in a jeopardy game, and much more.

AFL-CIO President Liz Shuler sent an inspirational video congratulating the support working women have in WA State and commending the WSLC’s Women’s Committee on finding an innovative and educational way to celebrate and acknowledge the many ways that women everywhere are breaking barriers and creating change.

“Your event serves as a reminder that the American labor movement is a driver in the larger effort to advance gender equity and how critically important the rights of women are around the world to our future,” said Liz Shuler. “As working women we have to overcome the like having our qualifications questioned, be offered less money than men for the same work, to work twice as hard and have fewer opportunities for advancement.”

She encouraged each participant to commit to extending their hand and pulling up a young woman in your midst, see her, make the effort to connect with her. Let’s create an environment where women can thrive.

This inaugural event also coincided with Women’s Equal Pay Day (March 15th). That is the day when a woman (on average) will catch up to what a man made in 2021. If you work a typical 8-hour work day, it would be as if women worked for free more than 2.5 hours each day. 83 cents—that’s how much women in the U.S. who work full-time, year round, are paid for every dollar paid to men (https://www.equalpaytoday.org/equal-pay-day-2022).

Want Equal Pay? Get a Union. According to a recent article by Wendy Chun-Hoon, Director of the Women’s Bureau at the U.S. Department of Labor and AFL-CIO President Liz Shuler, being represented by a union reduces women’s wage gap by nearly 40 percent compared to the pay gap experienced by non-union women. This translates into hundreds of thousands of additional dollars in union women’s pockets over the course of their careers.

Having a union contract helps with pay equity in large part because of the transparency and equality it provides and workers are paid for the job they perform. Collective bargaining agreements apply to all workers regardless of their gender or race. Union members also feel more comfortable to speak out about disparities because of the support of their union.

Thanks to the WSLC, it was an educational day that helped enlighten and advance women throughout our state.

751’s Diana Noinalu (center) joined others in dancing to the music.
Stewards Network and Mentor to Better Represent Members

Union Stewards are our front line of defense to combat contract violations and any attempt to issue unjust discipline to members. A Stewards serves as contract enforcer, challenger of management action, trusted advisor, counselor, educator on contract issues and company policies. Stewards assist members with everything from health and safety issues to contract questions, from personality conflicts to family problems.

This wide range of responsibility means Stewards are a critical cog in the union when important issues arise. To be most effective, our Union Stewards often work together: mentoring and sharing information to ensure we provide the best representation possible. Stewards may also serve on the Site Safety Committee, Women’s Committee, Legislative Committee, Volunteer Program, or a number of other committees – highlighting that each leader brings a different set of knowledge and experience to share.

New Stewards can thrive as more seasoned leaders transfer their knowledge and experience to newer members and activists. Ultimately, our goal is to build future leaders to help keep our Union strong. This mentoring network is happening in nearly every plant. Stewards become a part of a larger social movement and make a difference for future generations.

In a recent visit to Renton final assembly, Stewards/Union leaders offered their tips on mentoring others.

“Once a Steward has faced an issue in their shop, you can bet it has come up somewhere else inside Boeing. Sharing information and how to resolve the issue can be helpful so Stewards aren’t reinventing the process with each fight of a contractual violation or unjust discipline,” said 751 Steward Kimberly Gifford.

Since most Union Stewards and activists wear multiple hats, sharing information is key.

“I have been more successful thanks to the knowledge and information Larry Hagen taught me when I was first getting active. Rather than simply telling me the answer, he would have me look in the contract book, read the language so I not only knew the answer but where to find it in our contract,” said Unio Steward Ali England.

This information sharing leads to:

• Improving communication and shared ideas
• Creating a collaborative work environment
• Transferring knowledge and history to a new generation of leaders

“Listen and observe your mentors. Ask a lot of questions,” said Steward Kent Christian. “The key thing as a new Union Steward is don’t tell someone an answer unless you are absolutely sure it is right. Do your research and show our members where they can find the contractual provisions so they are more likely to remember it and share it with others.

“Kent was my mentor and always made me look it up in the contract so I would know where to find the answer. Make other friends and network in the Union, they are a great resource, including our union leaders at Joint Program leaders in Renton discuss the importance of networking with other Stewards and officers. L to R: Jerry Banks, Matt Hardy, Kim Gifford, Kent Christian and Aaron Jacobs.

Kim agreed and quoted, “When I was representing a member and needed to know what a BPI said for a member working in WA, I texted our Women’s Committee group since there are several members in WA and they were able to get me the answer. Networking with other Stewards and Union leaders is valuable so you can access all resources available to best represent our members.”

Like our Stewards, every member has a responsibility to learn more about our Union and our contract. While many take for granted what we have today, many of the benefits and protections incorporated in the contract are there because of membership solidarity in past negotiations or strikes.

Every member should know who their Union Steward is and if something doesn’t seem right or you believe a contract violation occurred reach out to them. Also consider taking our Union education off-hour classes, which currently are offered online. They provide great information on a variety of topics. Visit iam751.org, click the resources tab, then class registration to sign up.

Peanut Butter Donations Accepted Thru April

Help spread the love and fight hunger by taking part in our Union’s annual peanut butter drive, which runs through April. The drive is sponsored by our Machinists Volunteer Program (MVP). Donations can be brought to any IAM 751 union hall in Puget Sound.

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

Peanut butter collected at the Everett Union Hall will be donated to Volunteers of America. Peanut butter is an excellent source of protein with a good shelf life. It’s also something that most children like. With the pandemic and children just now returning to school where there are free lunch programs, the need is even greater.

Organizers encourage union members to buy union-made peanut butter brands like Jif or Adams, and to buy it whenever possible from unionized grocery stores, including Albertson’s, Fred Meyer, Haggen’s Top Foods, PCC, QFC, Safeway or Thriftway. All donations will be accepted because hungry children don’t pay attention to labels.

Cleaning Up Our Stretch of Road

Machinists Volunteer Program and IAM Boeing Joint Programs Community Involvement Team will clean up our stretches of road in both Auburn and Renton each month from April through October. In addition to helping the community, this creates more volunteer opportunities where family members can participate.

Auburn road cleanup takes place on the third Saturday each month from 10 a.m. to Noon (meet at GSA parking lot at C St SW and 15th St SW) starting April 16th through October 16th. Auburn road cleanup is from 10 a.m. to Noon on the second Saturday of each month (meet at the Everett Union Hall, 8729 Airport Rd) starting April 9th to October 8th.

Everyone is welcome to come out and help. Road cleanups are monthly through October. Volunteers should wear a reflective or high visibility vest or jacket, gloves and sturdy footwear. Dress appropriately for weather. All other supplies (buckets, garbage bags and grab tools) will be provided.

751’s Helping Hands

Word of our volunteer program continues to spread. In March, 751 volunteers built a ramp for a resident in Olympia. The family learned about our volunteer program when they ‘googled’ wheelchair ramps on the internet and learned about our Machinists Volunteer Program. Our volunteers readily turned out to help and ensure the residents could more easily come and go from their home.

Coming out to build a wheelchair ramp on March 751’s Helping Hands included L to R: Jim McKenzie, Charlie Romeo, Carolyn Romeo, Jim Hutchins, Larry Hayes and Kim Gifford.

April 2022

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751 Aero Mechanic

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751 Retirement Club Will Meet in Person April 11

751 Retirement Club officers met in March and determined they would try an in-person meeting at the Seattle Union Hall. Retired Club officers believe with proper social distancing, we can again be safe to meet in person (as many retirees are challenged to meet utilizing Zoom or other online meeting applications). If the meeting is successful, the Club will try to support useful information and bring in monthly speakers on topics of interest to seniors.

The first meeting in over two years will be on Monday, April 11th at 11 a.m. at the Seattle Union Hall (9135 15th Pl. S). In order to prepare and allow for proper social distancing, any retirees planning to attend please call 206-764-0347 to reserve your spot.

Guide Dogs/Tender Loving Canines Fundraisers

On March 21st, IAM 751 Retired Club Officers met in person at the Seattle Union Hall to plan the return of in-person meetings for the 751 Retirement Club. L to R: Vernee Murphy, Jim Hutchins, TJ. Seibert, Michael Keller, Jackie Boschok, Carl Schwartz, Helen Lowe, Pam Harris and Wilda Schwartz.

IN MEMORIAM

The following retirees passed away or have been reported and verified since the March 2022 Aeromechanic was published. Keep their loved ones in your prayers and give a moment of silence in remembrance.


LOCAL C - Pendpeope Hanes, Donald, Lewno, Leonard Sayers.

LOCAL F - Gloria Anderson, Barbara Jay, Janet Langdon-Murphy, Forrest Luthy, George Moore, Ronald Smith, Donald Tate, David Thompson, Arnold Wagonw Sr, Jane Witte.


Retired Club Legislative Report by Carl Schwartz, 751 Retirement Club Legislative Chair

Our state legislature has completed its 2022 session - and has passed a number of measures supported by our Union and our Retired Club.

Medical staffing at state institutions will gain support, tie-in with National Recovery Act passed, school support was increased, as well as support for health care in the long term. State support for low price insulin will tie-in with such proposals on the national level.

In the “other Washington,” the bill to secure the US Postal service passed with bi-partisan support.

You can get more details about labor supported legislation at www.TheStand.org, our state’s labor council newsletter.

We continue to follow the news of the war in Ukraine with sad hearts at the death and destruction and outrage that such acts are still possible in what we have called the civilized world.

Guide Dogs/Tender Loving Canines Fundraisers

Our union will once again host fundraising events to support Guide Dogs of America/Tender Loving Canines. District 751 is one of the top fundraisers for the California-based charity, which provides service dogs -- and training in their use -- free of charge to people who are blind or have impaired vision from across the United States and Canada. The charity was founded by a Machinists Union member.

Flight for Sight Virtual Fun Run - June 4-12

The 20th annual Flight for Sight Fun Run will be a virtual social distanced event June 4-12 to raise money for Guide Dogs of America. Participants can choose to walk or run at their own speed in whatever location they would like since the goal is not speed but personal achievement at their own pace and location. The event start date is June 4, 2022. 

From Saturday, June 4th to Sunday, June 12th, runners can log their miles at www.iam751.org. The top finishers in each category on the virtual board on our website will receive a cash prize at the end of the event. Participants may enter as a group or compete individually.

Cash prizes will be awarded to the first and second place teams, long drive, and closest to pin. Entry forms are available at all District 751 union halls in Puget Sound or on the virtual board on our website. Visit https://www.iam751.org, then click on Virtual Board for the Flyer and entry form.

As this is a fundraiser, prizes donations are greatly appreciated.

Secretary of Labor, Marty Walsh, Union Member

Just Like Us!

Continued from Page 2

understood the importance of this will help, but ultimately, the decision will be up to Boeing whether they want to harness all the advantages and resources of this region and our membership or choose an unproven, riskier alternative.

We know that is a risk they have chosen in the past, but we hope they see the solidarity of our membership and objectively assess all the elements, cooler heads and logical decisions will prevail.

Job security and landing the next airplane will be something you will hear about time and time again so stay tuned.

Finally, I want to thank the thousands of our members at Boeing who took the time to fill out our recent survey to identify what issues are important to you in the next contract. When we finish scanning the data, we will give high-level reports so you can see what your peers have determined are your key issues at this time. As we move closer to contract expiration, we will conduct additional, more in-depth surveys, because you will be the ones determining our top issues that craft our proposal. Again, it is our two-way communication that makes us stronger so thank you again for your input.

Keeping Our Presidents in Flyer Heads 2022
On April 5, 1889, the International Union of Bricklayers & Allied Craftworkers is the oldest labor organization in North America and represents one of the oldest crafts in the world. Local 1 Oregon was chartered 129 years ago to provide, protect, and improve the quality of life and general welfare for its members. (https://unionhistories.com/images/uploads/books/pdf/bricklayers-1-history-book-web.pdf).

On April 8, 1912, the Amalgamated Transit Union/ATU evolved from the Amalgamated Association of Street and Electric Railway Employees of America. Local 587 was formed by the Rainier Valley Electric Railway Workers. The ATU consists of drivers nationwide starting in 1892 when horses were more valued than men. Horses worked 4-hour days or less. A street railway boss said, “it costs money to replace horses.” While in Lancaster, Pennsylvania, non-union transit workers could be required to work as many as 20 hours at a stretch. Samuel Gompers, President of the American Federation of Labor initiated The Amalgamated union founding convention site September 12, 1892 History-of-the-ATU.pdf.

751 Members Don’t Miss Out! Find out more about our labor heritage. Pick up a labor history calendar today at your union hall to put on your Steward Board, which included a month from 751’s history (below). Thanks for supporting your Labor History Committee.

Over the past two months, several union leaders have moved to new positions and accepted the oath of office.

Photo right (top to bottom): District President Jon Holden administers the oath of office to Local C Council Delegate Joe Ruth and Local F Council Delegate Lloyd Catlin.

Photo below: Diana Noinala accepts the oath of office to become Local F Vice President from Health & Benefits Rep Travis Kendrick at the 11 a.m. Local F meeting.

Photo right top to bottom: Local F Vice President Diana Noinala administers the oath of office to Local F Audit Mitchell Danford and Local F Communicator Michael Fields.
Members at Penske United in Efforts to Obtain a Fair Contract

Machinists Union members working at Penske in both Eastern and Western Washington continue to gear up for their next contract.

Members demonstrated their solidarity and spoke with a collective voice as they delivered an impressive 95 percent strike authorization vote on March 23rd – sending a strong message to Penske that they support their union negotiators and are serious about getting a fair contract.

In early March, Union negotiating committee members from both IAM 751 and IAM 160 Ray Jaime, Garrett Hall, Michael Richardson, Mark Freeman and Jeff Dobiash along with Business Representatives Rusty Grable and Steve Warren met at the 751 Seattle Union hall to take part in a video-conference training program focused on negotiations preparation activities led by the IAMAW training facility staff in Maryland.

This in-depth collective bargaining training provided union negotiators a unique opportunity to analyze, build, and practice effective bargaining techniques to be most effective when formal bargaining begins with Penske in April. The training had our committee divide into teams and assign objectives specifically related to members’ top issues in a simulated real bargaining setting. Topics covered included Bargaining time line and Preparation for Bargaining. 


After the completion of this week-long training, our Union bargaining committee is better prepared to present members’ top issues to Penske at the bargaining table.

Our committee used information from the training, membership surveys and member feedback and are crafting our initial proposal which will be presented to Penske in mid-April.

“These talented mechanics are active and engaged in the process, giving feedback and establishing priorities to ensure vital two-way communication continues throughout the bargaining process. The company saw their solidarity and determination as we begin formal bargaining, which is key to securing a contract that meets our members’ needs,” said Business Rep Steve Warren.

These talented mechanics ensure all vehicles used for rental and leasing are in top working condition, as well as provide preventive and comprehensive maintenance for commercial fleets for other companies.

Members at the Spokane Union Hall get questions answered on TAA benefits and options to pursue following layoff from Triumph Composites.

TAA Information for Triumph Members

In March, our Union again brought in representatives to present information on Trade Adjustment Assistance (TAA) for members working or laid-off from Triumph. The Company has announced they will be closing the Spokane plant later this year and our goal is to ensure our members have necessary information to make an informed choice after they are laid-off. IAM 751 filed and secured TAA benefits for these workers. The process can be complicated so having a meeting to present information and having representatives available to answer questions is important so our members can make the best possible choice moving forward and utilize the most benefits available.

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

Trade Act representatives present information and answer questions on benefits and options available.

Members at the Seattle Union Hall in early March.

ECBID Solidarity as Talks Continue

Union members working for Eastern Columbia Basin Irrigation District discussed issues they want to see addressed in their next contract at a recent meeting.

On March 28th, Machinists Members at East Columbia Basin Irrigation District (ECBID) met to discuss priorities and to hear an update on negotiations. At that meeting, members were united in voting down the Company’s proposal, because they felt it did not properly address the wage issue.

Donnie Bagwell casts his ballot in the strike sanction vote. Members voted overwhelmingly to approve strike sanction sending a strong message they are serious about a new contract.