

DISTRICT 751 AERO MECHANIC

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Justice on the Job: Unjust Termination Overturned!

The value of union membership is clear to anyone who has

Learn more about the 7 Tests of Just Cause, see page 4

unjust action would be to personally hire a lawyer, which comes at great cost and added stress and no guaranteed outcome," said Aaron.

Just cause, as well as fair and consistent discipline, are the foundation of every union contract to ensure members have a voice and an advocate should they find themselves in this type of situation. Recently, our Union successfully overturned an unjust termination through binding arbitration when resolution could not be reached through the grievance procedure.

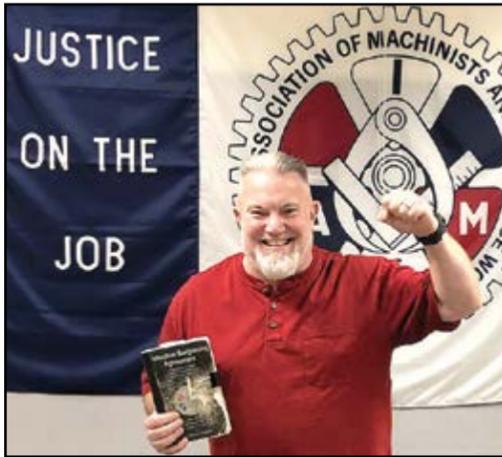
For 751-member Aaron Testerman, this decision brought vindication that he had been unjustly terminated and it returned him to his job with full back pay and benefits (minus what he earned while working another job as he waited for the issue to be resolved).

"It was good to have the union because they have experience dealing with unjust discipline and understand 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

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 just cause to terminate Aaron. In this instance, Boeing escalated discipline to termination because of what they perceive occurred in a single conversation with another worker. 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



Business Rep Garth Luark signals victory for an arbitration case that overturned an unjust termination for one of our members.

was a phone call asking him questions about a verbal interaction with another employee. He had no idea this was a "fact finding" call to administer discipline or he would have requested to have a Union Steward present, which is every member's right (see article below right).

Business Rep Garth Luark conducted a thorough investigation that verified

Aaron was unjustly terminated. He continued to elevate the situation and when Boeing failed to agree with that conclusion, our Union proceeded to arbitration. 751 Staff Attorney Spencer Thal did an excellent job presenting our case, and Grievance Coordinator Dan Swank assisted, as well.

The arbitrator's decision was clear: Boeing failed to establish just cause for the discharge by clear and convincing evidence and ordered Aaron back to work with full back pay and benefits.

"This case reinforces that one of the most valuable benefits of union representation is you are no longer an 'at-will employee,' which means a company must not only show just cause for termination, but must follow progressive discipline called out in very specific contract language," said District 751 President Jon Holden. "This highlights why having rights on the job is important and just how valuable those rights are. Without a union, a worker is simply at their employer's will and can be disciplined or fired for any or no reason."

Union Prevents Unjust Attendance CAM

Every day on the shop floor our Stewards are working hard 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 Katie Eagleson 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 contacted Katie for help and was perplexed why he received corrective action. With help from Katie, the member was able to get the CAM removed after showing the member was at work the two days in question and a ticket was submitted in Worklife for the member to receive pay for the two days in question.

There were several lessons to be learned in this instance. First and foremost, the member went to the meeting without asking to have a Union Steward present. This is every member's right and something members should always do when they are called into a meeting with management or HR (called Weingarten rights, see story in right column).

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

remember two random days within two months that he may have missed work. The member had been working so much overtime, he hadn't even noticed the two unpaid days on his paychecks.

After leaving the meeting, he contacted Katie for representation and assistance. Katie immediately sprang into action and began gathering documentation and the facts. She learned the member had plenty of benefits available to cover the two days – making the situation even more perplexing. In addition and more importantly, she learned the member had clocked into work both of those days but somehow didn't enter his time into payroll so the manager had entered it as LWOP. Typically, a manager will double check and ask a member if they signed their time off correctly at the end of the pay period. In this instance, neither the manager nor member caught the two days so it was mistakenly recorded as leave without pay.

"It was great to have the Union to help me get this matter straightened out and make sure I wasn't disciplined for days I worked. I learned why it is so important to ask

for a Union Steward before you go into a meeting with management or HR. In this situation, I was blindsided and had no idea I would be disciplined since I had been working a lot of overtime," said the member. "Having union representation in these situations is priceless. Once I talked to Katie, I was confident I would be vindicated and the CAM would be pulled since I had been at work both days and was actually owed pay for those days. This just shows how it pays to be Union and you never know when you might need that protection."



Business Rep Shane Van Pelt (r) thanks Steward Katie Eagleson for ensuring an unjust CAM was removed for a member.

**ALWAYS Ask for a Union Steward
It's Your Right!**

**No matter how you are contacted...
by a manager, HR or security...**



In person



On the phone



*By Email asking
for a statement*

**The answer is the same:
"I want a Union Steward!"**

No Matter How You're Contacted Always Ask for a Steward

One of the most important rights of a union member is the right to representation in any meeting that you believe MAY result in discipline. This applies to meetings with a manager, HR, security or other company representative. In addition, no matter how you are contacted – whether it is in person, on the phone or by email asking 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 instead of scheduling an in-person meeting. These phone calls catch members off guard and are without the benefit of representation. If you get this phone call, your only response should be **"I prefer to meet face-to-face with my Union Steward present."**

While Boeing has the right to conduct the investigation by phone, if a member asks for union representation, Boeing or any other employer must comply and provide representation – that is a guaranteed federal right. While

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Going by the Book

Steward ensures member receives 7 days' holiday pay owed him per our contract

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Challenging a CAM

Steward action gets unjust discipline reversed

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It's Really Free!

Member's daughter completes two-year degree with IAM free college program

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REPORT FROM THE PRESIDENT

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 social workers, bereavement counselors and chaplains as IAM members covered by a union contract.

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 Zoom 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 have 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 lodge meetings on Zoom and speak out 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 during 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.

In our union, the work is done by the people who show up. So if we want a better union, each of us has to take responsibility and be accountable for doing our part to accomplish that. We are only as strong as our weakest link, and the more members active and engaged, the stronger we are.

In other words, contribute...Don't just sit back and let things happen, stand up and make your voices be heard. For in the end, this is really about all of us embracing accountability, and in the process, making things better for our union, our families and each other.

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

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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 apprentices also have access to student support services.

District 751 President Jon Holden submitted written testimony on SB-5600 (sponsored by Senator Karen Keiser) and Machinists Institute Executive Director Shana Peschek testified in support of SB-5764 (sponsored by Senator Emily Randall).

“SB-5600 will help strengthen existing apprenticeship programs, expand and create new programs which will help open up these career opportunities to more Washingtonians. We especially appreciate the provision that includes an evaluation of whether the apprenticeship job is leading to a living wage job and whether there is a career ladder in that industry,” said Holden in written testimony. “We often hear from apprentices or people wishing to enter the program that there is a great need for help with things like equipment, required tools or clothing, childcare, health care, and transportation needs to help them participate successfully.

We really appreciate the grant program for wraparound services that will help address barriers to participation and success.”

SB-5600, sponsored by Senator Karen Keiser, would expand apprenticeships across the board and also includes three new grant programs to fund wraparound support services to address barriers to participating in apprenticeships, help existing apprenticeships incorporate remote instruction, and upgrade equipment to expand capacity in existing apprenticeships.

SB-5600 was voted out of the Senate Labor, Commerce & Tribal Affairs Committee and a proposed substitute bill adopted as the *Aero Mechanic* went to print on January 25th is being sent to the Ways and Means Committee.

SB-5764, sponsored by Senator Emily Randall, would create permeable pathways between apprenticeship programs and college so that students in apprenticeship programs are treated equally when it comes to tuition and grants, and successful apprenticeship graduates have a clearer pathway to earn an associate degree or four-year bachelor's degree in the future, if they choose.

In her testimony on SB-5764, Shana stated, “A huge thank you to the legislators for elevating this discussion



Shana Peschek, Executive Director of the Machinists Institute, testified at the Senate Higher Education & Workforce Development Committee hearing on SB-5764.

around registered apprenticeships and acknowledging some key words I have heard you all reference in testimony today like ‘permeability’ and ‘registered apprenticeship’, 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.”

Shana went on to say, “The permeability for people to get that degree while at the same time they get a journey

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751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild,
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First Contract Approved for CHI Hospice RN's

As 2021 came to an end, CHI Hospice RN's proved 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 the 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 good victories. 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 wages, 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,

CHI Hospice RN Gina Gwerder and 751 Chief of Staff Jason Chan count the ballots for the CHI RN's first contract vote which was overwhelmingly approved on Dec. 29th.



along with District 751 President Jon Holden, Chief of Staff Jason Chan, Business Rep Patrick Bertucci and Staff Attorney Spencer Thal.

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 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.

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

- Members get an initial wage increase in January for all employees ranging from 7% to 10% (depending on the impact of step placement).
- Annual step wage increases on each employee's anniversary date (ranging from 1% to 3%) each year of the contract.
- A 4% General Wage Increase for all employees effective July 1, 2022 (six

months from now).

- A 3% GWI on July 1, 2023.
- 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.
- Charge nurse premium, standby pay, weekend premium for non-exempt nurses, and more.

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.



"I'm so proud of these workers who stood together and spoke with one voice to secure a stronger future. I want to thank the RN's who stepped up to serve on the Negotiating Committee (Gina Gwerder, Brandy Webster and Tawnia McKenzie) who dedicated so many hours of their personal time including taking part in a 4-week negotiation prep training class. Their dedication ensured the issues were properly portrayed to management and solutions worked for our members," said District 751 President Jon Holden. "These new members understood that standing together and speaking with one voice gave them power that they used to get their issues addressed at the bargaining table. We are proud to have them as IAM members and look forward to building on this contract in future negotiations."

"As the Business Representative that will be representing these RN's, I'm extremely proud of the entire group seeking out the IAM to represent them and build a strong foundation, voting overwhelmingly to accept a contract that will better everybody for years to come," said Business Rep Patrick Bertucci.

Congratulations on a job well done!

Romeo Hits the Ground Running as a New BR

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 Communication 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 fundraisers.

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. She has also been active in the Coalition of Labor Union Women (CLUW), the District 751 Women's Committee and was part of the IAM's recent LEADs program to



Business Rep Carolyn Romeo (center) talked with cabinet shop members Brett Chandler (l) and Steve Scocco (r).

promote women into leadership positions in our Union. She is eager to get more women involved and active in our Union and help them promote to leadership positions.

"It is a privilege to serve the membership in this capacity and ensure their contractual rights are not violated. I look forward to meeting the Stewards and members in my area, and want them to know I will be visible in the shops because I feel it is important to have a strong union presence," said Carolyn.



Business Rep Carolyn Romeo (l) talks with Union Steward Ernest Fortson about current issues.

Member Gets Holiday Pay Thanks to Our Union

It pays to be Union is true 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 stunned 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 a leave of absence for not longer than 90 days are entitled to holiday pay. Daniel showed the manager the contract language, and the manager then agreed Kevin should be paid for the holidays. Daniel helped Kevin create a



Business Rep Rich McCabe (r) thanks Steward Daniel Ponce for his efforts that ensured a member received his 7 days of holiday pay during his first 90 days of a leave of absence.

Worklife ticket since the manager didn't know how to get the pay corrected.

"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 break and didn't receive the holiday pay, contact your Union Steward to get the situation corrected. You have earned that holiday pay. Knowing your contract and bringing issues to the attention of your Union Steward will ensure Boeing follows the contract and members get the proper pay and benefits.



Membership Survey: Give Us Your Input

Stewards at Boeing will begin distributing membership surveys mid-February. This membership survey will help us develop and enhance our two-way communication. It is your opportunity to give us feedback and help determine priorities going forward.

The survey will have a traditional paper version distributed and collected by Stewards to promote face-to-face interaction on the shop floor. In addition, we will also have an electronic version that will be sent out via email.

Take the time to give us your input and opinion, which will help make our Union stronger.

Unions Ensure Discipline Meets Seven Tests of Just Cause

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 in this "just cause" test so they can 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 "just."

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 include any possible penalties.

An exception may be made for certain conduct, such as insubordination, coming to work drunk, drinking on the job, or stealing employer property, that is so serious that the employee is expected to know it will be punishable.

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'm tired of 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 discipline is made. Where immediate action is required,

however, the best course is to suspend the employee pending investigation with the understanding that he will be restored to his job and paid for time lost if he is found not guilty. The employer is responsible to get all the facts before making the decision to discipline an employee.

When conducting an investigation, an employer must actively search out witnesses and look for evidence. Failure to investigate before handing out discipline violates just cause.

Example: The boss fires a worker for stealing and then demands evidence from the union that the worker isn't guilty. At the grievance meeting the boss admits he never investigated the incident, just took another employee's word. This probably wouldn't hold up. If the union has facts to prove the employee's innocence they should be presented to the boss, even though he failed to properly investigate the case.

4. Was the investigation fair and objective?

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 happened does the employer interview everyone 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.

5. Did the investigation produce substantial evidence or 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.

Example: Here it is obvious that workers have less rights inside the workplace than they would have in civil court, but still the boss must have real evidence, not guesses. Again the boss cannot just try to make a worker prove his or her innocence, without presenting proof of guilt.

6. Were the rules, orders, and penalties applied evenhandedly and without discrimination?

If enforcement has been lax in the past, management cannot suddenly reverse its course and begin to crack down without first warning employees of its intent. The union has the right to do an information request and obtain employer records of all employees who have been disciplined for



the same offense in a given time period. If other employees who commit the same offense have been treated differently, this may constitute "disparate treatment" which violates this test.

Example: This is the most common form of discrimination. An employer decides to suspend Mary for taking too long at lunch, but lets the employees who eat lunch with a supervisor take extra time every day. This would not hold up. However, if the employer tells everyone that starting on Monday employees will be disciplined for taking too long at lunch and on Tuesday Mary comes back late and everyone else has been on time, she may be disciplined.

7. Was the penalty reasonably related to the seriousness of the offense and the past record?

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.

If employee A's past record is significantly better than that of employee B, the employer properly may give employee A lighter punishment than employee B for the same offense.

Example: The classic example is two employees get in an argument and shove each other. One has 25 years service with a clean record. The other has 3 years service with lots of warnings and discipline. Based upon the workers' seniority and records, the employer may give the older worker less punishment than the other worker.

Seven tests of just cause

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



Business Rep Garth Luark (r) thanks Union Steward Claudia Mosisch-Rowe for her actions that ensured member Sang Nguyen did not receive an attendance Corrective Action Memo (CAM) when his FMLA paperwork was delayed by The Reed Group. Claudia ensured the unjust CAM was pulled and removed from Sang’s work history.

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 will 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).

It’s My Right!



I know my rights, and I request my Union Steward be present at this meeting!

Members should carry a Weingarten “It’s My Right” card to give management or HR if you are called into a meeting that you believe may result in discipline.

No Matter How You’re Contacted Always Ask for a Steward

Continued from Page 1

the interview may still happen over the phone, the employer must ensure you have a Steward present and provide a room at work with the phone for the interview to take place.

However, whether on the phone or in person, you should not continue any investigatory interview without a Union Steward.

Keep in mind your employer does not have to offer you union representation – it is something you, as a member, must and always should ask to have.

The same principle applies to an email. If management, HR or a fact finder sends you an email asking for a statement - you have the same rights. Talk to your Union Steward before you draft and turn in any written statement. Keep in mind: it is acceptable to state “I need more information on the situation you are asking about, and I want a Union Steward present.”

Orientation Educates New Members on the Power of Unions

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 guarantee 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.



Photo left: Steward Coordinator Ed Lutgen spends time educating our new hires on what it means to be Union, rights they have as a Union member, contractual benefits, how union dues are calculated and much more.

Photo right: District 751 President Jon Holden welcomed new hires to our Union and explained our negotiation history, including proposed takeaways that triggered previous strikes. Membership solidarity prevailed in defeating those takeaway proposals. He encouraged members to start their Individual Strike Fund (ISF) now to begin preparation for the 2024 negotiations so they can make a decision based on principle and the terms of the offer.



IAM-BOEING JOINT PROGRAMS

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 (IRB's) 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.



Left: Everett Site Safety Committee member Ken Ogren received Joint Programs' Ambassador Award for his dedication to safety and leadership in ensuring our members working at Boeing are safe in the workplace.

Below: Joint Programs Executive Director Ali Myers presents Ken Ogren the Ambassador's Award at a Joint Programs event in 2021.



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 e-mail and send them to: IAMBoeingJointProgramsEA@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 Program guidelines and FAQs which are on the IAM/Boeing Joint Programs websites:

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

External <http://www.iam-boeing.com/safety-shoes.shtml>

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.

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 "training" 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 with more things to share and see because obviously they can't bring everything around on the trailer. If the Safety DOJO is in your area, take the time to visit and explore options you may not be aware of that could help make your job easier and safer.

The mobile safety trailer has been visiting sites for nearly two years to raise awareness. The HSI site committee members and union stewards on all three shifts learned about what the "Safety DOJO on the Go" had to offer for them and their co-workers to address safety concerns.

Participants were able to watch different safety demonstrations, training, and presentations as well as ask

questions about safety concerns or situations in their shop or work areas. The feedback from participants is exceptional, especially when they have learned something new and requested the DOJO to return again in the future. On the second day of the Safety DOJO event the



HSI Site Safety Committee member Brandon Stanfield tests an ergonomic lift to help mechanics do their job and avoid sprains and strains on their body. The lift was part of the Safety DOJO presentation at Spares Distribution Center.

team found a note on the trailer that said "Bring the Safety DOJO back to our site every quarter for safety meetings and help!"

IAM/Boeing Joint Programs is happy to partner with EHS to bring this safety event to the SDC Site and is currently working with Seattle, Plant II, Military Delivery Center and the Thompson Site to get the Safety DOJO at their locations.



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-Farago and Program Coordinator Tod Mix.



Everett Union Steward John Ross volunteering at the event.

Left: Some of the 751 participants in the annual march and rally gather by the 751 Human Rights Committee Banner.

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.



April Jones (l), who serves on the MLK fundraising committee, and Richard Jackson (r) stand ready to help collect donations to support the annual MLK event. Local A President Matt Hardy asks the crowd to support this worthwhile event.

Protecting democracy means making it easier to vote – not harder.

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.



Local C President Joe Ruth brought his two daughters (Jessica and Olivia) to take part in the MLK celebration to learn more about the vision and dream of Dr. Martin Luther King Jr.



751 Organizer Loren Guzzone proudly marched in the annual MLK event in Seattle.

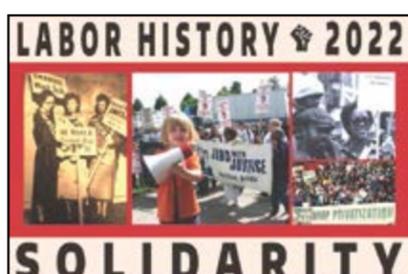


L to R: Kim Gifford, April Jones and Ariel McKenzie were excited to take part in the annual event and volunteered to help with the collection buckets.

2022 Labor History Calendar Just \$5

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

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



Calendars are available for \$5 at any Union hall.

Solidarity at District 751 is featured in January of the 2022 Labor History Calendar published by Pacific NW Labor History Association.



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 earning 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.

751-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 really 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."



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.

The classes are all online, and Jennylee emphasized it is easy to enroll. Simply:

- 1) Apply to Eastern Gateway and verify your family member is an IAM member,

- 2) complete the FAFSA (which is required for any college or university), and

- 3) submit proof of high school graduation or GED completion.

The program includes counselors to help you select the right classes to reach your goal/complete a degree program, get credit for classes taken previously at another college and answer your questions so you don't have to figure it out on your own. This program also offers free tutoring and sends emails throughout the course to ensure you stay on track.

For many members or retirees who have children or grandchildren

that are unsure what they want to pursue, this free online degree is a great option. A person can try several fields of study, change their focus, or explore a career change without worrying about the cost or feeling like they wasted money.

751 Members from across the state are enrolling their family into this program, including members working at JBLM, NAS Whidbey, UPS in Wenatchee, ASC Machine Tools, Big B's Truck Repair, Triumph Composites and Boeing. To take advantage of this unique union benefit or to learn more about the program, visit freecollege.goiam.org.

To learn more or enroll in the program visit: FreeCollege.goiam.org



Women's Committee members wore red to promote "National Wear Red Day" which is February 4 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.

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.

Visit www.GoRedForWomen.org for more information.

IAM 2022 Scholarship Now Accepting Applications



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

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

Awards to Children of Members are:

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

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

Eligibility:

Any applicant must be either:

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

Child of a Member Applicant--

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

Obtain an IAM Scholarship application and guidelines online by visiting www.goiam.org/iamscholarship & search 2022 IAM Scholarship. Packets can also be obtained by calling 301-967-4708 or email asumner@iamaw.org

RETIREMENT NEWS

751 Retirement Club February meetings cancelled due to COVID

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

been passionate about helping others and also promoting the rich educational benefits in our contract. While working in the shop, Ira earned his Bachelor's Degree from Pacific Lutheran University and encourages others to use our "Learning Together" benefits that are virtually unlimited and pay out shares of Boeing stock for each degree earned. IAM 751 is one of the only payrolls to still have this benefit.

Ira has also served in many other capacities. He has served as a delegate to the Martin Luther King County Labor Council for more than 20 years, a role he



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

continued to hold until his retirement. He served many years as a District Council Delegate, on the District 751 Strike Fund Committee, District Audit, District Defense Committee and Washington Machinists Council. He has lobbied both in DC and Olympia 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. In addition, Ira chaired Local E's Shoes for Puppies Horseshoe Tournament for many years to raise money for Guide Dogs of America. He has also assisted on many community service projects including building wheelchair ramps, bagging food at Northwest Harvest, and serving food at the rescue mission.

As a U.S. Army Veteran, Ira chaired our Veterans Committee the past five years – helping to lead our delegation in the annual Auburn Veterans Day Parade.

We wish Ira well in his retirement and thank him for his many years of service.

Remembering Jim Gepford - a Union Leader

IAM District 751 lost a long-time Union activist and leader with the passing of Jim Gepford in late December. Throughout his career, Jim was focused on helping members and never hesitated to challenge management to protect our members. For 17 years, he served our Union in a full time staff position until his retirement in August 1995. Years after he retired, he continued to help workers, when he volunteered to handbill several machine shops in Arizona and bring them important information on our Union.

Jim joined the Machinists Union in 1966 when he hired into Boeing as a jig builder. He immediately became active in our Union and started attending local lodge meetings. He was quickly

identified as a vocal shop floor leader and continually promoted the benefits of Union membership and convinced workers to join 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 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 we represent. He also led the Union's research activities to free 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.



Jim Gepford, former Executive Assistant to the District President.

RETIREES

Congratulations to the following who retired from our Union:

- | | |
|---------------------|------------------|
| Michael Abrams | Timmy Moen |
| Don Alverson | Keith Moores |
| Monica Beauchamp | Nanette Pasamba |
| Anthony Bennett | Jack Power III |
| Gail Cahoon | David Powers |
| Jeffrey Carlson | Robert Prince Jr |
| William Chatterton | Martin Pritzl |
| Kenneth Cryer | Lowell Richter |
| Jack Davis Jr | Patricia Romero |
| Robert Dickinson | Gregory Sperry |
| Andrew Downing | David Standley |
| John Dugo | Michael Toso |
| Mark Emery | Jaime Viduya |
| Sandra Feist | Jonathan Wade |
| Jeffrey Fitzmaurice | Edward Wesley |
| David Foley | |
| Richard Franz | |
| Marin-Ella George | |
| Faith Golden | |
| Rick Grimes | |
| Mark Harris | |
| William Hash | |
| Edgar Hayes | |
| Karyn Horibe | |
| Todd Irwin | |
| Ruby Klein | |
| Ted Kraus | |
| Raymond Lehnertz | |
| Richard Lyon | |
| Richard Maine | |
| Ted Marshall | |
| Linda Matecki | |
| Gary Millerup | |

Retirement Club Legislative Report

By Carl Schwartz, 751 Retiree Legislative Chair

Our 751 Retirement Club in-person meetings are "on hold" for the first part of 2022, as we hope that the COVID 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 their 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 also increased - 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 14% 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 deducted from beneficiaries' Social Security checks, will cost consumers 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 done what Alliance members asked: tell CMS to reconsider its 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."

RETIRED CLUB OFFICERS

President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	Pam Harris	206-769-5179
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Vennie Murphy	253-985-0951
Trustees:	Michael Keller	206-723-4973
	Jim Hutchins	206-369-2309
	T.J. Seibert	206-909-4870
Union Office: (1-800-763-1301) or 206-763-1300		

IN MEMORIAM

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

Local A: Cao V. Cao, Phillip A. Covello, T. P. Deslauriers, Neal H. Howard, Clyde J. Lambert, David C. Parlari, David L. Straight, Alaveene M. Vandall,

Local C: Abdul-aléem Ahmed*, Larry L. Baird, John M Budmats, James E. Gepford**, William J. Hines, Jeffrey J. Race, Denise M. Schultz, Allen O Smith, James A. Stegman, David J. Tucker, Ruben I. Velez, Eugene West Jr., Obie L. York.

Local F: Dennis R. Edgar, James R. Finnie, John G. Guevarra***, James W. Hokanson, Garold W. Pleasant.

*Abdul-Aleem Ahmed was a former 751 Staff Member (article in Dec/Jan Aero).

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

***John Guevarra 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.

FREE WANT ADS

FOR MEMBERS ONLY

BOATS

17 ft. Talon Alumaweld 2006. Bought new. Need to sell, bad health. All set up for salmon fishing, electric downriggers, 50 + 6 hr. Suzuki. Kept in garage. \$15,000 or best offer. 253-720-7702

AUTO PARTS & ACCESSORIES

S.T.P. cil treatment. 15 oz cans for older cars and trucks, extends engine life. \$2.50 each. To be used with each oil change. 360-460-1278. Leave message if I don't answer.

ELECTRONICS & ENTERTAINMENT

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

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

FURNITURE & APPLIANCES

1900 EASTLAKE ICE BOX. Very ornate and lots of brass. One of a kind. Two compartments, white interior, all oak, on wheels, easy moving. 55" H- 28" W - 19" D, pictures, \$1,200. 425-213-0016.

SPORTING GOODS

COMPUTER, GRAPH FISH RECORDER. Eagle mach.1 by Lowrance w/mount. New never used. Paid \$336 in 1986. Several rolls of graph paper. 425-271-8751 call for price

OUTDOOR GEAR: Hip boots, men's size 8, new, never worn. Sleeping bags; nice. Fishing gear, lures, nets, too much to mention. 425-271-8751 call for prices

COTTAGE INDUSTRIES

SOMETIMES THE KEY TO HAPPINESS is finding the key to the right house. Whether you want to buy or sell, contact me. Antonio Liberta, Keller Williams: 206-399-2065, antonioliberta@kw.com Keller Williams

OUTDOOR CAR/BOAT/RV STORAGE available 8 minutes west of Auburn plant. 20' - \$40, 30' - \$60, 50' - \$80, 110' - \$110 per month. Gated, secured, late night access. 253-653-2347

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

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

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

PRE-RETIREEES: Is rolling over your 401K or pension right for you? Complimentary Assessment; know your options. Michael or Elke 425-346-3698 / 425-268-7386 coachelke@gmail.com

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

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

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

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

AD RULES

Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

Deadline For Next Issue 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 253-389-8384

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

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

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

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

THINKING ABOUT SELLING YOUR HOME? Downsizing? Need more room? July Small will do a free market analysis. Licensed real estate broker Windermere. Call now! 206-734-7122

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

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

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

BUY - SELL - CLOSE. Call a real estate professional Von Provo is available to help you buy or sell. Call, text or email. von@rognow.com 425-359-0165.

HOUSING

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaallicove.com. Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 31 days. 10% discount to Boeing employees. Pays the taxes. \$2950-3950/month. Amenities include designated parking, DSL, pool, Jacuzzi and much more. 206-459-3444

MISCELLANEOUS

\$100 deposit required for this year's planters (cedar planters). Order now for March delivery. New price discounts. 4" x 6" includes weed block, all assembled, ready to plant. Vine fence is extra. Call for a text picture using your Smart I Phone. Customer must pick-up in Longbeach, WA. 360-431-7061

Wanted to purchase: photos, snapshots are fine, of custom cars from the Northwest from the fifties and early sixties. Call anytime and leave a message 206-557-0282.

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

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

GARAGE/SHOP STORAGE 12'W x30'D x 14' tall \$300. Outdoor car/boat/RV parking \$40 - \$110. 8 minutes west of Auburn plant. Gated, secured, late night access next to Hwy 167. 253-653-2347

CEDAR 6' PLANTING TABLE. Waist high, no bending over \$250. With extras, a fence for climbers and soil mix it is \$300. Perlite and peat moss included. (Delivery) Customer must pick up at Long Beach, WA. 309 17th NE. Phone 360-431-7061

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

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

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

SPORTSMEMORABILIA: picture 8"x10" Steve Largent 14 years Seahawks "autographed". Bat 180 Louisville slugger. Ken Griffey, Jr. bat, hand crafted for Raul Ibanez R128 pro model. Baseballs: autographed - Jamie Moyer, Edgar Martinez, VHS tape: Ken Griffey Jr. 1996 (in wrapper) Adventures in Baseball. 425-271-8751

GARAGE DOORS REPAIRED OR REPLACED. South of Olympia, located at 2100 N. National Ave, Yard Birds Mall space #105. Parts & tools also. Open Sat & Sun. 360-264-6319, 253-569-9532 or 253-261-4933

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

HOUSE PLANTS: rooted plants and planted ones \$3 to \$5 medium and large and ones. Dieffenbachia rooted and planted (dumb cane), spider plants, crown of thorns, African milk tree, ivies, split leaf rhododendron (two large), peperomia starts, planted green - nice plants - will have purple heart. 253-852-6809 leave in

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

RECORD ALBUMS LAYING AROUND? I will buy them! Rock and roll, blues, funk, metal, jazz, obscure. Those genres wanted. Fair price for good stuff. 206-861-6557

PROPERTY

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

TWO BURIAL PLOTS at Greenwood Memorial in Renton in the Rhododendron Garden. Space one and two. \$5,000 each. 509-445-0337

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

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

Five acres in NW Arizona off from Hwy 93. Very close to where the new interstat 11 will be. Only two hours from Las Vegas. 623-565-0176

VEHICLES

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

63 Corvette Roadster 300 HP, 4 speed, # match hard soft tops. Rebuilt motor, tran, front suspension, brakes, new tires. \$42,000 firm. No text 509-276-6001 or 509-844-5271

Beautiful 1977 Corvette (t-top) auto. trans., 350 cu. in., white in color, new muffler system. All manuals and secure receipts. Asking \$13,500. 509-844-5271

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

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



- Circle One:** ANIMALS
- ELECTRONICS & ENTERTAINMENT**
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- AUTO PARTS & ACCESSORIES**
- COTTAGE INDUSTRIES**

Ad (25 word limit. Please print). _____

Phone (or Address) _____

The following information must be filled in for your ad to appear:

Name _____ Clock Number _____

Address _____ Shop Number _____

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is 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 Catlin (top left) and Local F Trustees (bottom row Left to Right): Michael Fields, Kevin Currie and Diana Noinala.



751 Political and Legislative Director Donny Donovan (l) administers the oath of office to Local C President Joe Ruth at the January meeting in the 751 Library at the Seattle Hall while the meeting was live on Zoom.



District 751 President Jon Holden administers the oath of office to Local E District Council Delegate Willy Picht (r).

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.

Labor History Makers- February Birthdays

- Feb 04 1869 – Bill Haywood
- Feb 12 1880 – John L. Lewis
- Feb 15 1820 – Susan B. Anthony
- Feb 16 1870 – Leonora O’Reilly
- Feb 19 1946 – Karen Silkwood
- Feb 20 1818 – Frederick Douglass

Sock Donations Help Homeless



In late December, Adrian Camez and Kristi Kidrick 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.

EASTERN WASHINGTON

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.



Eastern Washington Local Lodge leaders meet with 751 leadership on Jan. 21st at the Spokane Union Hall. L to R: Chris Powers, Bryon Johnson, Steve Warren, Jerry Purser, Allen Eveland, Carl Matthews, David Bakken, Casey Streeter, Jim Henle, Tommy Eldhardt, and District 751 President Jon Holden.



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



District 751 President Jon Holden talks with Eastern Washington local lodge leaders.

Progress on Representation for HMIS Workers at Hanford



IAM Staff Assistant Chris Powers and Eastern WA Business Rep Steve Warren discuss securing a first contract for workers at Hanford Mission Integration Solutions.

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.



L to R: IAM Business Rep Steve Warren, Staff Assistant Chris Powers, along with Union Stewards Brett Travis and Ben Schlaich meet with Pexco officials to discuss their COVID policies and current grievances.

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



Eastern Washington Business Rep Steve Warren (far left) administers the oath of office to Local 86 officers L to R: Casey Streeter, Bill Nikkola, John Warren, Allen Eveland, Carl Andrews, David Bakken, Cory White, Darrin Truitt, Jerry Purser and Tony Wade at the Local 86 January meeting.