On the phone
his mind. Instead he was wracking his brain to try and
Once the member realized it was a disciplinary meeting,
Steward present – that is your federally-protected right.
is always best to err on the side of caution and have a
because he wasn't sure what the meeting was about. It

something members should
every member’s right and
Steward present. This is
asking to have a Union
in question.

two days in question and
the member was at work the
CAM removed after showing
receipts.unjust discipline and understand how to argue
they have experience dealing with unjust
derstand how to argue against Boeing. No one expects to be in
this position, but it was great to have our Union as my advocate. Without our Union, the
only way I could have challenged this
unjust action would be to personally hire a
lawyer, which comes at
great cost and added stress and no
guaranteed outcome,” said Aaron.
“I also want to thank my co-
workers who came forward to stand
up for me by providing valuable
testimony that articulated the facts.”
Aaron added.

The arbitration focused on one
simple question, did Boeing have
to just cause to terminate Aaron. In this
instance, Boeing escalated
discipline to termination because of
what they perceived occurred in a
single conversation with another
Boeing had a heavy burden of proof to
justify termination, and according to the
arbitrator’s decision failed to present
evidence to justify their action and failed
to investigate prior complaints regarding
the other employee’s behavior.

Aaron has been an HVAC mechanic at Boeing since 2018 and had no prior
discipline. The first contact on this matter
Union prevents Unjust Attendance CAM
Every day on the shop floor our Stewards are working
difficult to ensure that members’ rights are protected, the
contract is enforced and no unjust discipline is delivered
to our members.
Just prior to the Christmas holidays, Union Steward
Katieg. AEgleston was able to ensure a member did not receive
unjust discipline for attendance.
The member, who works at Spares Distribution
Center, received a Corrective Action Memo (CAM)
for two unexcused absences in 60 days. The member
told Katie that he worked a lot of overtime and had received
expected benefits. She learned the member had plenty of
representation and assistance. Katie immediately sprang
unpaid days on his paychecks.
After leaving the meeting, he contacted Katie for
union representation in these situations is priceless. Once

I talked to Katie, I was confident I would be vindicated
union representation – that is a guaranteed federal right. While
by phone, if a member asks for union representation,
your only response should be
for a statement – the answer should always be the same:
“I want a Union Steward!”
The Supreme Court ruled in the Weingarten
decision that an employee is entitled to have a union
representative present during any interview, phone
call or email statement that may result in discipline.
However, you MUST Ask for a Union Steward.
A few years back, Boeing started calling members
in person
by email asking
by phone...
No matter how you are contacted...
We All Have a Role in Making Our Union Stronger

By JON HOLDEN
IAM 751 District President

First of all, I want to congratulate our newest members who do incredible work as CHI Hospice RN’s. In late December, they joined the CHI Hospice master solitude team. As our counselors and chaplains as IAM members covered by a union contract are.

I want to compliment the hard work of their negotiating committee who dedicated hundreds of hours to this process including a four-week negotiations prep training course, as well as taking part in many negotiation sessions and helping to explain their issues to the employer. The hospice workers in both groups have now ratified contracts that raise their standard of living and provide improved rights on the job.

Your hard work and solidarity paid off. While many were new to union membership, you understood the power of standing together and speaking with one voice and remaining engaged (often in union meetings) throughout the process.

Membership involvement is key because the strength of our Union directly correlates to the engagement and awareness of the membership. Unions are a proven way to make your work life better. Workers who are part of a Union get to help determine their issues, have a say in their future pay, benefits and working conditions, as well as anything else that impacts their life at work.

In mid-February, Union Stewards will distribute a survey to members at Boeing. You will also have the option of taking the survey online. Our goal is to get more input from you because two-way communication is key to our success – especially as we get closer to traditional bargaining at Boeing with contract expiration in September 2024.

We are also working to provide stewards with more tools to support the membership and handle issues that commonly come up on the shop floor. I believe empowering our stewards to push back, challenge and educate management will make us stronger.

However, for our Union to be successful, we must all be active, engaged, and take ownership and responsibility in our Union. I am reminded of the famous quote President John F Kennedy gave at his inauguration as he challenged every American to contribute in some way to the public good. “Ask not what your country can do for you – ask what you can do for your country.” That same principle applies to our Union. If you want a stronger union, we all must participate at some level.

You can start by taking the membership survey, talking with your Union steward, learning your rights as a Union member and attending our monthly union meetings (which remain on Zoom, meaning you can do it from the comfort of your home). Each of us must step up and take responsibility for our Union.

Accountability is part of everything we do in our Union. When we fabricate or install a part, we are accountable for doing it correctly. When an inspector signs off on a job, they are accountable. When our flight line mechanics at Joint Base Lewis-McChord or NAS Whidbey certify an aircraft is safe for flight, they are accountable. When our CHI Hospice RN’s deliver patient care, they are accountable.

The fact is we cannot succeed unless each of us is willing to accept that responsibility. As your District President, I feel you every right to hold me and our other union leaders accountable for how we perform the jobs you elected us to do.

Our monthly local lodge meetings, which are held on Zoom, represent another opportunity to get involved and engage with your union. I, along with most of the business reps, local lodge officers and staff, attend those meetings. If you’ve got a question or an issue, these monthly meetings represent a chance for you to bring it directly to our attention. We are here to support you.

As I said, not just our leadership is responsible to make our Union stronger, it takes all of us. There are many opportunities for each member to strengthen our Union. Read and learn our contract, research our history, attend our lunch meetings and speak up on issues, take part in a Guide Dogs fundraiser, take a Union class on Zoom. If your shop doesn’t have a Steward, apply to be one. For those who have been here a traditional bargaining cycle with Boeing, explain to newer members how we sent a strong message to Boeing during negotiations with lunch time marches and concerted activity on the hour – strength in numbers is the premise and each member is a catalyst.

751 Testifies in Olympia on Two Bills to Expand and Enhance Apprenticeship Opportunities

Expanding apprenticeship opportunities is one of the priority issues for IAM District 751 in the 2022 legislative session in Olympia. In January, District 751 provided testimony on two Senate bills aimed at expanding capacity and opportunity for state-registered apprenticeships while ensuring new grant programs to fund wraparound services that will help apprentices to grant funds.

SB-5600, sponsored by Senator Karen Keiser, would expand apprenticeships to more Washingtonians. IAM District 751 in the 2022 legislative session in Olympia. In January, District 751 provided testimony on two Senate bills aimed at expanding capacity and opportunity for state-registered apprenticeships while ensuring new grant programs to fund wraparound services that will help apprentices to grant funds.

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1515 11th St. SE, Seattle, WA 98108. Periodicals postage paid at Seattle, WA. POSTMASTER: Send address changes to District 751 Aero Mechanic, 9125 15th Pl. S., Seattle, WA 98108.

Shana Peschek, Executive Director of the Machinists Institute, testified at the Senate Higher Education & Workforce Development Committee hearing on SB-5764, a bill around registered apprenticeships and acknowledging some key words I have heard you all reference in testimony today like 'permeability' and 'registered apprentice', which are very complicated subjects. I applaud your efforts to find solutions that fit the full spectrum of industries. In addition, I appreciate the focus on access for apprentices to grant funds.

I went on to say, “The permeability for people to get that degree while at the same time they get a job.”
First Contract Approved for CHI Hospice RN’s

As 2021 came to an end, CHI Hospice RN’s push for solidarity works as they ratified their first contract on Dec. 29 and became the latest workers to benefit from IAM Representation. This contract provided a strong foundation the members can build on for years to come and addressed many of the issues that originally triggered these workers to seek union representation.

Members voted at several locations over two days and overwhelmingly approved a 2.5-year contract that runs through June 30, 2024.

These dedicated workers approached IAM 751 for representation in late 2020 after management began making changes to their work that negatively impacted them. By standing together and voting for union representation, they gained rights on the job and now have the ability to address workplace issues and challenge management decisions, in addition to securing their wages and benefits in a written contract.

“There is a lot of excitement around getting a first contract that contained a lot of wins,” said Staff Jason Chant. “It is a contract we can build on in the future. Getting per diem nurses covered is big. The Patient Care Coordinators (PCC) are excited because they got to keep their exempt status – something CHI was trying to take away,” said Tawnia McKenzie, who served on the bargaining committee.

“There is a new feeling of confidence among our group knowing we don’t have to go it alone and have a contract with guaranteed benefits and working conditions in writing. We know our Union is there to advocate for us and challenge management should they try to implement changes,” Tawnia added.

Credit goes to the bargaining committee for their dedication, explanation of our position and pushing to get issues members identified as important addressed during the negotiation process. Bargaining unit members serving on the committee included Gina Gwerder, Brandy Webster and Tawnia McKenzie.

For the past year and a half, she has served as a Staff Coordinator at IAM-Boeing Joint Programs – when she was working at the D.C. Site.

The group saw many improvements to their pay in this first agreement, which included:

- Members get an initial wage increase in January for an average range of 7% to 10% (depending on the impact of step placement).
- Annual step wage increases on each employee’s anniversary date (ranging from 3% to 3%) each year of the contract.
- A 4% General Wage Increase for all employees effective July 1, 2022 (six months from now).
- A 15% premium is added to employee’s base rate in lieu of benefits.
- $1 premium for holding a certification or BSN or MSN.
- Preceptor premium of $1.25 per hour for any non-exempt nurse assigned as a Preceptor.
- An exempt nurse assigned as a preceptor will receive a stipend of $50 per week.

Just as important as wages and benefits are other contractual provisions that include:

- Established grievance and arbitration process to challenge and resolve any potential contract violations, as well as “just cause” provisions for progressive discipline and the right to Union Representation in any meeting that may result in discipline.
- Established a Labor-Management Committee to meet up to six times a year but at least quarterly to discuss matters pertaining to the contract and other workplace issues. Nurse caseloads have been identified as a topic that can be addressed in this committee.

The first contract delivered improvements in wages, benefits and working conditions and also secured in writing many things these workers already enjoyed so their employer cannot change them in the future.

Solidarity was key throughout the nearly year-long bargaining process and helped defeat many proposals that CHI wanted to implement that our new members were adamantly against. Without Union representation, the RN’s had no way to oppose such changes in working conditions such as going from exempt to non-exempt status.

Carolyn has been a 751-member for more than 18 years working as a QA inspector and was a long-time Union Steward who demonstrated her fighting spirit regularly by challenging any contract violations when she was working at the D.C. Site.

Enthusiasm is what immediately strikes you when meeting newly appointed Business Rep Carolyn Romeo, who officially takes over the position on Feb. 1 when Ira Carterman retires.

She is new to this position, but has a history of Union leadership. Carolyn brings a passion for helping others and is excited to meet the Stewards and members in her assigned area. Carolyn has been a 751-member for more than 18 years working as a QA inspector and was a long-time Union Steward who demonstrated her fighting spirit regularly by challenging any contract violations when she was working at the D.C. Site.

For the past year and a half, she has served as a Program Coordinator at IAM-Boeing Joint Programs – helping to inform members of the various educational benefits, ERT opportunities, and safety programs – always serving as an advocate for members. As a Program Coordinator, she was part of the Hazard Communications Team (HCT) and Joint Communications Committee (JCC).

Her energy is contagious as she gives 110 percent to every task. Her compassionate nature instantly puts people at ease and lets them know she truly cares about them. Carolyn is visible at many Union events volunteering to help with community service projects that include Auburn Adopt A Road, building wheelchair ramps, NW Harvest Food Drive, Tacoma Rescue Mission, Turkey Drive, Sock Drive, Toy N Joy, Toys for Tots, Breast Cancer Walk, and Serenity Equine Rescue & Rehab Ranch. In addition, she has helped with many Guide Dogs of America fundraisers and MNPL fund raisers.

Before accepting the full-time position at Joint Programs, Carolyn served on the Kent/DC Site Safety Committee for 6 years, on the District Site Safety Committee, as a District Council Delegate, and as a Local F Auditor. She has volunteered on various union organizing drives trying to bring the benefits of union membership to others, helped with legislative lobbying in Olympia, and been a delegate to the Pierce County Labor Council and Washington Machinists Council.

In addition, she has held committee positions with the IAM Nurses Committee and the IAM Nurses Medical Professionals (CLUW), the District 751 Women’s Committee.

As 2021 came to an end, CHI Hospice RN Gina Gwerder and 751 Chief of Staff Jason Chant counted the ballots for IAM 751’s first contract vote which was overwhelmingly approved on Dec. 29th.

Congratulations on a job well done!
Member Gets Holiday Pay Thanks to Our Union

It pays to be Union true is for 751-member Kevin Sheppard. Because of action from his Union, Kevin had a better holiday. Our Union ensured Kevin received the 7 days’ holiday pay from Dec. 24 to Jan. 3rd that was owed him — after management initially denied the holiday pay.

Kevin went on an LOA the beginning of December. When he returned to work after the first of the year, he was surprised that he didn’t receive pay for the 7 holidays from Dec. 24 to Jan. 3. He asked his manager about the matter and was told he wasn’t entitled to holiday pay because he was on a leave of absence. This didn’t seem right so he asked Union Steward Daniel Ponce to look into the matter.

As soon as Daniel learned the circumstances, he knew Kevin was definitely entitled to his holiday pay. He turned to page 41, Section 7.2 Unworked Holidays in our contract, which clearly states employees on leave of absence for not longer than 90 days are entitled to receive their holiday pay. Daniel then showed the manager the contract language, and the manager then agreed Kevin should be paid for the holidays. Daniel helped Kevin create a Worklife ticket since the manager didn’t see the ticket.

“It was reassuring to know when I had an issue with my pay and benefits, our Union was there to ensure I received the holiday pay I was owed. I appreciate the hard work Daniel does as a Steward on second shift in the Renton wingline. He continually challenges management to protect our members and get issues corrected. This is just one instance of how it pays to be union,” said Kevin.

If you are a member who was on LOA for less than 90 days prior to the holiday pay you were owed, you can also get your pay corrected. This is just one instance of how it pays to be union,” said Kevin.

One of the main reasons workers join unions is to gain protection against unfair and unjust discipline. This is known as the “just cause” requirement where an employer must show “just cause” when issuing discipline. This is one of the most important rights of union membership and one that our Stewards use every day to protect our members. Our Stewards receive training on this “just cause” test so they can look for more effectively challenge management on unjust discipline, but it is something that members should know as well.

But, what is “just cause”? Simply put: it means the employer must have a reason or “cause” for imposing discipline and the reason must be fair and definite.

It is commonly accepted that there are seven tests as to whether the boss used “just cause” in handing out discipline. Below are the “Seven Tests of Just Cause”:

1. Was the employee adequately warned of the consequences of his conduct? The employer is responsible for warning employees of acts of misconduct that can lead to discipline. A warning may be given verbally or it can be written. In either case, it should be clear, unambiguous and definite enough to give any possible warning. Example: An exception may be for certain conduct, such as insubordination, coming to work drunk, drinking on the job or stealing employer property, but that is serious that the employee is expected to know it will be punished. Example: If an employee is told to stop using vulgar language and told that if he continues he will be disciplined, that may be adequate warning. However if a boss comes up to an employee and says “I heard you called your coworker a red head and your swearing, cut it out,” and then the next day fires the employee for swearing again, that may not be adequate warning.

But the rule of thumb is that employees need to have known in advance that their conduct would result in discipline. This is especially true in suspension and termination cases.

2. Was the employer’s rule or order reasonably related to efficient and safe operations? Rules or direct orders must not be arbitrary, capricious or discriminatory. Example: A boss makes a rule that all employees must wear red tee shirts and they must be tucked in so they don’t get caught in machinery. An employee is fired for wearing a blue tee shirt that was tucked in. Making a rule that tee shirts must be tucked in so they won’t get caught in machinery may be reasonable and related to safety, but demanding the tee shirt be red isn’t related to safety or efficiency.

3. Did management investigate before administering the discipline? The investigation normally should be made before the decision to impose discipline is made. However, the most common exception is when an immediate action is required, but it is not reasonable that the employee be given an opportunity to respond. Example: This is the most common form of discrimination. An employer decides to suspend Mary for taking too long at lunch and on Tuesday Mary comes back late and everyone else has been on time, she may be disciplined.

4. Was the employee adequately informed of the charge? An employer must actively search to get all the facts before making the decision to discipline an employee. Example: Mary comes back late and everyone else has been on time, she may be disciplined.

5. Did the investigation produce substantial evidence of proof of guilt? In all cases, arbitrators will require substantial proof of guilt. The exact measure of that will depend on the facts of each case, but it will never be less than a preponderance of evidence and it may be as high as “beyond reasonable doubt.” The good news for employees is that whatever standard is applied, it is a high burden the employer must meet. Speculation doesn’t cut it.

6. Were the rules, orders, and penalties imposed equally applied or are they discriminatory? In other words, does the punishment fit the crime? Discipline should be progressive and it should be corrective. The goal should be to get an employee to understand and follow the rules—not to run them out the door.

7. Penalty Seven tests of just cause

1) Notice
2) Reasonable rule or order
3) Investigation
4) Fair investigation
5) Proof
6) Equal treatment
7) Penalty

A fair investigation must be timely and thorough. Members’ right to union representation and due process must be respected in the investigation. The employer must evaluate the facts fairly and objectively without a rush to judgment. If the employer disciplines first and investigates later, they have likely violated just cause.

Example: If an incident happens does the employer investigate every one present or only management people who were present? If the employer refuses to interview non-management workers, it is not a thorough investigation or a fair investigation.

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7. Penalty
Union Gets Unjust Discipline Removed

Thanks to swift action by Union Steward Claudia Mosisch-Rowe, 751-member Sang Nguyen did not receive an unjust attendance Corrective Action Memo (CAM). Having union representation prevented unjust discipline and guaranteed the CAM was removed from his file – making him appreciate the benefits of union membership and having an advocate on his behalf.

Sang had a family emergency that required him to take a couple days off work. He applied for Family Medical Leave Act (FMLA), which the Reed Group (Boeing’s FMLA administrator) initially denied. The Reed Group asked for additional information, which Sang was working to provide. However, while he was getting the required doctor’s letters, Sang was issued an automatically generated attendance CAM rather than waiting for the Reed Group to make a final ruling.

After receiving the CAM, Claudia advised Sang to be sure to submit the requested paperwork and once FMLA was approved she would get the CAM removed from his work record. Sang submitted the additional paperwork to the Reed Group, who eventually approved the FMLA request.

Claudia then spoke with management and labor relations – providing documentation that FMLA had been approved. Labor Relations initially responded the CAM was already issued so they would ‘see what they could do.’

This was unacceptable to Claudia who continued to push to have it removed and requested an email confirmation to ensure it was no longer on Sang’s work history.

“This wasn’t our member’s fault and should never have resulted in a CAM. It is crazy how long members have to wait for an answer from The Reed Group. Our members are following the rules and Boeing shouldn’t be so quick to generate an automatic CAM that our Union then has to fight to remove,” said Claudia. “Sang was happy to have Union representation to clear his record and keep the documentation that the CAM was erased from his file so it won’t come up in the future.”

“Claudia’s proactive approach prevented the member from receiving an unjust CAM and demonstrates how stewards can effectively combat unfair corrective action. Documentation and attention to detail are key,” said Business Rep Garth Luark. “While written warnings are not necessarily grievable, Stewards routinely challenge written warnings they believe are issued in error and effectively advocate for our members to clarify and question HR.”

Any time a union member is called by phone, into a meeting or via email for corrective action or “discussions,” members should always request to have a Union Steward present. That is your federally protected right as a union member and ensures you have an advocate present to help clarify and question the actions. (See “Always Ask for a Steward” article that began on page 1 and is continued in the right column.)

With new members being hired at Boeing in certain job classifications, our Union is again taking the time to welcome and educate these members on the power of unions and the importance of having union membership. New members are invited to the Seattle Union Hall to hear a brief overview of our union, learn about the rights they have as a member, learn some of the more significant sections of contract language and understand that nothing in our contract was a gift and every provision was obtained through unity from the members who came before them.

The orientation covers many topics including: IAM Union Structure; contractual benefits we have fought for over the years which include overtime, education benefits, progression, health care, COLA, 401(k) and more. The orientation emphasizes Weingarten Rights that ensure members the right to representation in any meeting they believe may result in discipline – however, the member must ask for a Steward as the Company will not offer to bring in a Steward. Our imminent danger clause and the red card is explained should the new members find themselves in a situation they believe is not safe.

Time is also spent explaining how dues are calculated and why they are important, as well as explaining the tremendous benefits of union membership, which include free online college for your family members. Members also hear a brief summary of our past strikes, why they happened, the benefits preserved or gained as a result of these strikes and how membership unity has been key to every success.

Members are encouraged to get involved and participate at all levels of our union, including attending their local lodge meetings, which remain on Zoom. Visit www.iam751.org, click on virtual board for links to the meetings. Knowledge is power and new members who understand and respect our past history will be better armed to protect our collective future.
Ogren Honored with Ambassador’s Award for Dedication to Safety

IAM-Boeing Joint Programs honored IAM Everett Site Committee member Ken Ogren with the Ambassador’s Award for his leadership and dedication to safety on the shop floor.

Ken joined the Everett Site Safety Committee in 2016 and has been a safety advocate on the floor his entire career at Boeing. Working in Equipment Services, Ken brings a wealth of knowledge of best safety practices in addition to his knowledge of manufacturing equipment. Ken travels throughout the Everett site performing his job, which gives him valuable insight into potential safety hazards or issues needing to be addressed. Ken’s dedication to safety of our membership and professionalism of his trade made him an easy choice for this award.

Ken has been one of the vital site committee members chosen for difficult Incident Review Boards (IRBs) and Special Investigations (SI’s). He works as a problem solver to address the members’ concerns, whether it is a difficult administrative closure or much needed assistance on a challenging SHEAR. Ken also uses his skills to work with management and labor to find a solution to the issue at hand.

Ken actively participates in all site committee activities and has taken on a variety of responsibilities for the site committee, including serving as both Chair and Secretary, and instructing various safety courses. He has always stepped up when asked to take on a new task or responsibility. He is a champion of safety for our members, plays a leadership role in all levels of safety and motivates others to improve safety in the workplace so our members go home in the same condition as when they arrived. His proactive stance has made a difference for our members and earned him the Ambassador’s Award.

Joint Programs Seattle Corridor Team Partners with the “Safety DOJO on the Go”

In late 2021, the IAM/Boeing Joint Programs Seattle Corridor team partnered with the Everett Environment, Health and Safety (EHS) “Safety DOJO on the Go” team for an event at the 22-01 building, Spares Distribution Center (SDC) to showcase the latest Safety DOJO processes, information, training and demonstrations.

The Everett Safety DOJO group’s main focus is to have a safety-minded organization examine safety for the employees to find innovative solutions. If a solution doesn’t already exist, the Safety DOJO team works with the affected employees to design one. The “Safety DOJO on the Go” team uses a mobile safety trailer to bring their safety message to other sites in Puget Sound.

Over two days at SDC, 13 different hour-long “traveling sessions” were held. The event was visited by over 225 employees across all three shifts and also provided an opportunity to promote Joint Programs and collaborate for the safety of our members. It is planned to visit more sites to help raise awareness on Safety DOJO.

The “Safety DOJO on the Go” shares inventions from across the company that help to reduce or eliminate the safety risks associated with repetitive work, lifting hazards, fatigue, and overall better ways to perform work. Leaders of Safety DOJO are passionate about the work and one individual has received five patents for his work designing innovative safety solutions.

The fixed location in Everett is bigger than the trailer and is currently working with Seattle, Plant II, Military Services, and is currently working with Seattle, Plant II, Military Delivery Center and the Thompson Site to get the Safety DOJO at their locations.

March 1 Deadline for 2021 Safety Shoe Reimbursement

The $75 per year Safety Shoe Reimbursement Program is one of the IAM/Boeing Joint Programs’ benefits available to IAM members. Each year the IAM/Boeing Joint Programs allows a grace period for employees to take care of their previous year’s safety shoe purchases.

March 1st is the deadline for turning in applications for safety shoe reimbursements for purchases made in 2021.

Reimbursement applications can now be submitted electronically to Joint Programs via email. Attach the reimbursement application and a copy of the itemized receipt (shows date purchased, specific item name and the price of the safety shoes) to the email and send them to: IAMBBoeingJointProgramsEA@exchange.boeing.com or JointProgramsWebsite@exchange.boeing.com

Reimbursement applications and itemized receipts can still be:

• Sent via the Boeing in-plant mail to: IAM/Boeing Joint Programs at Mail Code 4L-101.
• Dropped off at any IAM/Boeing Joint Programs office: Tukwila, Auburn, Everett
• Mailed via the US Postal mail to: IAM/Boeing Joint Programs, 9725 East Marginal Way South Mail Code 4L-101, Tukwila WA 98108

This is also a good time to review the Safety Shoe Reimbursement Programs guidelines and FAQs which are on the IAM/Boeing Joint Programs websites:

Internal http://iamboeing.web.boeing.com

The better you understand the reimbursement process, the smoother the experience will be. Joint Programs encourages you to check out their website now and then so you don’t miss any important information. If you have questions about the Safety Shoe Reimbursement Program or anything else on the IAM/Boeing Joint Programs website please contact them at 1-800-235-3453.

In 2021 at Spares Distribution Center, members of the IAM/Boeing Joint Programs Seattle Corridor team raised awareness of Joint Programs services at the “Safety DOJO on the Go” 2-day event. L to R: Administrator Stosh Tomala, Program Coordinator Carolyn Romeo, Administrator DeBora Winston-Fanego and Program Coordinator Tod Mix.
Still Fighting for Equality and to Keep the Dream Alive

By Ariel McKenzie, Union Steward & District Council Delegate

With the pandemic still looming, a small, dedicated, group of 751 machinists gathered this year for the 40th annual celebration of the life and legacy of Dr. Martin Luther King Jr. This year turned out a bit smaller crowd than previous years, but the legacy of the late Reverend’s message remained powerful.

The 2022 theme focused on truth in education, as an homage to some of the first civil rights wins; ie Brown v Board of education that ended segregation in schools. One of the rally’s speakers, Dr. Tarance Hart, Principal of Garfield High School in Seattle, reminded us that there is much work to do in our education system, especially after the year and a half of limited support for our children during the pandemic. His message was a rallying cry to parents and the community for the children that desperately need help while facing so many challenges in schools today; violence and discipline to name a few. He said that schools are a reflection of the communities they serve and that the community must be a partner to schools and education.

Other speakers criticized new restrictions on voting implemented in some states. King’s family called for “no celebration without legislation” and urged people to demand that lawmakers act. The Freedom to Vote: John Lewis Voting Rights Act would protect the right of every American to cast their vote and have that vote counted. It is a much needed federal response to the attacks on voting rights happening in state legislatures all across the country.

Unfortunately, as the civil rights leader’s life and dreams were being celebrated, some U.S. Senators are using a procedural tool, the filibuster, to block this from coming to a vote. This important legislation would restore key protections of the Voting Rights Act, strengthen vote-by-mail, expand automatic voter registration and same day registration, protect voters from intimidation and do so much more to preserve our democracy. No one should have to face unnecessary barriers when casting their ballot. Yet that hasn’t kept many state legislatures from passing laws aimed at suppressing the vote just in time for the midterm elections.

What the 2022 march lacked in size was made up for in distance, as it proceeded for several hours this year. Participants marched from Garfield High School with a stop at the King County Juvenile Detention Center and then continued down to the QFC on Broadway where marchers also demonstrated solidarity for essential grocery workers. The march concluded at Seattle City Hall.

751 played a prominent role in the event, helping collect donations to cover the cost of the celebration – rally, march and workshops. Local A President Matt Hardy spoke at the rally about the importance of supporting this event to carry on the legacy of Dr. King. It was an inspiring day to help keep Dr. King’s dream alive and something each of us should aspire to fulfill.

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

Nearly every day of this full-color calendar features photos of events from labor’s history, including pictures from our 2008 contract rally (see photo right).
Revised Military Pay Differential at Boeing

Beginning Jan. 1, 2022, Boeing employees (including IAM members) on leave for temporary special military duty will be eligible for up to two years of differential pay per set of orders. In the past, differential pay was capped at 90 days per set of orders. Pay differential is the difference between an employee’s gross military pay and their regular gross Boeing pay (working rate of pay).

Overview of policy change:
- Increases temporary special military pay differential from 90 days to two years.
- Applies to both union and non-union.
- There is no change to the policy for Annual Training or Extended Duty. This change covers Boeing employees who are:
  - Members of a Reserve component of the uniformed services who are ordered to temporary special duty for a federal, state, or local emergency (e.g., hurricane, border control)
  - Mobilized for service as an intermittent disaster response appointee when the US Secretary of Health and Human Services activates the National Disaster Medical System

Updated policy was published in January 2022 in BNN.

Note: Boeing has made a targeted exception for employees who are currently on temporary special duty with orders that have already exceeded 90 days retroactive to July 1, 2020. A targeted communication was sent to impacted employees and their manager on December 22nd with instruction on how to submit leave and earnings statements for back pay with initial orders written between 7/1/20 and 12/31/21.

Family Members Utilize IAM Free College Program for Both 2 and 4 Year Degrees

One of the most unique benefits of IAM union membership is our free two-year online college program. The program has now expanded to several four-year online degrees through Central State University (Teacher Education, Criminal Justice, Business Administration, and Interdisciplinary Studies-Humanities). This free college is not limited to IAM members, but is available for family members as well. And “family member” extends a long way to include spouse, children, stepchildren, children-in-law, dependents, grandchildren, siblings, and even parents.

Our members who have taken advantage of this program are impressed that the program is free and easy to navigate. This free online college is a perfect option for many family members looking to get additional schooling.

71st member Johnny Abella wanted to share his experience to encourage others to have their family members take advantage of our Union’s free online college benefit available to IAM members and their families.

Johnny has been a Machinists union member since 2008, but only joined IAM 751 when he hired into Boeing in 2018. He saw information on our Union’s free college, which he gave to his daughter Jennylee to investigate and utilize.

Jennylee began using our free college program in August of 2019 and completed her two-year Associate of Arts degree in August 2021. Johnny is proud of her hard work and noted that Jennylee graduated with honors (Cum Laude).

“For me the program was easy and convenient. You work at your own pace and know the deadlines well in advance. You just have to plan your time accordingly, and it can work around even the busiest schedules,” said Jennylee. “The program is very free and doesn’t cost you a penny. It is an amazing opportunity for family members. I would encourage others to take advantage of this program. There are many options and potential careers to pursue, so there is something for everyone.”

IMA 2022 Scholarship Now Accepting Applications

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

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

Awards to Children of Members:
- College: $1,000 per academic year. All awards are renewable each year, until a bachelor’s degree is obtained or for a maximum of four years, whichever occurs first.
- Vocational/Technical School: $2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

Eligibility:
- Any applicant must be either:
  - an IAM member, or
  - the son, daughter, stepchild or legally adopted child of an IAM member.

Child of a Member Applicant——
- Must have one living parent with two years of continuous good-standing membership up to and including the closing date of Feb. 11, 2022.
- Must be planning to graduate during the winter or by the end of the spring 2022 school year (i.e., normally a high school senior);
- Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;
- Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of “continuous good-standing membership” at the time of death.

For information on eligibility or to obtain an application form, visit www.goiam.org/iamscholarship.

NOTE: Completed Application Packets must be postmarked no later than Feb. 11, 2022 and received no later than Feb. 23, 2022.

Machinists See Red to Raise Heart Awareness

District 751’s Women’s Committee is encouraging members to wear RED on Friday, Feb. 4th to bring awareness to women’s heart disease. One in three women die from heart disease or stroke, according to the American Heart Association. This means women just like you—mothers, sisters, and friends—are dying at the rate of one per minute. In fact, in the time it takes to read this, another woman will die from heart disease.

To prevent it, “know your numbers” by visiting your doctor at least once per year. As with men, women’s most common heart attack symptom is chest pain or discomfort. But women are somewhat more likely than men to experience some of the other symptoms, particularly shortness of breath, nausea/vomiting and back or jaw pain. If you have one of these signs, don’t wait, call 9-1-1.


Women’s Committee members wore red to promote “National Wear Red Day” which is February 4th with the goal to raise awareness of heart disease. L to R: Connie Kelliher, Kristi Kidrick, Kim Gifford, Carolyn Romeo, Ariel McKenzie and Terri Myette.

751 Member Johnny Abella beams with pride as his daughter Jennylee displays her college diploma after graduating with honors from our Union’s free college program. To learn about this incredible benefit for families of IAM members, visit FreeCollege.goiam.org.
Carterman Retires as Business Rep Effective February 1st

February 1st brought the retirement of long-time union activist Ira Carterman. Ira joined the Machinists Union in 1981 when he hired into Boeing as an Electronic Technician. He immediately understood the value of union membership and became active in the Union. He served as a Union steward for nearly 25 years.

Ira worked his way up through the officer ranks of Local E serving as Audit, Conductor-Sentinel, Vice President and Local E President for 10 years from 2006 to 2016. Ira began serving our membership full-time as a Business Representative in 2017 after winning election to this important leadership role – a position he has served in ever since.

He has been the Business Rep Focal to the DC/Kent Site Safety Committee for the past 5 years – fighting to keep members safe in the workplace.

Throughout his career, Ira has continued to hold until his retirement. He served many years as a District Council Delegate, District Strike Fund Committee, District Audit, District Defense and Washington Machinists Council. He has lobbied both in DC and OC and has represented the Union on various worker-related bills. Ira was a delegate to the IAM Grand Lodge Conventions in 2000, 2008 and the 2016 convention when we passed the Membership Bill of Rights. During past strikes, he picketed often late at night drove vans, co-led the Seattle kitchen, volunteered as a picket captain, as well as co-chairing strike check activities at the Seattle Hall during our 2008 strike. Volunteering to co-chair strike checks was a huge undertaking and required Ira to drop his classes, which delayed getting his degree from PLU for another year – but something he did willingly to help our Union.

Ira retired from our Union:

**Retirees**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ira</td>
<td>Carterman</td>
<td>206-723-4973</td>
</tr>
</tbody>
</table>

Ira Carterman retired as a Business Rep effective Feb. 1st.

Remembering Jim Gepford - a Union Leader

Jim Gepford was a significant leader in our Union and a tireless advocate for its members. He retired in August 1995. Years after passing of Jim Gepford in late December.

Jim was a Union activist and leader with the

He has been the Business Rep Focal to the DC/Kent Site Safety Committee for the past 5 years – fighting to keep members safe in the workplace.

Throughout his career, Ira has identified as a vocal shop floor leader and continually promoted the benefits of Union membership and convinced workers that our Union (keep in mind at Boeing we had an open shop from 1948 until the 1986 contract).

In November 1978, Jim was appointed Staff Assistant where he began serving the membership full time. In the 1980 District-wide election, Jim was elected Business Representative and served in that position for 6.5 years. Jim understood the value of continually recruiting new members and activists in our Union – inspiring others to be vocal leaders on the floor and take on union leadership positions. Jim was one of the first Union Business Reps to attend the IAM’s organizing school at Placid Harbor as part of the “Countdown to Contract” drive in 1983.

In July 1987, Jim was appointed Assistant Executive Assistant to the President. In this position, he provided assistance to the Business Reps, helped prepare cases for arbitration and worked closely with the District President addressing issues arising throughout Puget Sound and at all employers they represent. He also led the Union’s research efforts to analyze up Business Reps from that time-consuming task, played a critical role in contract negotiations with Boeing and never backed away from a fight.

He was a lifelong union activist who will be greatly missed by all who knew him.

**Retirement Club Legislative Report**

By Carl Schwartz, 751 Retiree Legislative Chair

Our 751 Retirement Club in-person meetings are “on hold” for the near future, as we hope the COVID-19 virus will be brought under control. Our members should be vaccinated, and boosted, but still need to use care, keep social distance from others, and wear masks especially the new more secure types. Retirees are welcome to attend our local lodge meetings via ZOOM and simply need their phone if they don’t have a computer.

Our state legislature is working on revisions to the Long Term Care Bill. We will follow progress and submit our concerns as needed. Also we are following a Health Care Worker safety measure, which was being debated as the Aero Mechanic went to print.

The new Social Security payments are out. There is an increase, but unfortunately the cost of living has increased more - more. We have advocated for a more specific to seniors index, but this has been blocked in the Senate by Republicans. We also support a measure that would adjust the payments more often when there is a substantial increase in the index.

Finally, we continue to call for a new Postmaster General, who will maintain and improve services that seniors depend upon.

From the Alliance for Retired Americans Monday Alert: Retirees Applaud Directive to Reconsider 142% 2022 Medicare Premium Hike

U.S. Dept. of Health and Human Services Secretary Xavier Becerra has ordered the Centers for Medicare and Medicaid Service (CMS) to reconsider the massive Medicare Part B premium hike that was scheduled for January.

"Medicare beneficiaries were rightly shocked to learn that their Medicare Part B premiums will go up by $21.70 per month, a 14.55% increase over last year’s premium. The higher premiums, which are deductible for seniors indexed, will have a profound impact on our retiree members," said CMS. "This increase is a significant portion of this year’s 5.9% cost-of-living increase. Seniors simply cannot afford it," said Richard Fiesta, Executive Director of the Alliance for Retired Americans. "We are grateful that Secretary Becerra has listened to our Alliance members and asked for CMS to reconsider this decision. More than half of this increase is due to the exorbitant price of just one prescription drug for Alzheimer’s, Aduhelm, that has not even been approved for use by Medicare."

**In Memoriam**

The following retirees passed away since the November AeroMechanic was published.


carried out their wishes and their families have their moments of silence in remembrance.


Gail Cahoon
Anthony Bennett
Don Alverson
Jonathan Wade
Jaime Viduya
Michael Toso
Lowell Richter
Jack Power III
Nanette Pasamba
Keith Moores
Bob Hughes
Donna Van Den Oever
Tom Lux
206-551-1371
Treasurer
T. J. Seibert
206-949-4870
Vice President
Gail Cahoon
President
Randy Bennett
Assistant to the District President.

The following retirees passed away since the November AeroMechanic was published.

Leave their loved ones in our prayers and give a moment of silence in remembrance.


**John Guerraier was a former 751 Staff Member (article in Dec/Jan Aero).

**Jim Gepford was the former Executive Assistant to the District President.

***John Guerraier was a HUGE voice within not only the District 751 Retirement Club but also the Retirement community as a whole. Very active politically, he was often times rallying for and/or against anything that may affect retirees.
**AD RULES**

Each single ad must be 25 words or less. Use a maximum of one piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free for members - active, laid-off, or retired. For best response, include phone number. Members’ “cottage industries” will be OK on ads, but no commercial advertising for paper, ad blanks, include information required on a 3X5 ad blank.

**Deadline For Next Issue**
Feb. 16th

**INTERESTED IN BETTER HEALTH & WEALTH?** Great business, fun too. Worldwide company is #1 and growing. You can even will the business to your kids. Call Jerry 253-399-8384

**HOMECOMING**

**NEED A HOUSE?** Need to downsize? I can help you find the key to the right house. Whether for retirement or just for a change in lifestyle. Call now! 206-734-7122

**MOST LIKELY TO RETURN TO BIG BRAHMA?**

- 5041 Barb Bishop at Keller Williams - here for all your real estate needs. Call/text or email. Staker, Kemper, and lots of brass. One of a kind. Two family members. 85-year-old farmer desperately needs a pick-up. All price competitive. Call 206-861-6557

**NEW IN ACRONYM**

- 5041 Barb Bishop at Keller Williams - here for all your real estate needs. Call/text or email. Staker, Kemper, and lots of brass. One of a kind. Two family members. 85-year-old farmer desperately needs a pick-up. All price competitive. Call 206-861-6557

**FREE AD SPACE FOR MEMBERS ONLY**

- Houseplants. For sale. 206-527-2588
- **FREE STRUGGLE**

**Vehicles**

- 65 Corvette Roadster 300 HP, 4 speed, 8 match hard soft tops. Rebuilt motor, trans, front suspension, brakes, new tires. $42,000 firm. No text. 253-270-6439, 253-569-9532 or 253-261-4933

**WANTED**

- Wanted to purchase: photos, snapshots are all right for you? Compulsive Memorabilia, assessor your opinion of the price. Call/text 425-346-3698 253-260-7892

**RECREATIONAL MEMBERSHIP FOR COTTAGE INDUSTRIES**

- Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Feb. 16th!
New Year Brings Officers Accepting the Oath of Office

At the January 12th Local F meetings on Zoom. Local F officers recite the oath of office. Health & Benefits Rep Travis Kendrick (top right) administers the oath of office to Local F Officers: President Lloyd Cuttis (top left) and Local F Trustees (bottom row Left to Right): Michael Fields, Kevin Carrie and Diana Noinala.

751 Testifies in Olympia on Two Bills to Expand and Enhance Apprenticeships

Continued from Page 2 card is key to raising the culture around apprenticeship and opportunities for people post secondary. We are 100% in support of that effort.”

She closed by stating, “The workforce board report noted the return on investment (ROI) on registered apprenticeship is $7.8 to $1 of tax payer funds over 10 years so this is a worthy investment for our time and support. Apprenticeships are a very worthy cause.”

As the Aero Mechanic went to print on January 25th, SB-5764 was scheduled for a vote in the Senate Higher Education & Workforce Development Committee later in the week.

Steward/Business Representative Meetings Discuss Issues

The new year has brought a stepped up effort to have Business Reps and Union Stewards communicating on current issues. Business Reps are holding monthly meetings either in person or via Zoom to discuss current issues, contract enforcement, and share ideas on how to increase union visibility and raise membership awareness on contractual provisions and their rights. Meeting above at the Seattle Union Hall with Business Reps Shane Van Pelt, Ira Carterman and new Business Representative Carolyn Romeo. Stewards appreciated the discussion and sharing best practices on representing members, as well as having a robust discussion on Weingarten Rights and letting members know to always ask for a Steward if they are in a situation that may result in discipline – whether they are contacted in person, by phone or via email.

February: This Month in Labor History

“All Labor Has Dignity.” Dr. Martin Luther King Jr.

February 7, 1894 – Western Federation of Miners, gold miners were on strike for 5 months. This Miners’ strike became significant resulting in a victory for the union and was followed in 1903 by the Colorado Labor Wars. It is notable for being the only time in United States history when a state militia was called out (May/June 1894) in support of striking workers. Cripple Creek & Victor Gold Mine, is still an active gold mining district in the US state of Colorado, noted in 2019 as being the richest gold mine in Colorado history, significantly producing 322,000 troy ounces of gold.

February 12, 1968 – 1300 Memphis, TN sanitation workers began a strike 11 days after two Memphis garbage collectors, were crushed to death by a malfunctioning truck. This strike was supported by the American Federation of State, County, and Municipal Employees (AFSCME), demanded recognition of their union, better safety standards, and a decent wage deal was reached on April 16, allowing the City Council to recognize the union and guarantee better wage. Dr. Martin Luther King was also assassinated during this 75-day Memphis, TN sanitation workers strike.

Sock Donations Help Homeless

In late December, Adrian Canez and Kristi Kubrick delivered to Mary’s Place new socks our members in Everett donated. The multiple boxes of new socks helped ensure those who are less fortunate have a better holiday by keeping their feet warm and dry.
Leadership of Eastern WA Locals Plan for the Future

On Friday, January 21st, leaders from all three Eastern Washington locals (86, 1951 and 1123) met with District 751 President Jon Holden, Eastern WA Business Rep Steve Warren and Staff Assistant Chris Powers at the Spokane Union Hall.

The meeting focused on issues each local lodge is facing, how to energize and engage existing members, as well as ensure our members remain safe as they continue to work through a global pandemic. The group also talked about solidarity building events such as fundraisers to bring members together.

Finally, discussion took place on how to bring the benefits of union membership to additional workers throughout Eastern Washington. It was a positive meeting.

Progress on Representation for HMIS Workers at Hanford

751 Eastern Washington Business Rep Steve Warren and Staff Assistant Chris Powers met on Jan 20th with an IBEW Union Rep, HAMTC and Company representatives to discuss moving toward negotiating a first contract for workers at Hanford Mission Integration Solutions (HMIS).

The approximately 20 workers at HMIS serve as customer service representatives, Mobile support, help desk agents, and end user tech support throughout the Hanford site. They voted for union representation in 2021. These workers have provided input through surveys and various meetings to identify the top issues they would like to see addressed in a Union contract. The HMIS workers will be selecting their unit reps and are excited to have rights on the job and a union as their advocate, as they make progress toward a first contract.

Talking Issues at Pexco

In January, IAM Business Rep Steve Warren and Staff Assistant Chris Powers, along with Union Stewards from Pexco, held a long Labor-Management Committee meeting to resolve current issues in the shop at Pexco. This monthly meeting is used to review grievances and discuss issues on the shop floor. This ongoing dialogue helps Stewards and Union leaders resolve issues.

In the January meeting, considerable time was spent discussing COVID-19 and company policies for using sick leave and vacation, as well as quarantine protocols and safety measures for our members working during a global pandemic. COVID continues to remain a top issue, as cases of the Omicron variant increased following the holidays and have impacted attendance, raising workplace concerns over potential spread, safety and cleaning protocol.

All active grievances were discussed as well as other issues members have brought up on the shop floor.

Local Lodge 86 Officers Take the Oath of Office at January Meeting

Leaders from all three Eastern Washington locals provided input and held discussion on current issues they are facing.