

Gearing Up for Contract at Collins Aerospace

Machinists Union members working at Collins Aerospace in Everett showed their solidarity as they turn their focus to securing a second contract later this year that builds on the foundation from their first contract they approved in 2019. These talented and skilled workers build landing gear for a variety of Boeing airplane models.

These Union members turned out in force on Feb. 16th to kick off their countdown to a second contract at the 751 Everett Union Hall. District 751 President Jon Holden, Chief of Staff Jason Chan, Business Rep Rod Sigvartson, General Counsel Jonathan Shapiro and Communications Rep Connie Kelliher took part in the meeting.

Union leaders laid-out a timeline for the negotiations, presented a first survey which members completed at the meeting, and discussed identifying bargaining unit members to serve on the negotiating committee.

The meeting provided a platform for lots of good discussion on issues and priorities members want to see in a second contract. At the forefront for



Members from Collins Aerospace met at the Everett Hall to begin identifying issues to address in their second contract later this year.

many was the high inflation and ensuring their wages are keeping up so they are not losing buying power during these inflationary times. Other topics members brought up included promotions and progression so members have a pathway to move upwards, larger raises, a better dental plan, more vacation and the option to roll over and accrue more time on the books, and many other topics.

Members appreciated the face-to-face

interaction and ability to speak freely, ask questions and learn more about the negotiation process.

These members voted for IAM Union representation in 2018 after their



Union leaders meeting with members from Collins Aerospace L to R: General Counsel Jonathan Shapiro, Dist. 751 President Jon Holden, Business Rep Rod Sigvartson, and Chief of Staff Jason Chan.

employer went through several multi-billion dollar acquisitions, and workers recognized they needed protection and security for their families.

Stewards Continue Working COVID Issues

Following the Christmas holidays and Boeing's change to the COVID policy, our Union Stewards have been actively working issues members encountered as they navigate ever-changing Boeing policies during a global pandemic. Changes to policy and procedure, as well as an uptick in cases following the holidays, swamped the Boeing COVID hotline – making things even more difficult for our members and Stewards who are fighting against unjust corrective action.

Everett Union Steward Kenny Paine was able to successfully work several COVID-related issues for members in his work area that included getting paid time off for COVID-related absences, as well as excused LWOP – ensuring no corrective action occurred for the members.

Kenny helped a member who had multiple positive COVID tests navigate through Boeing's policy to ensure he got the proper paid time off. In addition, Kenny convinced management to allow additional excused

LWOP absences because this member had multiple positive COVID tests and was erring on the side of caution to not infect co-workers by returning to work too early when he still might be contagious.

Kenny worked another issue for a member who had family members living at home positive for COVID. This member explained his circumstances to his manager, who advised him in an email to stay home and not to call Boeing Health Services. At the time, the member didn't question this direction and followed management's instructions. The member didn't know if the time would be paid or not, but was certain it would be an excused absence. When he learned it was unexcused absences that could lead to discipline, he contacted Kenny who provided email documentation of the conversations with management and when no resolution could be reached, he elevated it to Business Rep Paul Schubert, who provided documentation to Corporate Labor Relations. Union action ensured our member had excused absences and did not get corrective action because he was trying to keep his co-workers safe and following the directions of his manager.

"I appreciate Kenny and our other Stewards continually working through these COVID issues for members. No one should be disciplined when they are staying home to keep their co-workers safe. The pandemic is truly uncharted ground to navigate for our members who work in close proximity to literally hundreds of others and try daily to keep themselves and their co-workers safe. I applaud our Stewards for their hard work on this to ensure members don't receive corrective action when they are erring on the side of caution to protect others," said Business Rep Paul Schubert.

Renton Preflight Steward Tony Moss also worked a COVID-related issue for a member on his crew. The



Business Rep Shane Van Pelt (r) thanks Steward Tony Moss for his efforts that ensured a member received two hours' overtime after receiving his COVID vaccine in Dec. 2021.

member had gotten his COVID vaccination in early December when Boeing policy provided two hours of pay (overtime if during off shift) for each vaccination. When the member entered the two hours' OT in ETS, he was denied payment on his next check. We went on the Christmas holiday break before our member was able to address the issue with his manager.

When he returned to work after the first of the year, the member put in for the two hours' overtime pay again since he received the vaccination during non-working time in 2021. His manager responded that it was no longer the policy and he would be compensated based on the current policy of either coming in to work 2 hours late or leaving 2 hours early.

The member then approached Tony to see if this was correct. Tony knew that Boeing changed their policy on COVID vaccinations after the first of the year so the member should have received two hours of overtime pay if so desired for the day he received the vaccination

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Business Rep Paul Schubert (l) and Steward Kenny Paine review contract language to resolve an issue. Kenny recently resolved COVID-related issues for several members ensuring they got proper pay and excused LWOP.

AMPP'd Up

Union Committee Ensures Members Receive 5.8% Payout

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Union Advantage Is Clear

Government reports confirms it pays to be Union



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Safety Superstars

Renton Blue Streak Composite Repair goes 17 years without an accident – showing Safety First is more than just a slogan for these members

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REPORT FROM THE PRESIDENT

Union Difference Is Visible in Pay, Benefits and Rights

By JON HOLDEN
IAM 751 District President



Unions make life better for workers. We could be biased, but when we see union workers earning higher wages than non-union workers in the same industry, it makes sense to have a union.

Better health care coverage with less cost to workers and their families is important. Paid vacation, sick leave and holidays are great. And rights on the job and a safer workplace are what we count on from the union difference.

But don't take our word for it, federal government data shows that union workers do better year after year (see article page 6).

This is what unions fight for. This is the union difference. Workers form unions to have a say and help determine priorities for themselves and their co-workers in the workplace. By speaking with a collective voice, they make positive changes which are secured in a written contract. Union members have better pay and benefits – that's the point!

Unions change the power dynamics in the workplace and give working people a say in their wages, benefits and working conditions.

It's no surprise that corporations are doing everything they can to stop unions, but workers have the power to stand together and speak with one voice. We have that in our union!

Our members at Collins Aerospace are currently preparing for their second contract and met in February to start determining their priorities in this round of bargaining. Members in Spokane working at Penske are also meeting to identify issues they want addressed in their next contract. And members at Boeing are filling out surveys to begin prioritizing and defining issues they want addressed in their 2024 contract with Boeing.

The federal data released in January

confirms that Union workers earn more money – on average nearly 20 percent – which means they are better able to support their families.

Another federal report shows the union advantage translates into better benefits.

I have to agree. I grew up in a union family, and I've seen the benefit that generations of union membership can bring.

Washington State has one of the highest rates of union membership in America (see article page 7). It's an important reason why our communities are great places to live. Union workers have more money to spend at local businesses, and the taxes we pay go to support better schools, roads, parks and government services – like police and fire departments.

But these federal reports overlook a very important benefit of Union membership – rights on the job.

When you belong to a union, you have support on the job. When there's a problem with your paycheck, your union steward can help you get it straightened out. If you think something isn't right or the contract has been violated, your union can help get that resolved. If you believe you may receive discipline, you have a right to have a Union Steward present who will act as your advocate. And when you have a collective bargaining agreement, there are rules in place that make sure you can't be fired or disciplined for random or arbitrary reasons – that kind of protection is priceless.

All these are very important benefits of being part of a union – benefits fought for and established by previous generations of District 751 members. Benefits that we have to fight to maintain and improve.

'Strength in numbers' and 'Knowledge is Power' are more than just sayings. For our union members, increased union/contractual knowledge means increased strength to challenge management on decisions, enforce the contract, negotiate

new contracts, and much more. We are continually working to engage our members in our union and encourage each of you to take ownership. Talk to your Steward, consider attending a union education class or a monthly union meetings (both are currently held on Zoom, visit iam751.org, calendar for meeting and Resources tab/Class Registration). We have an orientation every Friday with new members at Boeing to give them a brief overview of our Union, their benefits, their rights and more, and hope they see the value in taking ownership and becoming engaged because 'U' are the Union and it takes all of us working together to be successful.

Every day we have Stewards working hard to enforce the contract. Our Stewards network and share their experience of what worked best in a particular situation to grieve a contract violation, protect members' rights, push back on a management decision or to simply better represent our members.

However, the sharing of information must go beyond just stewards and officers and extend to our members. As our Stewards have success in the shop pushing back when management violates our contract, I encourage them to take a few moments and share our success with their crew. Explain what part of the contract was violated so members will recognize if it happens again and know to document and bring it to the attention of a Steward.

Every word and clause in the contract has meaning and intent. When we are all engaged and participating, we are stronger and management is less likely to violate the contract.

It's much more than simply offering classes on different subjects. When members see how our contract impacts others in day-to-day activities at work, they are more likely to retain the knowledge.

In February, members working at Boeing realized an increase in their yearly AMPP incentive payout. The higher payout directly correlates to the work of our Union

AMPP Committee, which meets throughout the year to evaluate the information and data to ensure accuracy, as well as look for events that had a negative impact and were out of our members' control. This year our Committee found errors, which were resolved accordingly and resulted in the 5.8% payout for our members on Feb. 24th. This is just another example of our Union in action working for you.

Finally, I want to thank each member who filled out a survey and gave suggestions to shape the future. As they say there's no Union without "u" (you) and we are stronger when we have more active, educated and engaged members.

Union AMPP Committee Ensures 5.8% Payout

Thanks to efforts by our Union side AMPP Committee, our members working at Boeing received a 5.8 percent AMPP payment on the Feb. 24th paycheck. This was the highest payout since the program began in 2012.

Credit for the payout can be directly attributed to the work of our Union side AMPP Committee (Ed Lutgen, Jason Chan, Dan Swank, Connie Kelliher, Mark Clark and David White from IAM Strategic Resources). Through many meetings and discussions with Boeing, our Union AMPP Committee found errors, and they were resolved

accordingly and resulted in the 5.8 percent payout for our members.

The payout was 5.8 percent because of the hard work of our committee. As reported in local lodge meetings, Boeing's last cumulative AMPP calculation had the payout at less than 1 percent. Our Union committee continued to dig through the data until they discovered an error in the formula for both productivity and quality which pointed to the wrong data sets. After the correct data points were used, the payment increased to 5.8 percent.

Our AMPP Committee meets with the Company throughout the year. Our

AMPP Committee's role is to evaluate the information to ensure the accuracy and transparency of the data and that the results truly show the impact of our members' actions where we had success in safety, quality and productivity. We also look for events that had a negative impact on the final results that were outside of our members' control and should therefore be excluded. Our AMPP Committee did an excellent job ensuring that was the case.

While we always strive for the maximum of 6 percent, due to the membership's hard work and effort throughout a challenging year, members received the highest AMPP payout since its inception. Our members are measured like no other payroll or incentive plan at Boeing and contribute daily to the success of this Company.



L to R: Union AMPP Committee members Jason Chan, Dan Swank and Ed Lutgen pour through data to ensure it's accuracy. The Committee found several errors in data points that when corrected increased the payout to 5.8 percent.

AMPP Payout Percentages

2012 – 3.1%	Maximum Payout Possible 4%
2013 – 4%	
2014 – 3.1%	
2015 – 3%	
2016 – 2.6%	
2017 – 5.5%	Maximum Payout Possible 6%
2018 – 5.6%	
2019 – 2.2%	
2020 – 1.2%	
2021 – 5.8%	

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751 AERO MECHANIC

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Stewards Ensures Member Receives OT Pay Per Contract

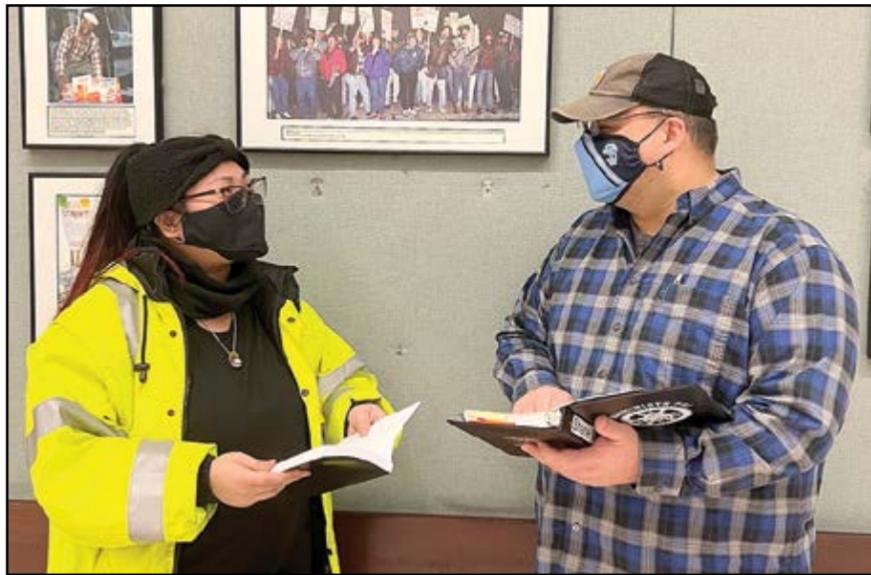
Knowledge is power is certainly true when it comes to members' rights and enforcing our Union contract and Memorandums of Agreement (MOA). Every day our Union Stewards and Business Reps work literally hundreds of issues.

Even though our contract language on overtime is clear, that doesn't mean management is aware of or abides by our contract, which is where our Union Stewards come in.

Recently, Union Steward Diana Noinala took action to ensure 751-member Joyce Wiley was paid for a Saturday and Sunday when management improperly excluded her from weekend overtime. Because Diana continued to pursue and elevate the issue, Joyce was paid for the weekend she didn't work, but should have been offered – ensuring our contract was followed.

In this case, management in the 2-10 building in Seattle opened up weekend overtime for the first time in a long time. However instead of following contract language and first asking the employees who perform the work during the week, management brought in workers from outside the area on the weekend.

Diana knew our contract in 6.10(a) states: "The Company will first attempt to meet its overtime requirements on a voluntary basis from among employees who normally perform the particular



Steward Diana Noinala (l) talks with Business Rep Shane Van Pelt about an overtime issue she was able to resolve and the importance of educating managers and members on our overtime language in 6.10.

work activity on a straight time basis..."

A Memorandum of Agreement (MOA) between the Union and Company further clarified: The phrase "normally perform the particular work activity on a straight time basis" means: during the week of the overtime requirement to be eligible within the crew (1st line manager) and the shift.

In addition, 6.10(b)(1)(a) clearly defines who should be asked "First, ask the employees regularly assigned to either the machine, job, crew or position..."

Diana confronted management and asked why no one from their work group was brought in or even asked to work the overtime. Management responded "because no one was cross-trained." After Diana pointed out our contract language, management continued to insist they could bring in anyone they wanted for overtime and that there was no contract violation. Diana was not deterred and continued to elevate the matter and included emails from the manager as written evidence they brought someone

from outside the area to work overtime.

Diana worked with her business rep who was prepared to take the matter to arbitration because it was the principle that management clearly violated the contract.

When the matter was elevated to a higher level, Boeing agreed it was a violation and paid Joyce for the weekend she should have been offered to work.

"It took months to get resolved, but I knew management had violated the contract and Joyce should have been allowed to work the overtime. It was a learning experience for management who now understand our overtime language and haven't done it again since Joyce was paid," said Diana.

"I applaud Diana for being tenacious and pushing until the issue was resolved and the violation corrected. Management makes our members abide by the contract each day so it is only right they must also be held accountable to the contract provisions," said Business Rep Shane Van Pelt.

Going by 'the Book'



Union Action Keeps Senior Member on Preferred Shift

Thanks to swift action by Union Steward Katie Eagleson, a 30+ year member working at Spares Distribution Center was able to remain on his preferred shift.

751-member Doug Parker approached Katie after management informed him they were forcing him off his preferred shift. The member received an email from the manager stating a report date to the new shift.

Katie knew a first level manager cannot involuntarily move a senior member off their preferred shift. She grabbed her contract book, approached the manager and explained Section 5.4 Shift Preference language to the manager. She noted the manager's action was a violation of our contract and emphasized senior members cannot be forced off their preferred shift with very limited exceptions and a documented date to return in writing. This is a good example of a contractual provision that emphasizes the value of seniority, which is important in

so many contractual situations.

As a result of Katie's action, Doug (who has a 1989 seniority date) got to stay on his preferred shift and the manager was called out on their blatant contract violation and educated on our contract so it shouldn't happen again in the future.

"Our contract provides stewards, members and managers alike with guidelines for staffing shifts. Any improper movement can be not just argued but grieved, if necessary," said Business Rep Shane Van Pelt. "Katie did a great job presenting the member's case and ensuring management followed up and did the right thing to keep the senior member on his preferred shift."

The situation again shows the value of union membership and having an advocate to speak up and protect your rights on the job and ensure the Company follows the contract they signed.



751 Member Doug Parker (r) thanks Steward Katie Eagleson for enforcing our shift preference language to ensure he remained on his preferred shift.

Machinists Institute Gains Approval for Statewide Machinists Apprenticeship

The Machinists Institute, which is the training arm of our Union, continues to grow and expand its program offerings to help workers achieve their career goals and learn new skills. In February, the Machinists Institute (MI) received good news on its apprenticeship program.

MI Executive Director Shana Peschek and Tommy Hunt (IAM 160 and chair of NW Machinists Apprenticeship Committee) presented new Registered Apprenticeship standards to the Washington State Apprenticeship Training

Council on January 20th. The State Council approved the new standards in February, which change the geographic area from Puget Sound to statewide, as well as incorporating parts of Idaho and Oregon. In addition, the state approved adding the occupation of "Machinist" to the standards.

With that approval MI can begin to sign on employer training agents to the program and begin apprenticeship training for machinists across the state.

This will also create opportunities for the pre-employment students the MI has already begun training and supports the mission of MI and IAM751 to increase access and opportunities into these family sustaining wages and careers.

On February 21, District 751 President Jon Holden, Secretary-Treasurer Richard Jackson and Chief of Staff Jason Chan joined MI Executive Director Shana Peschek to set up equipment at the MI Tukwila Training center for the expanded apprenticeship programming.

Photo right: 751 Chief of Staff Jason Chan and Dist. 751 President Jon Holden install equipment at Machinists Institute Tukwila Training Center.



751 Secretary-Treasurer Richard Jackson installs equipment on work benches for the new Machinists Apprenticeship.



Machinists Institute Executive Director Shana Peschek installs equipment.



Stewards Enforce Contract and Protect Members' Rights

Second shift Union Stewards in the Renton wingline Jon Voss, Daniel Ponce and Vinh Lien work together to ensure contract provisions are enforced and no unjust discipline is issued to our members. These Stewards recently had several successes to share in case this happened to other members in a similar situation.

Ensuring Progression Steps Are Correct After Recall

The first success impacted several of our QA members and pertained to members who were recalled from layoff within a year. Our contract states in 6.3(a): "Employees recalled from layoff within one year will be credited with any time they had prior to their layoff toward their next six-month progression increase."

"While the contract language is clear, as we talked with our recalled QA members we learned several didn't get credit for time toward their next progression step that they accumulated before layoff. When we gathered their information, we knew this was a contract violation," said Steward Daniel Ponce. "We got it corrected for all who had been laid-off for less than a year and ensured those who should have already reached their next progression step got the proper back pay – showing them it pays to be Union."

Our Stewards gathered pertinent information on each member (hire in date, layoff date and recall date) and presented the information to the manager with no results. Undeterred, our Stewards elevated the information to Business Rep Rich McCabe who got the matter resolved with Labor Relations.

As a result of our union action, QA members in their shop who were rehired within a year of layoff got their proper time credited toward the next progression step. The correction not only shortened their time left to reach the maximum rate, but delivered back pay to members who should have already reached the next progression step.

Preventing Unjust Discipline – Educating Members on Their Rights

The Stewards were also successful in preventing two unjust Corrective Action Memos (CAMs).

Stewards Vinh and Jon teamed up to prevent a member from being issued their first attendance CAM due to a small clerical error. A manager informed our member she was going to receive an attendance CAM after our member exceeded their 47.9 LWOP hours. The member had excellent records and saved notes and emails related to all her absences. Vinh and Jon poured through the data, dates and noticed two days were wrongfully coded as MDA when they should have been 'excused LWOP for post-COVID-vaccine related illness.' This member reported to a different manager in Everett during the dates in question so our Stewards contacted the manager and asked him to make contact with our member's current manager to explain what transpired, why the dates were coded wrong and get them corrected, which ensured no CAM was issued to our member.

"I appreciate the proactive Union Stewards here in Renton who helped get this issue resolved so I didn't receive discipline. It is good to have an advocate and have support when you needed it to resolve an issue. It pays to be Union," said the member.

Another member reached out to Steward Jon Voss after management told them they had recently exceeded



Renton wingline Stewards work together to combat contract violations and protect members' rights. L to R: Stewards Vinh Lien, Daniel Ponce, Jon Voss, and Business Rep Rich McCabe.

their 47.9 hours in Leave Without Pay (LWOP). Jon evaluated our member's LWOP usage and noticed they were at 48 hours LWOP and simply needed to change at a minimum .1 of LWOP to sick leave. The member changed their ETS, used their benefits to cover and management backed off issuing an attendance CAM.

"I'm glad the member came to me because he wasn't aware how our union can assist in this situation," said Jon Voss. "I invited him to attend his first Local Lodge meeting to learn more useful information and see how our Union advocates for members always."

Finally, another member was issued their first attendance CAM and was worried about not being able to cover future absences after being on an extended LOA due to COVID concerns. After the member came to work and became visibly ill, the Stewards then educated this member on Article 16.10(d) (the 2018 revision) – that ensures if an illness causes you to leave work to get medical care during working hours, on the same day, it is an excused absence that doesn't count toward an attendance infraction. After learning of this language, the member left work, went straight to

her doctor, who instructed her to remain home a minimum of six days. When the member returned to work, she provided the Reed Group with the doctor's note and the absences were excused.

With the ramp up in the 737 program, these Stewards actively seek out and greet new members entering their work area (whether the member transfers in, gets recalled or is a new hire). When members know their Steward, they are more likely to ask questions or bring an issue forward for these advocates to work.

Every day our army of Union Stewards are fighting issues for members on the shop floor, but they can only be an advocate if they are aware of a situation. Consider attending Union meetings which are held on Zoom. In addition, members are welcome to attend Union education classes via Zoom to learn their rights, contract language and other important information. Register for union classes by visiting www.iam751.org, then click on the class registration tab. The classes rotate topics each month.

Knowledge is power and the more members are educated on their rights and our contract, the stronger we are as a Union.

SAVE! What for? 2024!

Start Your ISF to Prepare for 2024 Boeing Contract

Our strength at the bargaining table when we face The Boeing Company in 2024 is a direct reflection of solidarity and preparation of our membership.

The time to plan for a strong future is NOW! Start your Individual Strike Fund (ISF) savings account today with a new payroll deduction to savings to give us strength in 2024! (see box right for step-by-step instructions)

Even though the 2024 contract is more than 2.5 years away, it is important to begin preparing now. Personal savings are always necessary should we face a decision on whether to strike or not.



Remember, the goal is always to achieve a contract offer that we can accept. In order for our members to be in the best bargaining position, personal savings are key to confidence and security when it matters most.

Talk with co-workers and let's get everyone thinking ahead. Early preparation years out means you will be ready to stand on principle to achieve the contract you have earned.

If you direct \$50 every paycheck into your ISF, you will have the confidence to accept or reject the Company's offer based on the details of the final proposal when our contract expires in 2024!

How to Set Up Your ISF Payroll Deduction at Boeing!

You will need your bank routing number and account number. Then decide the designated amount per paycheck (\$50 every paycheck will give you the confidence to accept or reject Boeing's offer based on the details).

From a computer at work:

- Access WorkLife
- Select "My Paycheck"
- Select "View/Change Your Direct Deposit"
- Select "Add Account"

From Home www.boeing.com

- Top Right Select "Employee/Retiree"
- Select "WORKLIFE"
- Select "ACCESS WORKLIFE NOW" under the WORKLIFE FROM HOME option
- Enter your BEMSID and Worklife Password and select "Login"
- Select "My Paycheck"
- Select "View/Change Your Direct Deposit"
- Select "Add Account"

Stewards Continue Working COVID Issues

Continued from Page 1

because it occurred in 2021. The first and second level managers insisted he would only get two hours of early out or late in time because the policy changed the first of the year. Tony again pointed out that the member received the vaccine in late 2021 under the previous policy and was therefore entitled to two hours of overtime pay. It was then Tony elevated the matter to the director, who agreed that the vaccination occurred under the previous policy; therefore, the member was entitled to two hours of overtime pay.

"There was no logic in how the first and second level managers were approaching this matter. Our member clearly got the vaccination under the 2021 policy that paid overtime pay if it was during non-work time," said Tony. "I was glad I could get him the pay that he was owed."

The member appreciated having our Union to advocate on his behalf and ensure he was properly compensated for receiving the vaccination.

Members should always turn to their Stewards if there is an issue about pay, COVID related time off, or any other contractual provision.

Start your Individual Strike Fund (ISF) Today!

POLITICAL ACTION

Huge Investment for IAM Aerospace Workers as 751 Takes Part in 777X White House Launch Ceremony

Qatar Airways announced on January 31 that they would purchase 34 new Boeing 777X freighters and a surprise purchase of 25 Boeing 737 MAX (with an option to add 25 more), both of which are built by IAM 751 members here in Puget Sound. These orders will significantly impact IAM members at Boeing in the Pacific Northwest and IAM aerospace members throughout the nation.

The announcement occurred at a White House signing ceremony attended by IAM District 751 President and Directing Business Representative Jon Holden. This marked the first time District 751 officials were invited to an airplane order signing at the White House.

“This is great news and provides substantial work for our members with Qatar as the 777X freighter launch customer,” said IAM District 751 President Jon Holden. “Today’s announcement recognizes the partnerships that helped make Washington State the hub for the Aerospace industry. The IAM has trained aerospace workers since 1935, and it was made possible through collaboration. We help provide pathways into aerospace jobs in our communities through aerospace training and state-registered apprenticeship programs. The Puget Sound community will benefit

from the good-paying family-wage jobs. On behalf of IAM District 751, I want to thank all parties for not only the future investment in our community but in our nation.”

Along with Boeing and Qatar officials, joining Holden at the press conference was Senator Sherrod Brown and U.S. Commerce Secretary Gina Raimondo and International Federation of Professional and Technical Engineers (IFPTE) President Matthew Biggs.

“The IAM represents tens of thousands of members in the aerospace industry who welcome this long-term investment,” said IAM International President Robert Martinez Jr. “This investment, championed by the administration, signals an understanding of the impact of one of our nation’s most vital manufacturing sectors. IAM District 751 members are some of the most dedicated and skilled workers in the world, thanks in large part to being part of a union that gives them a voice in strengthening the aerospace industry. Today’s announcement gives hope to so many communities that will benefit from the good union jobs this investment will create.”

“I along with our Brothers and Sisters in the Puget Sound and the entire



District 751 President Jon Holden attended the White House signing ceremony between Boeing and Qatar Airways, who is the launch customer for the 777X freighter. L to R: U.S. Senator Sherrod Brown, U.S. Commerce Secretary Gina Raimondo, IFPTE President Matt Biggs and IAM District 751 President Jon Holden.

aerospace industry welcome the great news on the new orders,” said IAM Western Territory General Vice President Gary R. Allen. “The aerospace industry is one of the best sectors in the Western Territory that provides good-paying jobs. Jobs that help build strong communities throughout the West including the Puget Sound area.”

“Another boost to our members working in the aerospace industry,” said IAM Aerospace General Vice President Mark Blondin. “Once again, this proves how much our members’ skillsets are valued in the industry. We continue to build the best products in the world, and this investment is proof.”

751 Continues to Have an Active Voice in Olympia

IAM District 751 had an active voice throughout the 60-day legislative session in Olympia by testifying on multiple bills, meeting and coordinating with other union leaders and monitoring progress (or lack of) on proposed legislation that will impact workers.

As the *Aero Mechanic* paper went to print on Feb. 23, several of the bills we are supporting were still alive going into the final weeks of this legislative session.

These included:

Bills concerning expanding apprenticeships, higher education and career pathways:

- E2SSB 5600 – Concerning the sustainability and expansion of state registered apprenticeship programs
- E2SSB 5764 – Concerning apprenticeships and higher education
- E2SSB 5789 – Creating the Washington career and college pathways innovation challenge program

Two bills aimed at fixing issues the state’s new long-term care program (WA Cares):

- HB 1732 would delay the implementation of the WA Cares payroll tax by 18 months until July 1, 2023. The bill also addresses issues for those near retirement. If passed, HB 1732 would allow workers nearing retirement age to become eligible for long-term care benefits if they paid premiums for at least one year before retiring.

HB 1733 creates new voluntary exemptions from the WA Cares program, including out-of-state residents who work in Washington, and supports trust program for certain populations.

751 was also supporting ESHB 1868 and SB 5751 which would improve worker safety and patient care in health care facilities by addressing staffing needs, overtime, meal and rest breaks and enforcement.

With the session going into its final two weeks, legislators found themselves making difficult decisions about which bills will be prioritized to pass and which will fail not just for lack of votes, but for the simple scarcity of time. In the 2022 session, House members introduced 602 new bills this session and passed 215 off the House floor. Senators introduced 546 new bills, 222 of which were approved before cutoff. And while no concept or bill is truly dead until the session ends on Sine Die (March 11), several notable policies died not due to time constraints, but because they failed to garner enough votes to move past the cutoff date.

Twenty-five 751 members from across the state took part in a virtual legislative conference organized by the Washington State Labor Council (WSLC). The conference provided an opportunity for our activists to speak directly with their state legislators in virtual meetings. Our members did a great job articulating concerns of not just our membership, but our allies in the labor movement across the state. Thanks to the 751 members who took part in the virtual lobbying that included: District 751 President Jon Holden, Secretary-Treasurer Richard Jackson, 751 Legislative Director Donny Donovan. Local A: Matt Hardy, Derek Gottschalk, Michael Mack, Jon Voss, Levi Wilson. Local C: Joe Ruth, Ken Ogren, Fred Harmon, Joshua Koopmans, Ariel McKenzie, Jamie Nazario, Tim O’Hara and David Wyatt. Local F: Lloyd Catlin, Katie Eagleson, Mitchell Christian, Ali England, Terri Myette, Diana Noinala, Brandon Stanfield and Jeremy Sebero. Local 86: Allen Eveland.

The WSLC virtual conference provided an opportunity for union activists to hear from our strongest advocates, which included Senator Karen Keiser and Representative Mike Sells. Sen. Keiser, chair of the state Senate Labor, Commerce and Tribal Affairs Committee served many years as the communications director for the WSLC while Rep Sells, chair of the state House Labor and Workplace Standards Committee, served as secretary-treasurer of the Snohomish and Island County



Above: 751 Legislative Director Donny Donovan testifying before the House Community & Economic Development Committee.

Labor Council.

Participants also heard from Caitlin Jekel, senior labor policy advisor for Governor Jay Inslee, who previously served as WSLC’s workforce development director. She spoke about how union members supporting expanded apprenticeships has made an impact and noted several bills are making their way through the legislature including bills on stable housing, food security and aid to schools across the state.

Before meeting with their legislators, WSLC attendees were briefed on how to make an impactful impression on legislators by sharing personal stories of how key bills affect them, asking for support on those bills and demonstrating their union values by ensuring all voices in the meeting were heard.

The virtual conference ensure 751 and labor’s voice is heard by legislators throughout the state.

Federal Report Confirms: It Pays to Be Union

Union membership translates into more pay and benefits according to data from the Bureau of Labor Statistics (BLS) proving it pays to be union.

As the BLS released its annual survey of union members and weekly earnings in late January, more and more workers in America are struggling to simply get by. The best option to improve their situation is very simple: have working people stand together, or in other words, join a union.

Federal data confirms that besides more pay, union workers are far more likely to have employer-provided health care and other benefits than their non-union counterparts. Across the board, federal reports verify that Union members get more: pay, benefits, vacation, sick leave, paid holidays and life insurance.

In 2021 with the global pandemic, Washington State remained union strong and moved up to #3 among the most unionized states in the country. Union members account for 19 percent of Washington State's workforce, according to the 2021 union membership report released by the BLS. That's significantly higher than the national unionization rate of 10.3 percent (see article on page 7).

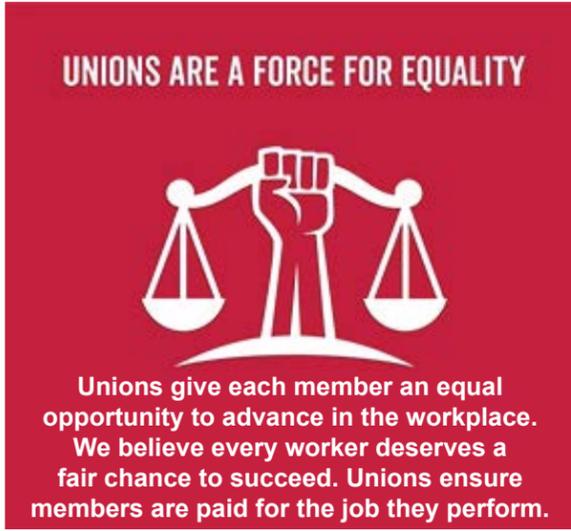
Union membership has consistently translated into higher wages. In 2021, median weekly earnings for union members was \$1,169 last year, according to the BLS report, compared to \$975 per week for non-union workers. That's a nearly 20 percent higher pay rate on average for union members. That's the Union Difference. (NOTE: Median means half of workers were paid more than that, and half were paid less.)

"This shows Union members earn more money, which means they are better able to support their families and businesses in their communities," said District 751 President Jon Holden.

The \$194 a week difference translates into more than \$10,000 a year advantage. Over a 30 year career, the union advantage would mean more than \$300,000 more.

"The additional pay a unionized job provides translates into a significant difference in your ability to provide for your family," Holden said. "We often say it pays to be union, and this data proves that saying is true."

The collective power of standing together with your co-workers also translates into better health care and



paid leave benefits according to a report released in September 2021 from BLS. That report showed:

- 95 percent of union workers are offered health care benefits at work, compared to 68 percent of nonunion workers;

The quality of union benefit plans typically are better too. For example, the Bureau reported that companies on average paid 81 percent of the premium cost under union-negotiated family health care plans, while only paying 64 percent of the premium cost for family plans for non-union workers.

The union advantage is also clear when it comes to paid time off:

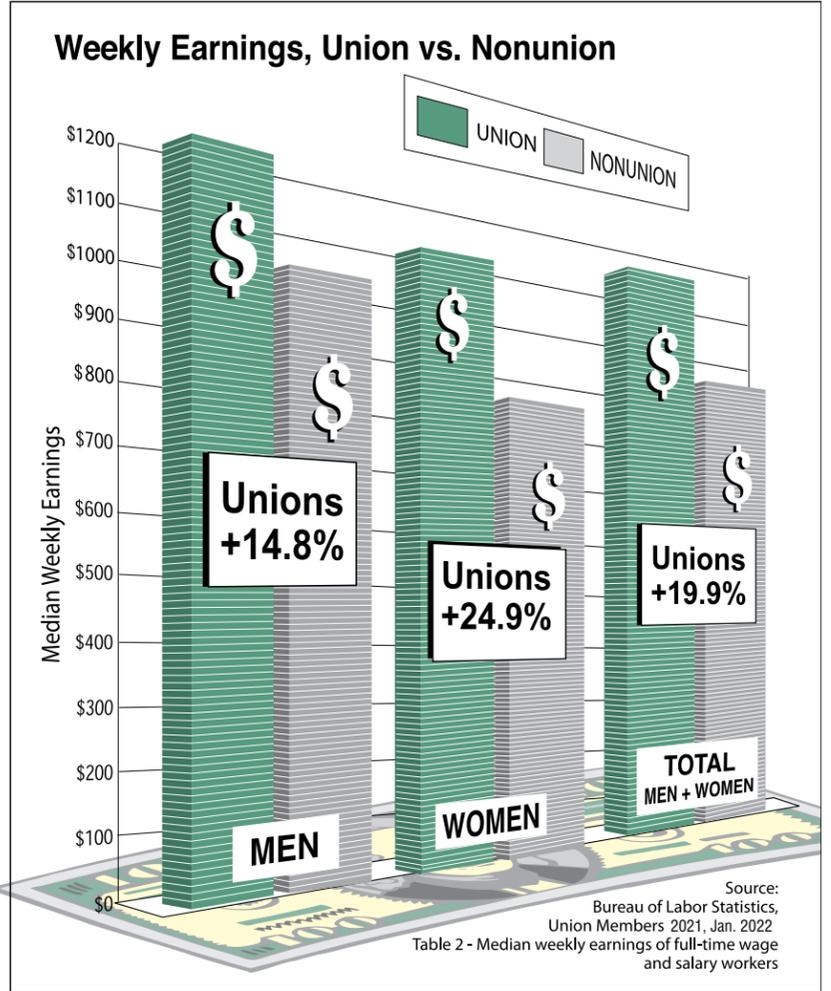
- 87 percent of union workers have paid sick leave, compared to only 76 percent of non-union workers (NOTE: this is a nationwide survey. Washington State passed a paid sick leave law that went into effect in 2018, but does not apply to all employers);

- 90 percent of union workers have paid vacation compared to only 78 percent of non-union workers;

- 81 percent of union workers have life insurance benefits, compared to only 54 percent of non-union workers.

- 90 percent of union workers have paid holidays compared to only 80 percent of non-union workers.

During the global pandemic, union workers also were able to speak up about workplace safety, cleaning protocols, personal protective equipment (PPE), while non-union workers had to simply accept whatever their



employer did or did not do to keep the workplace safe from COVID.

Beyond just wages and benefits, union workers have a say in their working conditions, hours of work, promotional system, safety programs and a defined grievance procedure to dispute management actions. These issues, coupled with giving a member a true voice in their workplace, are priceless.

"Combined, the increased wages and lower health care employee costs are a significant difference, which is well worth the investment of annual union dues," Holden said. "That means it's easier to buy a car or a home, save for a child's education, or take a family vacation. These are the basic components of an American middle-class lifestyle, and each one is easier to achieve, if you've got a union contract."

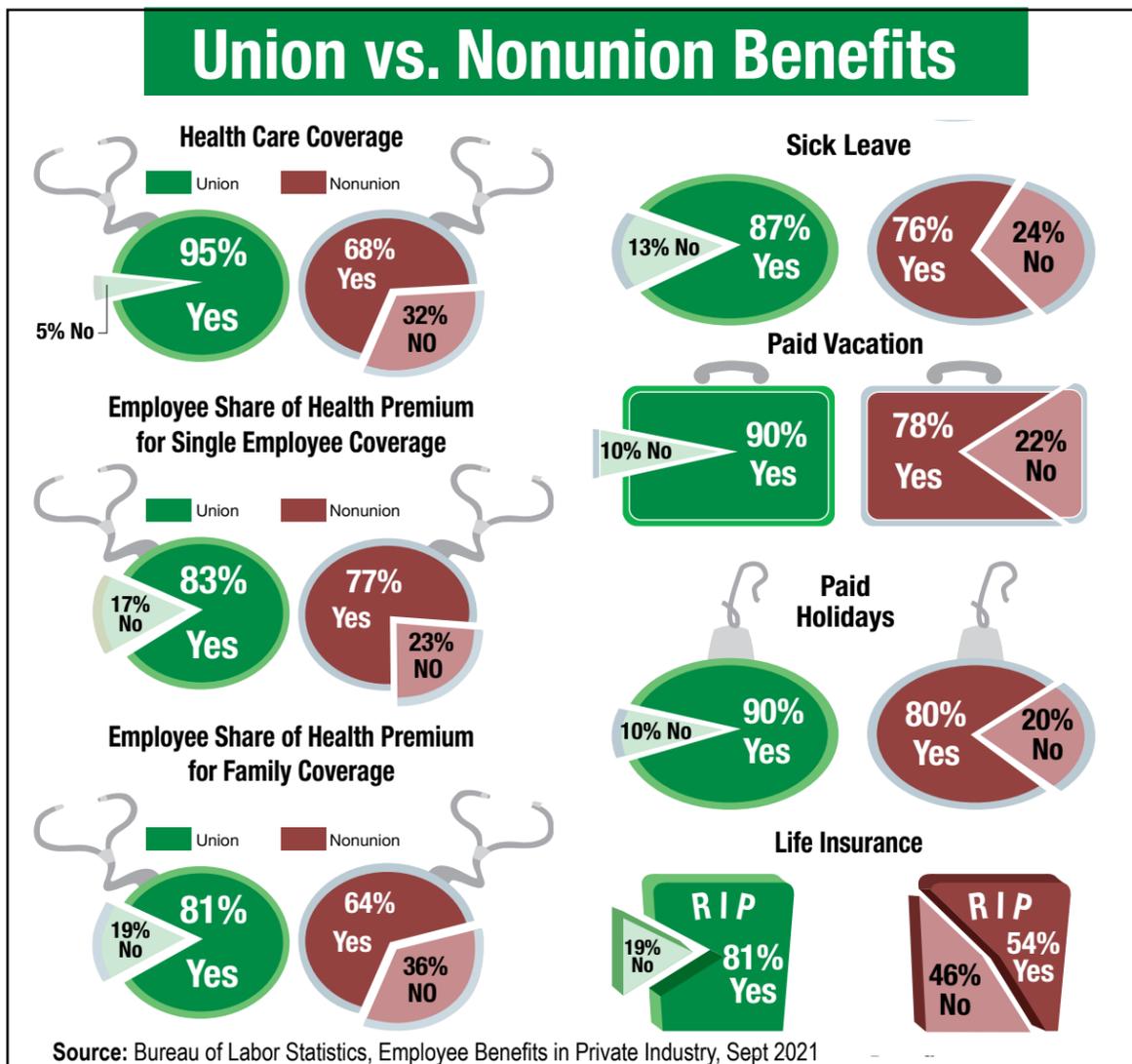
"All of us want the same things for our families," Holden said. "We want to own our homes. We want our children to be healthy, and we want to save money for their educations. We want to retire with security and dignity."

"All these basic parts of the American Dream are more likely to become a reality for workers who have union contracts," he continued. "That's why we say it pays to be union."

"The advantage – more than \$10,000 a year – makes a real difference in the lives of working Americans," said Holden. "Today's economy is out of balance with most economic gains going to the top, forming a union is the only way workers can stand together and demand better wages, working conditions and rights on the job. Who doesn't want rights? Workers deserve their fair share."

Our state's high union density at 19 percent or nearly one in five workers helps raise the standard of living for everyone, Holden said. "Higher union density means employers have to do more to compete for workers, and that raises pay and benefits for nonunion workers too, which injects even more dollars into our communities."

UNION YES



More Workers in Washington State Say Union Yes!

With 72,000 more members, state now ranks 3rd in Union membership

Reprinted from *The Stand* — More and more people in Washington State are seeing the value of joining together in unions.

The state's union membership rate increased to 19 percent of the total workforce in 2021, up from 17.4 percent in 2020, according to a report released in late January by the U.S. Department of Labor's Bureau of Labor Statistics. With an additional 72,000 workers joining the ranks last year, there are now an estimated 629,000 union members in Washington, making it the third most unionized state in the nation behind only Hawaii and New York.

"This is great news not only for Washington's union members who gain power with increased numbers, it's good for all working people in this state," said Larry Brown, President of the Washington State Labor Council, AFL-CIO. "When workers join together in unions, they earn more money, they boost our state and local economies, and fight to lift working standards for everyone. Higher minimum wages, paid sick leave, paid family leave, access to overtime pay. All of these things were fought for and won by Washington's labor movement, but they benefit all workers. That's the power of collective action and joining together."

Union membership once again meant higher wages in 2021. Median weekly earnings for union members was \$1,169 last year, according to the BLS report, compared to \$975 per week for non-union workers. That's more than a 19 percent higher pay rate on average for union members. That's the Union Difference.

JOIN TOGETHER! — If you don't have a union at your job, learn how to join together with your co-workers and get higher wages, better benefits and respect on the job by visiting voteyesiam.org



Despite public approval of unions being at an all-time high, the national union membership rate continued to decline in 2021 to 10.3 percent, down from 10.8 percent the prior year. The decline happened despite significant union momentum, with high-profile organizing victories in new industries and widespread strikes as workers stood up during the pandemic for better wages and working conditions.

The fact that unionization nevertheless declined is a glaring testament to how easy it is for employers who oppose unions to exploit weak and outdated federal labor laws to thwart workers' attempts to join together in unions. That's why organized labor has been fighting for U.S. labor law reform and urging the Senate to pass the House-approved Protecting the Right to Organize (PRO) Act and the Public Service Freedom to Negotiate Act.

"At a national level, these 2021 numbers are a wake-up call," Brown said. "Here in Washington State, despite these broken labor laws that create obstacles to unionization, working people are overcoming these undue barriers. But it shouldn't be so hard to join together and demand a better life. Congress must pass the PRO

Act and the Biden administration must promote the right to union representation and collective bargaining if we truly want to rebuild our economy."

In addition to earning higher wages, the BLS also reports that union members are far more likely to have employer-provided health care and retirement benefits:

- 95 percent of union workers had the option of an employer-sponsored health care plan, compared to 68 percent of nonunion workers.
- 94 percent of union workers had access to an employer-sponsored retirement/401(k) plan, compared to 67 percent of nonunion workers.
- 93 percent of union workers had the option of an employer-sponsored prescription drug coverage, compared to 67 percent of nonunion workers.
- 74 percent of union workers had the option of an employer-sponsored dental plan, compared to 40 percent of nonunion workers.

LIFE IS BETTER WHERE LABOR IS STRONGER

Not only do states with higher union membership invest more in education and health care, the outcomes are better where unions are stronger. Life expectancy is actually longer (80.2 years) in states with high union membership compared to states with low union membership (78.1 years).



First and second shift A-3934 Emergent Operations Blue Streak/Composite Repair have gone an impressive 17+ years without an accident or injury – showing 'Safety First' is more than a slogan to these members. Their achievement is even more impressive when you consider they work in unfamiliar areas and unique situations daily and travel to various locations including San Antonio, Victorville, Moses Lake, Everett and Seattle.

Amazing Achievement: Crew Goes 17+ Years Accident Free

Safety is Top Priority for Renton Blue Streak/Composite Repair Shop That is Accident Free Since 2005

In Renton, the Emergent Operations Blue Streak/Composite Repair shop has made safety a top priority and their record reflects that dedication. Safety is built into every task for this amazing group of 28 members who have gone more than 17 years without an accident or injury – putting safety at the forefront of everything they do. This is an accomplishment worth touting and something other shops should strive to replicate.

To honor this impressive record, Business Rep Rich McCabe, along with representatives from IAM-Boeing Joint Programs, recognized the 28-person crew; praising their safety awareness which directly correlates to their excellent

record.

"With all the hazards that go along with your job as a blue streak/composite repair shop and the fact you travel throughout the factory and other locations, it is amazing to hit the one-year mark without an injury. By making safety a priority, you have done so much more than that," said McCabe. "For more than 17 years, you have made sure you leave work in the same condition as you arrived. That is incredible. This record didn't happen by accident. You are working safe because you look out for each other every day and are intentionally conscious of safety procedures."

These members have built safety into every task so that it is second nature. While nearly every job at Boeing has some sort of inherent danger, the blue streak/composite repair shop has more hazards than most and as they work in unfamiliar areas and unique situations

almost daily – making this safety record even more impressive. Their work regularly requires them to fabricate parts and assemblies by hand to support production, AOG or critical spares requirements. They use drill presses, saws, mills, presses, forming equipment, plating processes using acid, heat treatment operations at over 920 degrees, and liquid nitrogen at temperatures below 400 degrees. They work with a variety of chemicals, harsh acids, solvents and potting compounds daily to complete their work packages.

"We don't just perform work here in our shop at Renton. Our job takes us throughout the factory and onto airplanes in Renton, and we also travel to

other locations such as San Antonio, Victorville, Moses Lake, Everett and Seattle. No matter where our work takes us, we keep ourselves safe and think about those working around us.

Continued on Page 8



Business Rep Rich McCabe talks with Katherine Metts about how they have kept safety at the forefront for all members in this shop.

IAM-BOEING JOINT PROGRAMS

New BR's Bring Passion for Safety to HSI Seattle Corridor

The Seattle Corridor HSI Site Safety Committees led by IAM-Boeing Joint Programs Administrators Stosh Tomala and DeBora Winston-Farago welcomed new Business Reps Carolyn Romeo and

Shane Van Pelt to the Committees. Carolyn will be the Business Rep focal for DC/Kent and Shane will be the focal for the Plant 2 committee. Both Carolyn and Shane have been passionate

about safety for years and are excited to continue promoting safety in the workplace in their new role.

In late January, Shane and Carolyn participated in safety walk/tours at the 14-

01 Thompson site and Seattle Delivery Center with the Site Safety Committees to review recent SHEAR activities and resolutions. While newly appointed as IAM Business Reps Carolyn and Shane bring years of experience as both have served on Site Committees and are deeply committed to continuing as safety advocates for our members. Carolyn was recently a Program Coordinator at IAM/Boeing Joint Programs Central location before being appointed as a Business Rep. Shane was serving our members in the Health and Benefits office and served many years on the Everett Site Safety Committee. Each is excited to support and assist our members in their new roles.

“Both Carolyn and Shane have previously served as Site Safety Committee members and join us ready to hit the ground running. They are excited to support and assist our members in their new roles. Our Site Committees and Seattle Corridor members will reap the benefits of having these two experienced union leaders serving on our safety team,” said IAM/Boeing Joint Programs Administrator Stosh Tomala. “I look forward to working with them and appreciate their passion for keeping our members safe.”



Seattle Business Reps Carolyn Romeo (2nd from left) and Shane Van Pelt (4th from left) tour the Seattle Delivery Center with Seattle/DC Site Committee members and discussed concerns about the LOTO process, as well as a SHEAR regarding social distancing in crew shelters. L to R: Robert Villegas, Carolyn Romeo, Stosh Tomala, Shane Van Pelt, Roxana Rodriguez Mendoza (EHS) & Devin Holck (EHS).

Apprentice Graduates Offer Input to Improve Program

COVID has changed many aspects of our daily working life and our members in the IAM-Boeing Joint Apprenticeship Program found themselves facing many challenges. Traditionally, the program required on-the-job training and off-hours classroom instruction, as well as in-person quarterly meetings to track and review each apprentice's progress. COVID eliminated all of that initially.

To ensure our apprentices could continue their program when in-person learning wasn't possible due to physical distancing requirements, IAM-Boeing Joint Programs was pro-active and found new ways to adapt and bring this training to our apprentices – including switching instructor led courses to online and finding new instructors when previous ones chose to retire. Joint Programs was

creative and found ways to ensure apprentices continued to learn the skills of their chosen trades while adhering to strict state guidelines governing apprenticeship programs.

While the changes kept apprentices on schedule, it also added stress to our apprentices – recognizing how rigorous and intense this training is without a pandemic.

Several of the most recent apprentice graduates offered encouragement to fellow students and feedback to try to improve the program and reduce the stress and anxiety that apprentices were feeling.

IAM-Boeing Joint Programs is using feedback from our apprentices to try to improve the program, re-evaluate current practices and look for creative solutions.



IAM Joint Programs Coordinator Ray Miller (l) talks with Scott Greivell (graduate apprentice), about ways to improve the apprenticeship on-the-job training into a more specific training plan depending on where the apprentices are working. By talking to recent graduates, Joint Programs hopes to make improvements to the program.

Amazing Achievement: Crew Goes 17+ Years Accident/Injury Free

Continued from Page 7

We always put safety first,” said 751-Member Marcy Parker, who has worked in the shop since before the last injury occurred 17 years ago.

“We have an incredible variety of work, chemicals, and tools used by our crew, but safety is our top priority,” said Martin Schmidt, who also has been in the shop since before the last injury. “Everyone looks

out for each other all the time so we all go home safe. It is ingrained in every task and shows in our safety record.”

To achieve such an impressive record, management support is critical and helped shape a culture where safety truly is a priority so members don't feel pressured to hurry and get the job done.

“The nature of our work demands we work as one big safety team. We don't rely on one person to push safety, and we are not afraid to speak up if we think something is wrong,” said Union Steward Bobby Buechler. “You can't be complacent; safety doesn't happen by accident. It is a purposeful mindset and a raised level of awareness.”

“Be aware of your surroundings always. Take the time to stop, look and listen,” advised 751-member Mark Magnuson.

By celebrating their success and sharing their story, this shop hopes to inspire other Machinists Union members to make safety the top priority so no one is injured as we perform the dangerous task of building these airplanes each day. By making a collective, conscious effort, we can all leave work in the same condition as when we arrived – which is a cornerstone of union values.



Renton's Emergent Operations Blue Streak/Composite Repair members have not had an injury or accident since 2005. Making that record more impressive is the fact these members regularly travel to other locations as shown above working on a plane in San Antonio damaged from a hail storm.

Are You Utilizing All of Your Joint Programs Benefits?

-  Safety Shoe Reimbursement
-  Career Advising
-  Employee Requested Transfer
-  Vocational Rehabilitation Services
-  Education Assistance
-  Apprenticeship
-  Safety Classes
-  Computer Classes
-  Site Committees
-  Scan for more info!

Learn about all IAM-Boeing Joint Programs has to offer by calling 1-800-235-3453 or visit Boeing Intranet: iamboeing.web.boeing.com or External Web: iam-boeing.com

RETIREMENT NEWS

751 Retirement Club March meetings cancelled due to COVID

Retirement Club Legislative Report

By Carl Schwartz,
751 Retiree Legislative Chair

2022 will be an important election year and the results will impact all of us, especially working men and women and retirees. Washington State voters will elect 10 Congressional Representatives, 98 state legislators and half of the 49 state senators.

Following the results of the last census, election district boundaries have changed. The new district maps are now available. We should all check and note whether we are still in the old district or in a new one.

Democrats and Republicans are in the process of meeting, adopting platforms and selecting candidates. We, retirees, and all voters should be part of that ongoing process, to advance our interests and protect legislation such as Social Security and Medicare.

Our Retiree Club and its members and

officers will defiantly "be there."

The filing dates for candidates will be May 16th thru 20th. Primary election deadline is August 2nd and general election deadline will be November 8th.

Our retirees have been working with Rep. Bateman and Senator Keiser on a budget proviso to study ending Medigap insurance discrimination for seniors and people with a disability. The issue arises if someone initially selects a Medicare Advantage plan but later wants to move to traditional Medicare - they could be subject to a medical screening or pay increased premium or be completely denied coverage due to a pre-existing condition. We believe no one should be denied health insurance or Medicare coverage due to a pre-existing condition. Both the House and Senate's released budget contains a line item for the study so it looks promising for passage.

IN MEMORIAM

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

Local A: Norma Bohna, Elmer Brown, M P Brown, Debbie Carlson, Gary Christenson, John Fredley, Raymond Gall II, Linda Gilmore, Christopher Goding, Dorothy Jacobson, Gerald Kelley, Dorothy Kilcup, Robert Kiser, Avelina Lopez, William Luther, Hugh Mayse, Micheal O'Hara, Percy Porter, William Prothero, Maria Raley, Gordon Shafer, Irvin Spence, John Vande Kamp, Robert Withers, Shirley Zaichkin.

Local C: Robert Beyke, Hans Bloedorn, Michael Bolam, Tas Boromisza, Ralph Buchanan, Scott Buchner, Confessor Burgos, Marvin Burnett, Dennis Dowell, Carl Drake, Thomas Firkins, Steve Firth, Ronald Gifford, Donald Gipson, Kenneth Groves, Edward Harrison, Jerome Johnson, Richard Minerich, Benjamin Rhyner, Hollis Scott, Clifford Standfill, Gary Swanson, Leo Synakowski, Jerry Winninghoff.

Local E: Pamalla Knight, Charles Lukkes.

Local F: Dannette Enera, Cheryl Lorenz, Bernard Manzo, Dave Revia, Elaine Sibley, James Trissel, Delora Vanderpool

RETIREES

Congratulations to the following who retired from our Union:

Ernel Alix	Steven Hesby	Paul Richardson
Derek Baesler	Gerald Hill, Jr	Minerva Rocero
Dean Balko	Ann Howard	James Rogers
Calvin Beck	Larry Howell	Bryan Rowe
Cynthia Bell	Al Hunt, Jr	Frances Russell
Judy Benson	Jon Johnson	JD Sampson
Dale Best	Terry Kerr	Mark Sanders
Richard Bolen	Michael Khidirian	Roger Salvisberg
Alan Boyd	Golda Kinaman	Jeffrey Schaller
Patrick Brislaw	Gary Knudson	Dennis Schmidlin
Robert Brock	Steve Kozlowski	Darren Shanks
Mark Bronnes	Debra Krause	Harlan Shelton
Kim Brown	Ronald Larson	William Sherburne
Thomas Brown	Michael Mac Neill	Greg Simpson
Michael Burton	Mark Matthews	Ken Skou
Wayne Butler	Sharon Mattson	Denise Smith-Kneip
Julene Chitwood	Dan McGee	Donald Stevens
David Cooper	Craig Miller	Michael Stovall
Delano Coy	David Monroe, Jr	Linda Sundin
Armando DeLeon	Michael Mortenson	Terri Taylor
Terry Eastman	David Mounts	Jack Tennesen, Jr
Pamela Falkenberg	Rory Muller	Andrew Twining
Sandra Feist	Loren Murphy	Timothy Vandenbosch
Mark Fleming	Melvin Myvett	Kelly Veal
Dennis Gestson	Mehdi Naimi	Pedro Velasco-Ruiz
James Gossett	Jeffrey Olson	C. Lee Verfaillie
Darryl Greer	Darlene Osborn	Anthony Wardrip
Jeff Gregor	Cedric Panton	Donald Wenke
Dawn Grinolds	Jeffrey Parker	Peter Wolf
Donald Grinolds	Arthur Phelan	Timothy Wright
Alden Hansen	Frank Phelps, III	Derek Young
Jesse Harwell	Daniel Pulsipher	Scott Zitterich
David Heldstab	Kevin Raiche	
Kellie Hernandez	Richard Ramseur	

Nomination & Election Process for Replacement Convention Delegates

Because the 2020 Grand Lodge Convention was delayed until October 2022 several of the delegates elected in 2020 have retired, are no longer members or are unable to attend with the new dates. This prompted the need to elect replacement delegates from those locals. The IAM International President has granted dispensation to all Local Lodges so that we are using the process created in 2020 (and used again in 2021) for a mail in nomination and election.

Nominations for replacement Delegates or Alternates to the 40th Grand Lodge Convention will only be accepted from members in good standing of their respective local lodge. Candidates for Delegates or Alternate Delegates must meet the requirements outlined in Article II, Section 4 of the IAM Constitution. Member must accept the nomination or their name will not appear on the ballot. Following are the positions that will be nominated and elected as replacements from the 2020 election cycle.

Local 751-A: 1 Grand Lodge Alternate

Local 751-C: 1 Grand Lodge Delegate; 3 Grand Lodge Alternates

Local 751-E: 2 Grand Lodge Delegates; 1 Grand Lodge Alternate

Local 751-F: 3 Grand Lodge Delegates; 3 Grand Lodge Alternates

If you would like to nominate a member to serve as a Delegate or Alternate Delegate in your Local Lodge (751-C, 751-E, or 751-F), mail the form below, be sure to include your information as the nominator. **Nomination forms must be received at the Seattle Union Hall by 5 p.m. Friday May 6, 2022.** Note: you can only nominate individuals in your local. For a list of qualifications for these positions visit: www.iam751.org/vote.

If more nominations are received than there are positions, a mail election will be held in that local. Members wishing to receive a ballot can request one online by visiting www.iam751.org/vote or call 1-800-763-1301 and **request a ballot by 5 pm on May 27th.**

Ballots must be returned no later 5 p.m. on Thursday, June 23rd.

The pandemic has created a unique situation and we are implementing new procedures to conduct the business of our union. Thank you for your patience during these times. If you have any questions on this process, please contact Secretary-Treasurer Richard Jackson at 206-764-0310.

Nomination Form for Grand Lodge Delegate/Alternate

Members from Local 751-A, 751-C, 751-E and 751-F can nominate for your local only to serve as replacement Delegates or Alternates to the 40th Grand Lodge Convention. To submit a nomination, you must be a member in good standing to nominate another member of the Local or be a Delegate/Alternate Delegate to the Grand Lodge Convention. Nominate no more than your local needs to replace those elected in 2020, which the majority are still active members planning to attend and represent (Local A - 1 Alternate; Local C - 1 Delegate; 3 Alternates; Local E - 2 delegates; 1 Alternate; Local F - 3 Delegates; 3 Alternates.

Nomination For Replacement Grand Lodge Delegates. Please print (Name & BEMSID if known or last 4 of Soc) Person nominated will be contacted by their election chair and **MUST** accept the nomination.

- 1) _____
- 2) _____
- 3) _____

Nomination For Grand Lodge Alternates Please print (Name & BEMSID if known or last 4 of Soc) Person nominated will be contacted by their election chair and **MUST** accept the nomination.

- 1) _____
- 2) _____
- 3) _____

Return this form via postal mail to IAM 751 Elections, 9125 15th Pl. S., Seattle, WA 98108. Nomination forms must be received on or before Friday, May 6th to be valid.

Member Submitting the Nomination

NAME: _____ Local Lodge: _____

Union Book #: _____ (found on AeroMechanic mailing label or front of eligibility card)

Address: _____

City: _____ State: _____ Zip: _____

Last 4 of SS# or BEMSID: _____

Phone: _____ Home Email: _____

We need contact info in case there are questions on who you are nominating.

If more candidates are nominated in a local than there are positions, we will hold a mail-in election. If that occurs, request your ballot by visiting: www.iam751.org/vote and fill out the online form OR call 1-800-763-1301! Request by phone or online and a ballot will be mailed to you after May 27! Ballots must be returned by 5 p.m. on Thursday, June 23rd!

FREE WANT ADS

FOR MEMBERS ONLY

BOATS

1989 16ft LUND FISHING BOAT on E2 loader trailer. Recently overhauled with new floor and bench seats. Comes with 15hp motor and other accessories. Call or text for more information. \$6,500, 253-217-6497

ELECTRONICS & ENTERTAINMENT

BIRDLAND SERIES, JAZZ, no jkts, no scratches, in sleeves, Maynard Ferguson, Charlie Parker, Sarah Vaughan, Count Basie, Miles Davis. Many more in jkts. \$10 each. 509-685-1775

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.

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.

SPORTING GOODS

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

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-RETIRES: Is rolling over your 401K or pension right for you? Complementary Assessment; know your options. Michael or Elke 425-346-3698/425-268-86 coachelke@gmail.com

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

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

PROSTATE HEALTH - want a healthier prostate? 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

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

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 March 14th

A HAPPY HOME. 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

Beautiful furnished room in Lake Stevens. \$850 per month including utilities. Lake view, mountain view, hiking. Seeking reliable renter. Twenty minutes to Boeing Everett. 425-314-9739

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

BOEINGPOCKETMFG calendars 1986-2014 some years are missing. Free, 425-757-3301

BOEING SET of 4 B-17 beverage tumblers new in box. Asking \$20, 425-757-3301

Limited edition Steiff William E. Bear No. 205 of 1,500 commemorating Boeing 100 years of successful flying. New in box. Asking \$365. Includes certificate of authenticity. 425-757-3301

CAMPBELL HAUSFELD CART model airless paint sprayer. Model AL244200LX. \$75 206-762-1117

BEAUTIFULBI-COLOR 14KT GOLD & white gold, three diamonds, size 8 3/4 wedding ring. Appraises for \$1,000. Asking \$450. 509-350-5921

LARGE ESTATE SALE. Large collection of machinist jig building tools. Mic's, squares, jibs, blocks, etc. Industrial air compressor, wicker furniture, numerous other items. Three days, March 11, 12 and 13. 9 a.m. - 3 p.m. Call for directions 206-390-1440

MOTHER'S DAY IS WEEKS AWAY. Don't delay. 6' cedar planter, all assembled, ready to plant veggies or flowers. Catalogue price is \$300 (assembly required) my price, \$250 if ordered this month only. Fence is extra for climbers, peas or beans. Customer must pick up in Longbeach, WA. \$100 deposit required for materials. Text 360-431-7061 for a pic

LEATHER CRAFT: 65 yrs collection: 200 stamping tools, mostly Tandy brand. Lacing craft aids, brushes, leather hammers, punches, patterns, alphabet sets. Al Stohlman books on stamping, coloring etc. Too much to mention. 425-271-8751 in Renton

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 x 30'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>

TRAINING FOR STUDENT PILOTS. 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

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

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

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

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

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

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

VEHICLES

1998 SUZUKI INTRUDER, 1500 cc, runs great, saddle bags, new clutch, rebuilt master cylinder, new battery. After market footrest, brake lever, rare yellow and white. \$3,750 offer. 509-939-3902

2007 SATURN SKY ROADSTER. Sporty yellow w/black top and interior. Automatic transmission, 115,000 miles, \$7,000. Call for info. 425-327-2704

9" Ford TRAC-LOC 31 spl 3.50 gears \$400. 64 and 65 comet parts. 360-863-2633

1979 OLDSMOBILE CUTLESS Supreme, brown, 95k original miles, straight, never dented, interior and exterior needs TLC, runs smooth and clean. \$5,000, John 206-852-0295

BEAUTIFUL 1977 CORVETTE (T-Top) auto. trans., 350 cu. in., white in color, new muffler system, black leather interior. Drives smooth. All manuals and receipts. Asking \$13,500. Call 425-760-2374

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**
- PROPERTY**
- BOATS**
- FURNITURE & APPLIANCES**
- RECREATIONAL MEMBERSHIP**
- TOOLS**
- RECREATIONAL VEHICLES**
- SPORTING GOODS**
- HOUSING**
- MISCELLANEOUS**
- VEHICLES**
- 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 March 14th!

Member Surveys Gather Valuable Feedback

In February, Union members working at Boeing were asked to fill out a 2022 Membership Survey to begin identifying priorities for the next contract with Boeing that expires in September 2024.

Stewards distributed the surveys to help spur conversations in the shop about the next contract. The survey was also available electronically. Initial feedback was positive as members appreciated the opportunity to help shape the direction our Union will take, including identifying communication methods, educational classes and ways to build collective strength. The survey also asked members to offer one suggestion to make our union stronger going forward.

The more members who participate, the stronger we are when we enter bargaining with Boeing.

The surveys also provided a good opportunity for senior members to share their experience from previous negotiations so our newer members can understand the power they have when they stand together and speak collectively with one voice.

This is just the first of many surveys that will help identify bargaining priorities as we prepare for the 2024 contract negotiations. Membership feedback will help determine which issues are most important to ensure our contract proposals reflect membership priorities.



Dakila Soriben fills out her membership survey.

Beckendorf Scholarship Accepting Applications

The Jerry Beckendorf Community Service Scholarship Fund is now accepting applications for 2022. The applicant must be a high school student in Pierce County, Washington. Parent(s) or guardian(s) must be a member of a labor union. The student must plan to attend college or university, community college or junior college, trade or technical school in the fall of 2022. Applications are available at www.iam751.org/docs/2022BeckendorfScholarship.pdf and must be submitted by March 21.

This scholarship is to reward graduating seniors who are dedicated to giving back to their community through community service.

BECKENDORF COMMUNITY SERVICE SCHOLARSHIP

PIERCE COUNTY LABOR COMMUNITY SERVICES AGENCY

For graduating students of Union families in Pierce County, who are dedicated to community service.

Applications available at www.iam751.org/docs/2022BeckendorfScholarship.pdf

**NOW OPEN
APPLY TODAY**

**Due by
March 21
2022**

COLA Generates 29¢ Eff. 3/4/2022

Quarterly cost-of-living adjustment (COLA) formula resulted in a positive 29 cents for all IAM members working at Boeing effective March 4, 2022. The 29 cents was generated in the quarter covering Nov and Dec 2021 and Jan 2022. Visit: https://youtu.be/7B_a-wy_gSk to view a short video on how our COLA is formulated.

Quarterly COLA under the IAM/Boeing contract is based on the federal government's Consumer Price Index. COLA is permanently rolled into a member's base rate each September.

The value of our quarterly COLA, even when it is only a few pennies, has a significant impact on our maximum rates over time. As of March 2022, \$18.03 of the maximum rates is the result of COLA payments being folded into our base rates.



Aeronautical Machinists Inc. to Meet March 22

Aeronautical Machinists Inc, which owns and operates the Union's buildings and property, will hold its annual meeting on March 22 via Zoom immediately following the 5:30 p.m. District Council meeting. Due to the first District Council meeting moving to March 1st, the Aero Inc meeting was moved to the 4th Tuesday so members could have adequate notice should they want to attend. Every member of a Local Lodge affiliated with District 751 can vote on the business at the Aeronautical Machinists Inc meeting. To register for the meeting, visit: <https://tinyurl.com/nx2peb4m>

751 Volunteers Helping in our Community

751 volunteers continue to help others in the community as they built a wheelchair ramp and new small front steps in the past month. Volunteers in February also handed out Union information at Solidarity night at the Everett Silvertips game to enlighten others on the value of union membership.



Nathan Hatch and Winona Ombrek helped at Solidarity Night at the Silvertips



Above: Paul Schubert and Adrian Camez in the background helped with the union booth at Solidarity Night at the Silvertips along with Wes Heard and Charlotte from the Labor Council. Also volunteering, but not pictured: Robby Hanenburg, Kami Leiferman, Bryan Austin, Kerry Ellison, Kurt Phillips, Nick Marmolejo, Michelle Van Meter, Nick Powell and Theresa Smith.



In February, Larry Hagen, Wilson 'Fergie' Ferguson, and Jim Hutchins built a ramp for a member's 98 year old parents.

751 volunteers Jim Hutchins (r) and Larry Hagen (not pictured) built new smaller steps at the home of retiree Marvin Hoage so his wife can more easily navigate their front entry.

Monthly Lodge Meetings Continue on Zoom

Be aware our local lodge meetings are continuing on Zoom, which should make it easier for members to take part (however, not during working hours). Your local lodge is determined by the job you perform at Boeing. Following are descriptions of the jobs in each local, as well as a link to attend the monthly meeting for that lodge.

Local 751-A job classifications include assembly mechanics, painters, sealers, flightline mechanics, forklift operators, factory service, functional test, wire shop, assembler installer, sub assembly. Local 751-A will meet Thursday, March 3rd at 10:30 a.m. <https://tinyurl.com/y5bh8gzt> and 6 p.m. <https://tinyurl.com/yxs52c6j>

Local 751-C job classifications include machinists, toolmakers, maintenance and facilities folks. Local 751-C will meet Thursday, March 10th at 10:30 a.m. <https://tinyurl.com/y6953eq9> and 4:30 p.m. Local C <https://tinyurl.com/y57hgvgc>

Local 751-E job classifications include avionics, electronic technicians and flight test. Local 751-E meets on Wed, March 2nd at 4:30 p.m. <https://tinyurl.com/yxfl55ce>

Local 751-F job classifications include inspectors, QA, MPRF, shipping clerks, occupational nurses, CSCA monitors, and dispatch clerks. Local 751-F will meet Wednesday, March 9th at 11 a.m. <https://tinyurl.com/y4n9n8v6> and 4 p.m. <https://tinyurl.com/y425vsoa>

For Eastern WA locals, Local 1951 meets March 1st at 7:30 p.m. Register at: <https://tinyurl.com/2p8fw92d>

Dial in: 253-215-8782. Meeting ID: 8807890672. Passcode: 740348

Local 1123 will meet March 2nd at 5:30 p.m. Register at: <https://tinyurl.com/2p8fw92d>

Dial in: 253-215-8782. Meeting ID: 84614267377. Passcode: 501079

Local 86 meets Thursday, March 10th at 6 p.m. Register at: <https://tinyurl.com/bdfy3bdp>

Dial in: 253-215-8782. Meeting ID: 87545872779. Passcode: 133764

Diaper Drive Runs Through March 31

District 751's MVP Committee and Women's Committee are partnering with the group 'Do The Right Thing' to collect diapers and baby wipes for families in crisis from around Puget Sound. Through March 31, diapers and wipes can be brought to any IAM 751 union hall.

The diapers and wipes will be donated to families living in women's shelters as well as organizations that support low-income families in King, Pierce and Snohomish counties through: Mary's Place in Seattle, Multi-Service Center of Federal Way, DAWN Domestic Violence Shelter, Parent Child Assistance Program Tacoma, Two Hearts

Pregnancy Aid Snohomish County, and many others.

All of us who are parents know that diapers are essential. But diapers aren't paid for by any of our social safety net programs. That means families who are living in domestic violence shelters, or in extreme poverty, have to make do as best they can.

Your donations of disposable diapers and wipes can make a huge difference in the lives of some of our littlest neighbors in need. This year's goal is 100,000 diapers! Help us as we make a difference, one little tushy at a time!

EASTERN WASHINGTON

Unjust Discipline Overturned at Hanford Site

Union action in the Tri-Cities ensured that a long-time member working at Hanford did not receive unjust discipline – confirming that it pays to be Union.

Union Steward Bob Hendrickson received a one-day suspension for incidental speeding, but had faith that his union would ensure it did not stand. As the Steward for their group, Bob filed the grievance on his own behalf.

Staff Assistant Chris Powers provided assistance in challenging the suspension as unjust discipline, as well as filing an information request asking for the company's disciplinary process, documents showing the GPS/telemetry devices were properly maintained and calibrated, and other pertinent information.

By conducting a thorough investigation and gathering necessary information, Bob and Chris were able to show that the Company did not meet the seven tests of just cause required to issue discipline. Specifically, employees were not made aware of the consequences for a speeding

violation and others had similar or greater violations and were not disciplined – showing the company was inconsistent in their application of discipline.

As a result of our Union challenging this, the one-day suspension was overturned and removed from Bob's file, and Bob received the one day of pay.

"One of the main reasons workers join a Union is to gain protection against unfair and unjust discipline. 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. This is one of the most important rights of union membership," said Chris. "As a Steward, Bob knew it was wrong and that the employer must have a reason for imposing discipline that is fair, consistent and just. In this situation, the Company clearly didn't meet the criteria of just cause so the suspension was overturned, he received pay for the day and the discipline was removed from his personnel file."



Bob Hendrickson (l) thanks Staff Assistant Chris Powers for ensuring that an unjust one-day suspension was overturned, he was paid for the day and the unjust discipline was removed from his file. The company at the Hanford site failed to meet the just cause provisions that are the foundation of every union contract. Just another example of the importance of having rights on the job and union representation to fight on your behalf should you need it.

Members at Penske Begin Preparation and Identify Issues for Next Contract

In preparation for upcoming contract negotiations, Union Stewards Mark Freeman and Garret Hall along with Business Rep Steve Warren met at an offsite meeting to discuss bargaining unit surveys, shop meetings, and communications.

Members filled out contract surveys in February and provided input on what they would like to see in their next collective bargaining agreement. Input from the

surveys will help formulate contract proposals when formal negotiations begin in April. Members have been signing up to receive text messaging updates during negotiations to remain informed.

While the current contract expires the end of September, bargaining sessions will begin in April. One of the reasons why bargaining is beginning earlier this year is to discuss the CDL incentive policy Penske offered last December, but later retracted.

Representatives from both IAM 751 and IAM District 160 work together on negotiations for the contract that covers 23 members at two locations in Eastern Washington and approximately 80 members in the Seattle area (represented by IAM District 160). These talented mechanics ensure all vehicles used for rental and leasing are in top working condition, as well as provide preventive and comprehensive maintenance for commercial fleets for other companies. Our members must be able to work on a wide variety of trucks, buses, over-road tractor trailers, refrigeration trucks, liftgates, heavy equipment and every kind of gas and diesel vehicle.



Penske Union Stewards and Negotiating Committee members Mark Freeman (l) and Garret Hall (r) meet with Business Rep Steve Warren (center) to finalize contract surveys which were distributed to members in February.

Well Wishes for Their Retirement from Triumph



Business Representative Steve Warren (r) congratulates Jeff Bartholomew (l) and Lane Van Orman on their recent retirement from Triumph Composites. Steve presented each of them with an IAM watch and thanked them for their years of service.

Jeff has been an IAM member since 1991 working at Triumph. Lane has been a member since 1992 at Triumph – both are proud of their more than 30 years of IAM membership and we wish them well in retirement.

Union's Free College Is An Option for You and Your Family

In 2017, the IAM started offering a free online college program to members (active, retired and laid-off) and their families (which is broadly defined to include kids, stepkids, foster kids, grandkids, parents, grandparents, siblings, brother-in-law, sister-in-law, nieces and nephews). The program continues to grow to fit the needs of the members.

IAM Free college began as a two-year associate degree program through Eastern Gateway Community College in Ohio and has expanded to include a four-year bachelor's degree program, as well as short-term certificate programs to help members find ways to change careers quickly after a job loss. The free four-year bachelor's degree through Central State University in Ohio offers four areas of study: teacher education, criminal justice, business administration and interdisciplinary studies-humanities. To take classes at Central State students need 60 credits or an associates degree. Class size is limited to 30.

The next round of classes for both

the two or four year degree begin March 2022 so NOW is the time to get you or family members registered.

Recognizing that it has always been difficult for workers to find time to further their education, this free online learning model works well for members – making it easier to juggle work, family and other issues while going to college. Individuals can take one class or several and the format allows them to work around even the busiest of lifestyles.

When COVID hit, Eastern Gateway was already an expert at online learning while other colleges and universities scrambled to find ways to adapt.

This unique online benefit is perfect for members (active, retired and laid-off) with children or grandchildren who need education, whether or not the family is short on funds for college. Eastern Gateway's



To learn more or enroll visit: FreeCollege.goiam.org

course credits are easily transferred to colleges and universities across the country – allowing you to get the general education classes free and transfer them to the college of your choice.

The short-term certificate programs help those who need to acquire new skills quickly get right back in the workforce. Certificates are available for new careers in health care, information technology and cyber-security areas.

Learn More & Enroll: All prospective students must fill out a Free Application for Student Aid (FAFSA) form for possible federal aid and grants. If the student is eligible for grant aid, the universities use that money to fund the program. If you aren't eligible, the college includes you in the program on a last-dollar scholarship. There is absolutely zero costs

to the student. You need your Union book number (which is above your address on the mailing label of your AeroMechanic paper or you can call the hall at 206-763-1300 and request your book number).

To be eligible, you must be 18, have a high school diploma or GED equivalent, and not be delinquent on prior student loan debt. In applying, the member/retiree must be in good standing or on layoff (for up to 5 years following layoff). Family members must provide the membership book number of the sponsoring member.

To talk with union represented assistants, call 888-590-9009. Get Started on Your College Degree. Take a look at this exciting program and take advantage today to help grow your career. To learn more or enroll visit: www.FreeCollege.goiam.org.

Unions have always fought to improve the lives of our members – with rights on the job, better pay and benefits. This is just another example of unions providing benefits that work for its members.