Meeting to discuss a new tri-party agreement between IAM 751, Boeing and the FAA were: Front L to R: Jon Holden (IAM 751), Jim Phoenix (FAA), Yvonne Marx (Boeing Labor Relations). Back L to R: Dan Swank (IAM 751), Grace Fonado, Tracy Eden, Erika Porter, Paul Wright, Tyler Feeley (FAA)

Historic Agreement to Report Issues

As District 751 President Jon Holden reported at April Local Lodge meetings, IAM District 751 is entering a new tri-party agreement with the FAA and Boeing, where we are all three equal partners. This is something our Union has been pushing to obtain for several years since Boeing first announced their Verification Optimization (VO) plan in late 2018 that was intended to cut thousands of QA inspections from the manufacturing process (many of them have since been re-instated thanks in part to work from our IAM VO Reps).

This tri-party agreement is modeled closely after the Aviation Safety Action Program (ASAP) in place between the FAA, airlines and their unions to encourage voluntary reporting of safety issues and events that come to the attention of employees.

This interim agreement establishes an Event Review Committee (ERC) in order to address issues brought forward and will be reviewed by the tri-party committee.

It is positive action that we reached an interim agreement as we work toward a permanent Memorandum of Understanding (MOU) that will establish the details of how the ERC will work and review concerns brought forward by our members.

This agreement would not have been possible without the hard work of our IAM Verification Optimization (VO) Committee members who have worked tirelessly to preserve the integrity of the manufacturing process and ensure the quality of our airplanes. While several of our VO Reps have moved on, we want to thank each for their hard work and relentless efforts: Lloyd Catlin, Dave Bryan, Larry Hagen, Travis Kendrick, Jeremy Coty, Dorothy Lambert, Lee Verfaillie, and Mike Molsec. These VO Reps were instrumental in many of our successes and helped get thousands of inspections reinstated.

While we have made a lot of headway, as we said at the start when Boeing announced their VO plan, we will continue to do our part to maintain our quality system.

IAM Members Receive Back Pay for Travel Time Beyond 8 Hours

IAM 751 members who have been required to travel on long-trips for Boeing are getting back pay to compensate them for travel time that extended beyond 8 hours.

The back pay is the result of a lawsuit settled in the Washington Court of Appeals that clarified the treatment of time spent traveling out-of-town for non-exempt/hourly Washington-based employees. Our union brought forward and will be reviewed by the tri-party agreement as we work toward a permanent Memorandum of Understanding (MOU) that will establish the details of how the ERC will work and review concerns brought forward by our members.

For our Aviation Maintenance Technicians that work airplanes on the ground (AOG) and flight test members, who regularly travel the world to work on Boeing airplanes, this will result in hundreds of hours of overtime pay. Travel assignments overseas often involve 30 or more hours of travel, but in the past our members were only compensated for 8 hours. Since the retroactive pay goes back to Jan 1, 2019, it could bring between $10,000 and $40,000 for those who traveled extensively during that time. Members noted during COVID when there were less flights, more stringent protocols for travel (especially overseas), often travel took more than one day – making this ruling especially significant.

Everett AOG Union Steward Ed Shambaugh, who has been a Steward for 21 years, has long pushed for additional hours pay for those long trips that often take more than a day to arrive at the destination. “We have been arguing this for literally decades. Our AOG

Proper Pay Ensured

Steward gets member’s recall pay corrected and proper back pay

Solidarity Success

Rantont Hazmat crew utilizes SHEAR process to ensure a safer process is once again used in Renton

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Town Hall Meetings to Discuss a Stronger Future

Members and retirees are invited to attend Town Hall meetings during the third week of May. These will be in person at the Auburn, Renton and Everett Union Halls for all three shifts.

In these town halls, we will talk about our past, present and future of our Union. It is important to look at battles we had in the past and explore both our successes and our failures to make sure we learn from them as we move forward. We will talk about the present battles we face as we prepare for the 2024 contract negotiations with Boeing and the importance of solidarity and having members engaged. We will discuss what we need to do for a strong future for those who come behind us. We invite open discussion and give everyone an opportunity to share their concerns and highlight their issues.

These will be in-person meetings at the halls convenient to the plants and provide candid two-way communication with union leaders. NOTE: Meeting times are designed to allow you to attend before or after work.

We look forward to seeing you at one of the meetings.

Mark your calendar to attend town halls.

Mon., May 16th

Auburn Union Hall

201 A St SW

Three meetings:

6:45 a.m., 11 a.m. and 3:30 p.m.

Wed., May 18th

Renton Union Hall

233 Burnett Ave N.

Three meetings:

6:30 a.m., 11:30 a.m. and 3 p.m.

Thurs., May 19th

Everett Union Hall

8729 Airport Road

Three meetings:

6:30 a.m., Noon and 3 p.m.

Hope you will attend to discuss our 2024 negotiations with Boeing!
By JON HOLDEN
IAM District 751 President

As the Aero Mechanic went to print, we received some sad news that we are all still trying to process. It is with great sadness that I inform our members that Business Rep Richard McCabe passed away suddenly the evening of April 28th. Rich was a big-hearted person who cared deeply about his roots in the community and the membership he supported every day in the Renton Facility. It is a tremendous loss, as he was a fierce advocate always for our members, and he was taken way too young. He leaves behind a loving wife and family. When more information becomes available, we will let you know. As always, (as well as writing an article on Rich in next month’s Aero).

We will be holding town halls the week of May 16th with three meetings per day at our Everett, Auburn and Renton halls. At the meetings, we will talk about battles from our past, present and future, and discuss our past successes, as well as failures to make sure we learn from those as we move forward. I want to encourage all members to try to attend one of the meetings that is most convenient (during off hours). These are designed to promote open discussion as we prepare for our contract negotiations with Boeing in 2024. It is an opportunity for members to learn what happens leading up to the contract, how membership solidarity has prevailed in the past and what we must do to set us up for success in 2024 and more.

The meetings give members attending the opportunity for two-way communication with union leaders and an opportunity to bring up other topics of concern as well. These are our first in-person meetings since COVID, and we hope many will choose to take part.

In talking with our Union Stewards and hearing issues coming up on the shop floor, I am concerned that management is beginning to try to plant seeds of disagreement throughout the membership. It may be offhand comments that seem incidental, but many times they are calculated to work to split and divide our membership. It may be a manager saying we wish we could give you more money or increase retirement security or a number of other issues where they insinuate they would make improvements if we weren’t union. Make no mistake what we have in our contract was a gift from Boeing, every word and clause was hard fought with members standing together in solidarity. The fact is, you, our members, deserve more money, better retirement security, more paid time off, and much more. These are reasonable things that we all deserve.

Membership solidarity is our best chance for success to address the many issues we face. Don’t allow management to use the seeds of division in our membership and get members to turn on each other. Our strength is our solidarity, and we must support issues for all our members.

When we talk about issues, it is important to also focus on job security – not just for a three or four year contract cycle but for decades into the future – that is where we need to look.

We see this divide and conquer strategy from management every contract cycle. Watch for it and recognize it. Don’t let management erode our solidarity in your shop, crew, site and our union. Divided we are weak and management will do anything they can to divert the attention away from their strategy and distract our members from the real issues at hand.

In looking to the future, we are starting a 90-day feasibility study to determine what we can build at our Everett Site with an expanded vision for the future with the Machinists Institute (the training arm of our Union). In the past few years, we have done a lot of work to grow the Machinists Institute and have learned that we need to provide the whole work space where students can use the tools and equipment on the materials/projects in a shop environment just like they will be working when in employed. We have partners in the community who we work with to offer training, but the need for child care is second to none because of more than 100 years of investments from various stakeholders, we want others and Boeing executives to acknowledge that.

This is part of a multi-pronged effort to show Boeing that siting the next airplane programs outside of Washington State is the wisest decision. Our aerospace manufacturing infrastructure is second to none, and we have capability and capacity in our state as a result of 100 years of partnerships and investments. IAM District 751 must be the face of our part by creating the Machinists Institute to train the next generation of aerospace workers. Our goal with the ACES study is to convince anyone involved in these types of decisions to validate why our state is so far ahead of other states. We all know it didn’t happen by accident.

We will continue to do our part by expanding training and other investments to ensure that the aerospace industry in our state is successful for decades into the future.

IAM Members Receive Back Pay for Travel Time Beyond 8 Hours Retroactive to 1/1/19

IAM Members Receive Back Pay for Travel Time Beyond 8 Hours Retroactive to 1/1/19 as the result of a lawsuit.

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It pays to be Union is evident daily. Recently, Union Steward Josh Koopmans worked on a member who was recalled in December received his correct rehire rate from his date of recall. As a result of Josh’s efforts, this member received more than $445 in back pay and is now being compensated at the correct rate.

Our utility member investigated a process three in the plant for checking holes and countersinks and followed the process he had always used; to check holes and countersinks and to protect the rights of our members, enforce the contract and ensure no unjust discipline is issued.

Recently, Union Steward Dale Danitschek prevented a member from receiving an unjust Corrective Action Memo (CAM) for attendance. Our member was aware of the need to use when there is more than one active process, but none superseded the other. How can our members know which process to use when there is more than one active process? Nothing states which document has authority over the other,” said Dale. “Dale does a great job for our members. I applaud his diligence and in-depth investigation which revealed Boeing needs to correct and clarify the proper production process so no other members find themselves in a similar situation,” said Business Rep Paul Schubert. “Having Union representation to ensure our member was not disciplined for conflicts in Boeing documentation.”

This is just another example of the value of Union membership to have an advocate that checks all the facts. Union Ensures Leave Paperwork is Corrected to Avoid CAM

When 751-member Brian Schaff suddenly had to have emergency surgery that kept him off work, he was thankful for assistance from Union Steward Ali England to ensure his leave paperwork was correct and Boeing did not issue corrective action for his time away from work.

No one plans to have emergency surgery and be off work, but it shouldn’t be as complicated as it was for this member. The issue arose when Boeing Leave Services set Brian up on the wrong type of leave (intermittent FMLA) rather than continuous FMLA. The error meant two days following emergency surgery were not excused absences – setting him back and explaining to Leave Services their error reversed. I’m glad he approached me as his advocate to ensure this situation never happens in the future.

“If our member hadn’t recognized that Boeing Leave Services had made an error, we would have been fighting an unjust CAM and working to get that reversed. I’m glad he approached me as soon as he discovered the mistake so we could get it corrected proactively,” said Ali. “Members should always bring these issues to a Steward for help in resolution. If something doesn’t seem right, bring it to a Steward who can dig deeper to find out what happened and how to get it corrected.”

“I appreciate having our Union as my advocate to ensure this situation was corrected,” noted Brian. “Without Union representation, I would have faced corrective action for a mistake made by Boeing Leave Services and had no way to challenge it. This is another example showing the value of Union membership, in a situation you never think you will face.”

Steward Investigation Reveals Duplicate Process; Thus Preventing Unjust Discipline on Our Member

Every day our Union Stewards are fighting to protect the rights of our members, enforce the contract and ensure no unjust discipline is issued.

Recently, Union Steward Dale Danitschek prevented a member from receiving an unjust Corrective Action Memo (CAM) for his work that ensured a pay rate adjustment for a recalled member back to the date he returned to the payroll - per our Union contract. This is just another example of the value of Union membership to have an advocate that checks all the facts.

Steward Gets Member’s Pay Corrected After Recall

Go by the Book - Stewards in Action
Service to the Community

Machinists Volunteers Making a Difference for Others

751 members, along with family and friends, continue to build better communities and take part in various community service projects. In April, our volunteers performed road clean-ups in both Everett and Auburn. 751 members have also been donating thousands of jars of peanut butter as part of our annual drive. Volunteers also went out to build wheelchair ramps for several area residents.

In addition, 751 members donated thousands of diapers and wipes in our annual diaper drive that ended in March.

To learn about upcoming community service events, visit www.iam751.org and click on our calendar that provides details on community service events.

Letter Carriers’ Food Drive Sat, May 14

Remember to leave food donations at your mailbox on Saturday, May 14 for the Annual Letter Carriers’ Stamp Out Hunger Food Drive. With the pandemic, they have skipped the food drive in 2020 and 2021 so let’s do our part.

This is an easy way to help others utilizing area food banks. Simply set out your canned or non-perishable foods at your mailbox on Saturday, May 14. The Letter Carriers will do the rest. This is the largest one-day food drive in the nation.

751 retiree Greg Minerich continues to give back to our community donating peanut butter on numerous occasions. Last year he delivered loads of diapers.


Above: Bill Krause and his wife, Brittiny, help with road cleanup.

Photo left helping with the Everett road clean-up on April 9th L to R: Richard Jackson, Michelle Dinsmore, Christopher Hammond and Adrian Camez.

Above: Richard Jackson at Everett road cleanup.

Jason Chan and Kim Gifford assisted with the Auburn Road Cleanup.

Amber Roulst had a helper in her son Preston. Also pictured Carolyn Romeo, Ron Storvick and Charlie Romeo.

Lu Chau, Ray Miller and Scott Grievell help with the cleanup.

Below: Steward Katie Finnegan (who recently retired) and members at Frederickson came through again this year with more than 1,000 jars of peanut butter.

Photo left: L to R: Terri Myette, Amber Roulst, Diana Noinala, Cheryl Hurst, Kim Gifford and Derek Gottschalk with more than 3,140 diapers and 3,840 wipes donated in the South end.

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Stewards Continue to Fight COVID Issues for Members

More than two years after the COVID global pandemic hit, our Stewards and members continue to battle through a variety of issues. COVID has presented many challenges as members try to remain safe and avoid needlessly exposing their co-workers (since our members work daily in close proximity with others and cannot work from home). Throughout these two years, Boeing has repeatedly revised their COVID pay practices – making it difficult to know the rules and proper procedures on any given day. Each time Boeing makes a policy change, it creates issues and questions for our members which our Stewards are continually working to ensure members are not unjustly disciplined, their time off is coded correctly and they receive the proper pay – per the current company policy.

Recently, Union Steward Michael Mack, who works Wing Systems Installation in Renton, was able to assist 751-member Tory Johnson with a COVID-related pay issue. Mack filed a successful grievance and was able to get Tory paid for his initial days away from work after testing positive for COVID. The issue arose when Boeing changed their COVID policy. Mack was able to prove that Tory’s COVID leave initiated prior to the change in policy, when he resulted in him being eligible for up to 10 days’ pay rather than the 5 days pay under the revised policy that is currently in effect. Tory appreciated our Union challenging the issue and making certain he received the proper pay.

In Everett, Union Steward Scott ‘Frosty’ Frost also successfully worked a COVID-related issue for a member to ensure he did not receive an attendance Corrective Action Memo (CAM) and the two days in question were excused absences.

This issue arose when a member tested positive for COVID just prior to Boeing changing their COVID policy in January. The member was told to report back to work on January 17th. However when the member still had a chronic cough, felt horrible and didn’t want to expose his co-workers; therefore, he stayed home two additional days. He was told he would have to use benefits to cover the additional days of face corrective action.

Frosty jumped into action and began making calls to Labor Relations and management. Frosty pointed out that at the time our member was off work Boeing Health Services was flooded with calls as the Omicron variant spiked right after the first of the year – making it difficult for our member to reach Boeing Health Services and navigate a changing Company policy, especially when he was sick with COVID at home.

Oscar argued this is a worldwide pandemic and our member erred on the side of caution to avoid potentially infecting his co-workers. He noted with management not giving excused absences, it appears management wants members to come to work sick and potentially infect their co-workers. He also pointed out it was a mishandled policy change and again requested our member get excused leave without pay for the two days.

After many back and forth conversations that also included Business Rep Garth Luark, Boeing did the right thing and gave our member excused absences for staying home to keep his co-workers safe until he was feeling better.

Stewards continue to be a great resource for our members dealing with COVID issues. If you have an issue, be sure to contact your Steward and keep him or her in the loop with what Boeing is doing in regard to attendance and pay.

Business Rep Garth Luark (l) thanks Steward Oscar ‘Frosty’ Frost (r) for working an issue with COVID policy that ensured our member had excused absences to prevent an attendance CAM.

Machinists Institute Provides Training and Career Opportunities

The Machinists Institute (MI), which is the training arm of our union, is continually looking to provide additional opportunities for our members, high school students and community residents to enter or move up in aerospace and manufacturing careers.

In April, our Machinists Institute learned the Washington State Apprenticeship Training Council approved two new MI programs described below:

**Industrial Machinery Technicians (IMT)**

IMT is a 4-year, 8000-hour program that encompasses training professionals in careers in industrial machinery mechanics, and machinery maintenance. Workers in this occupation are working on diecast generators, pump stations, marine equipment and industrial engines. The Machinists Institute IMT apprenticeship program that was approved by WSATC will serve regional employers to grow their skilled workforce.

**MI Pre apprenticeship program**

Pre apprenticeship programs are sets of strategies designed to prepare students to enter and succeed in the workforce or in registered apprenticeship programs. The Machinists Institute Pre-Apprenticeship program is designed to provide work and competency-based learning opportunities to individuals interested in potential career pathways in aerospace, advanced manufacturing, and industrial mechanics industries across the state. These two programs will help ensure we have a trained workforce for the future with paths leading to manufacturing and aerospace careers.

On April 28, the Machinists Institute took part in the Pacific Northwest Education and Workforce Summit, which brought together subject matter experts, industry leaders, and training providers, to give high school students insight into the school-to-work pipeline in our region. The Highline School District helped coordinate the event as a Career Fair at Kent ShoWare Center to expose high school students to alternative career paths from a four-year college.

MI had a table of visibility items and information on programs to transition students from high school to middle-class jobs without incurring the debt of attending college. Many students were excited to learn more about these opportunities and are considering MI training as a viable path for a future career in manufacturing or aerospace. MI reps explained how being an apprentice, you enjoy a living wage income, career advancement and specialized training opportunities to grow into a new career. MI emphasized there are current job opportunities in aerospace and advanced manufacturing, machining, tool making, heavy equipment/mechanics and more. MI pre-apprenticeship training has already helped get many high school students into apprenticeships so they can earn as they learn.

Just another way our Machinists Institute is making a difference in the community.
Using Contractual Benefits Member Climbs to New Heights

751 member Andrew Canady has an infectious “can do” attitude and pushes himself to continually learn. His hard work and initiative paid-off, and he is now a Grade 8 Maintenance and Material Handling Job Dispatcher. Andrew appreciates the educational and promotional opportunities that come with being an IAM member (see below for educational options) and has taken full advantage of them. He is among the first of former factory service attendants and members to inspire them to also take advantage of our educational and promotional opportunities.

He hired into Boeing in May 2018 as a factory service attendant and began researching how to move to other jobs once he was on the payroll a year and eligible to transfer. Andrew immediately began taking classes to turn his lights green to utilize the Employee Requested Transfer (ERT) system to get a promotion. Off and on he utilized IAM-Boeing Joint Programs Career Advisor Brenda Ames to help navigate Career Guides, the ERT system, and training options and recommends other utilize Career Advisors when they explore other jobs within Boeing or want to develop a training plan to lead to a new job or career.

“You don’t have to figure your training and career plan alone. There are options you have a wealth of information. Brenda originally suggested I work toward a QA job. However, when Boeing began talking about cutting QA, I shifted my focus to materials management. On my one-year anniversary to a Grade 3 Materials Management Specialist,” said Andrew. “I encouraged other co-workers to do the same and even brought one of my co-workers to a weekend class. He began taking training and is now working in Radiology.

When the pandemic and MAX grounding hit, thousands of members were laid-off. ”I used my contractual bump back rights to stay on the payroll and return to factory service, where I became a team lead. My goal was to remain on the payroll – particularly with a newborn daughter it was important to have a job and health insurance,” said Andrew.

Throughout the pandemic he continued taking classes, including functional test classes that required him to drive 90 miles each way, as well as taking weekend classes. He also became a single father during that time – adding even more responsibilities, but he was not deterred.

“I don’t sleep much and often live on caffeine, but it has paid off. You control your own destiny so don’t give up and utilize all the resources our Union contract provides,” recommended Andrew. “In the end, you can do whatever you put your mind to.”

Andrew’s hard work paid off and he was offered two upgrades: a Grade 7 QA position and a Grade 8 Maintenance and Material Handling Job Dispatcher. He chose the Grade 8 job and enjoyed the fast pace he and 8 other members on first shift handle approximately 1,000 calls per shift dealing with plane moves, equipment services and much more. Yet Andrew continues to pursue additional training and opportunities. He is focused on finishing his A.A. degree using contractual education benefits that also provide restricted stock options for each degree (Andrew has a few payrolls at Boeing who still get the restricted stock options). He is also considering pilot school where he could go from helping to build planes to flying them.

“Literally the sky is the limit with our amazing educational benefits,” said Andrew.

One thing is certain this member can accomplish anything he puts his mind to and will continue pushing himself to reach new milestones using our contractual benefits.

“This is my first union job, and it is good to have rights. That plays an important role in your job: Whether it is attendance or day-to-day activities in the job, you could be gone tomorrow. The Union is an equalizer so everyone is on the same playing field,” Andrew noted.

Another 751 member, Hugh Ho, working in the same crew with Andrew also upgraded from factory service to the grade 8 Maintenance and Material Handling Job Dispatcher. Hugh quit a job at Alaska Airlines working in the call center to pursue his factory service job – with the intent of moving to other positions on the payroll that utilized his previous experience. Hugh also encourages others to take advantage of the promotional and educational opportunities to move to other jobs within the company.

To find out more about career or training options, schedule an appointment with an IAM-Boeing Joint Programs Career Advisor by calling 1-800-235-3453.

Career Advisors can help members:
- Assess your skills and develop a training or new career plan;
- Review how to use Career Guides;
- File Employee Requested Transfers;
- Assist with special needs learning;
- Help with returning to school;
- Provide computer classes and refreshers materials in math, writing and more.

IAM Members at Boeing Have Rich Contractual Educational Benefits

Get started on your education now!...The Boeing Learning Together Program (LTP) has ‘heritage’ benefits specifically for IAM Members working at Boeing! This is in our contract, LOU #25, Page 164.

No other payroll at Boeing has these LTP Benefits, which include:

- NO Waiting Period! Educational benefits available on your first day of work! (Other Boeing payrolls have a 1-year or 3-year wait depending on the degree).
- NO “Preferred” schools and “Strategic Fields of Study” restrictions, but it must be at an accredited school.
- NO annual funding limit making LTP benefits virtually UNLIMITED. This includes getting a Masters’ Degree or PHD. NOTE: One member even went through UW School of Dentistry using IAM LTP benefits and is now a successful dentist.
- NO annual seminars (using our contractual education benefits so she incurred no debt),
- EARN RESTRICTED STOCK OPTIONS for every degree earned while working as an hourly IAM member
- IAM educational plans do not need management approval.
- NOTE: When using LTP, you must attain, for each course, a minimum grade of C- or “Pass” for courses not graded.

NOTE: LTP does not advertise these unique benefits that are only available to IAM Members. Our members have utilized these benefits and are graduating with their Bachelor’s Degree and PHD showing the broad latitude your have in choosing your field of study.

See an IAM/Boeing Joint Programs Career Advisor to get started and get help pursuing your educational goals.

A Second Contractual Education Option

IAM members at Boeing also have a second completely separate contractual educational benefit from the LTP benefits mentioned above — that is IAM Education Assistance (EA) benefits of $3,000 per calendar year through IAM-Boeing Joint Programs.

Call 1-800-235-3453 to make an appointment with an IAM-Boeing Joint Programs career advisor today to explore using your education benefits!

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 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 4-year bachelor’s degree offers four areas of study: teacher education, criminal justice, business administration and interdisciplinary studies-humanities (check back as more programs are continually added). To take classes for the 4-year program, students need 60 credits or an associates degree. Class size is limited to 30.

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.

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 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.

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

This Union benefit is available to ALL IAM Members, Retirees and their families at every employer (not only Boeing specific).

FreeCollege.goiam.org

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 cost 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 enrolled, you must be 18, have a high school diploma or GED equivalent, and be not delinquent on prior student loan debt. In applying, the member/retiree must be in good standing or on layoff (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: 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.
Hazmat Solidarity Brings Safety Success in Renton

Unity works and ensured that our Renton Hazmat crew was able to reinstate using SHAMs (large industrial bins) to collect hazardous waste throughout the site – a process that ensured the crew went more than 10 years without an injury. Their solidarity, as well as repeatedly presenting Boeing’s own facts and data, eventually convinced management to once again abandon a flawed system destined to fail after they reinstated it in 2020.

This success is directly attributed to our Safety Health & Environmental Action Request (SHEAR) process, as well as the tenacity of HIS Site Committee member Jon Voss and Union steward Pysa Noinala, who originally filed one of two SHEARs on this issue. Keep in mind SHEARs are called out in Section 16.5 of our contract as the preferred method to address safety concerns. Throughout the 1.5 years it took to resolve the SHEAR, the crew demonstrated solidarity and repeatedly communicated their concerns and the history of the work. Their diligence ensured Renton returned to a safer process that was first implemented in 2011.

“We all must be willing to stand up to injustice and collectively demand better for ourselves and our brothers and sisters. The great Hazmat workers in Renton did everything right,” said Jon Voss, HIS Site Committee member. “Step one: they initiated a SHEAR. Step two: they requested HSI assistance and remained in constant communication with their HSI rep and Business rep. Step three: they provided much needed and detailed information and data collections to present solid arguments. Step four: and the most important step, our Hazmat members remained united and engaged in concerted efforts to demand a safer work environment - and they won!”

“The SHAMs are a better system and help the Company by saving money and preventing injuries. This shows what members can do when they are united, and it feels good to see it pay off. The SHAM system had already been in place and checked all the boxes – saving money, no injuries, and eliminated compliance issues that the step process can have,” said 751-member Tim Thompson, who has worked in Hazmat for 15 years. “With a positive voice and when we speak collectively, we find the best solutions and have the most power.”

Step cans quickly fill up and must be dumped multiple times per shift when cans overflow and don’t close tightly it creates an OSHA/WISHA compliance issue as well.

Step one: COVID and the MAX grounding, Renton site management arbitrarily brought back the step cans – costing them more money, extra labor time, injuries, and endless meetings – all to recreate a previously failed system that had been proven to injure our members.

As a Steward, Pysa knows the importance of documentation. When he filed a SHEAR, he also provided management a copy of the 2011 Boeing safety studies and PowerPoint that originally resulted in switching to the SHAM system. (NOTE: another member also filed a SHEAR on this recognizing the safety issues it created). Despite evidence from their own study and the fact the SHAM system had zero injuries, management re-implemented step cans.

As our members feared, the step cans almost immediately failed and a member was injured. Our Hazmat members spoke collectively with one voice, demanded better and reminded Boeing the step cans were not only a failed relic of the past, but our future build rates would overwhelm the capacity of this flawed system. With persistence, unity and a consistent message supported by facts and data, our SHEAR system prevailed and the safer process is once again in place to keep our Renton Hazmat crew safe. The SHAMs eliminate a high risk of back injury, reduce risk of trip/fall injury that step cans create, reduce risk of non-compliance (if step can lids were not closed when overflowing), require fewer touches, reduce hazardous waste, decrease vapor emission because SHAMs seal tight and reduce employee exposure – a safer, better system for sure.
Orientation Educates New Members on the Power of Unions

With new members being hired at Boeing, our Union is again taking the time to welcome and educate these members on the power of unions and the importance of having union membership. New members are invited to the Seattle Union Hall to hear a brief overview of our union, learn about the rights they have as a member, learn some of the more significant sections of contract language and understand the benefits of union membership.

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

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

Members are encouraged to get involved and participate at all levels of our union, including attending their local lodge meetings, which remain on Zoom.

Visit www.iatme.org, click on virtual board for links to the meetings. Knowledge is power and new members who understand and respect our past history will be better armed to protect our collective future.

Upcoming Guide Dogs/Tender Loving Canines Fundraisers

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

The annual Guide Dogs of America Charity Golf Tournament will be Saturday, July 23, at a different course: GlenEGolf Course in Arlington (7619 E. Country Club Dr). The tournament will be a scramble format with a shotgun start at 9 a.m.

The cost is $110, which covers green fees, cart rental, tournament t-shirts, and a lunch at the end of play. Cash prizes will be awarded to the first and second place teams, long drive, and closest to pin.

Flights for Sight Virtual Fun Run - June 4-12

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

The top three fundraisers will win a prize. There will also be a random prize winner too.

Registration is $20. Register for this virtual event at https://give.guidedogsamerica.org/FlightForSight2022

Local A Car Show • Aug. 20
Fun, Food, Music, Cars, Bikes

The Steel & Wheel SuperShow is coming to Everett again this year. Local A’s annual show for classic cars, hot rods and custom motorcycles will be from 10 a.m. to 3 p.m. Saturday, August 20 at SnohIsle Tech, 9001 Airport Road (next to the 751 Everett Union Hall).

Along with displays of custom cars and cycles, there will be food, drawings and music. Check-in for exhibitors is 8 a.m. to 9 a.m. Registration is $20 in advance or $25 on the day of the event. Registration forms are available at all 751 union halls or visit https://www.steelandwheel.org or the virtual board at https://www.iam751.org.

First 50 participants who register will receive a dash plaque and ditty bag with their paid registration. If you would like to donate prizes, would like to sponsor or wish to volunteer, contact Lori at 425-355-8821.

Local C MNPL Golf Tournament June 4th

Golfers will want to save the date of Saturday, June 4th to take part in the annual Local C Golf Tournament to benefit the Machinists Non-Partisan Political League (MNPL). The event will take place at Auburn Golf Course (29630 Green River Rd SE, Auburn) with a 4-man scramble format and shotgun start at 7:30 a.m.

Cost is $100 per player, which includes 18 holes of golf, cart, lunch and prizes for closest to the pin and longest drive. Entry forms are available at all union halls or on the website (www.iam751.org). Entry form and fees must be returned by May 31, 2022.

Prize donations are greatly appreciated. If you would like to donate prizes, sponsor holes or have questions, call Neal Key at 206-890-5485.

Intalco Plant: ‘Investment in the public good’

The following letter was printed in the Seattle Times 4/1/22 as part of our Machinists Union efforts to get the Intalco plant reopened by Donna Donovan, Legislative & Political Director IAM District 751

The International Association of Machinists District 751 supports the restart of the Intalco Works smelter in Ferndale.

A power purchase agreement for Intalco is not a “sweetheart deal.” It is an investment in the public good. Bonneville Power Administration has broad discretion in negotiating a power purchase agreement with Blue Wolf Capital and should use that discretion to ensure that Intalco has the reliable, clean electricity that it needs to reopen.

Reopening Intalco would generate significant economic, national security and environmental benefits for our region and the country. First, it will restore the more than 700 high-paying union jobs that were eliminated when the plant shuttered operations in 2020. Second, restarting Intalco – the last remaining smelter west of the Mississippi River and the largest by capacity – will provide a reliable domestic supply of green aluminum for years to come.

Domestic aluminum production has plummeted over the past several decades, and the U.S. is increasingly reliant on imported aluminum from countries like China and Russia. A robust and stable supply of domestic aluminum will reduce the risk of supply-chain disruptions. This is especially important for the aerospace industry, which relies heavily on aluminum and supports more than 280,000 jobs in Washington.

District 751 President Jon Holden welcomes new hires into our Union and explains some of the contractual benefits our contract provides.

751 Steward Coordinator Ed Latgen educates our newest members on their contractual rights and benefits, the history of our Union, the importance of solidarity and much more at a new hire orientation at the Seattle Union Hall. We have seen between 50-100 new hires a week.
The meeting was called to order on April 11th, 2022, by Jackie Boschok. She led the club in the flag salute and welcomed everyone back after two years of no meetings. All officers were present except for Treasurer Tom Lux, who was excused.

Minutes: Due to not meeting in the last two years, there were no meeting minutes to review.

Executive Board Report: Motion to donate $1,000 to Washington State Alliance for Retired Americans. Motion passed.

Discussion noted that normally the Retirement Club meets on the second Tuesday of the month to hear about our Union’s activities from the Legislative Chair.

Legislative Chair: The political scene is warming up. We had a good turnout at our April meeting. We will be supporting labor-friendly candidates, for state, federal and local offices, with special attention to the candidates, for state, federal and local offices. We urge all our members to stay informed, to note our District’s voting records as they relate to workers.

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Due to not meeting in the last two years, the 767 Tanker is doing well right now and we are currently building 2-3 airplanes a month. The 767 military tanker breathed new life into the 767 line. The Air Force is putting out another bid for a new tanker, and we are hoping that we will be awarded a new tanker and our members can continue to build this.

The 787 line that was in Everett is consolidated in South Carolina. This type of new aircraft is the future, and there are three main categories we would like to try to educate our members about: planning and managing financials for retirement, programs will be announced in the retiree section of the Aero Mechanic.

The Alliance for Retired Americans has postponed their Annual Convention until this fall, with the hope to hold it in person. The National ARA Convention will be held over Zoom in July.

District 575 President Jon Holden spoke to the retirees about the current issues we are facing with Boeing regarding the future of aerospace in Washington State and the importance of landing the next new airplane program in this region. The current airplane programs are winding down. The 747 is shutting down this year. A handful of Club members indicated they worked on the 747.

Unfortunately, we will not be building that in Puget Sound. After this consolidation happened, we filed a grievance that is going to arbitration to challenge that South Carolina is an additional primary or remote location covered by our contract. If successful, workers there would receive the same wages and benefits defined in our master agreement.

Continued on Page 11

575 Retirement Club Legislative Report

by Carl Schwartz, 575 Retirement Club Legislative Chair

We had a good turnout at our club’s April meeting. This was the first in-person meeting since the COVID pandemic began. Retirees have a chance to hear about our Union’s activities from District President Jon Holden, and our club’s plans from our President Jackie Boschok.

We hope to continue with meetings once a month on the second Tuesday of the month at 11 a.m. for the near future AND are already planning for our August picnic! The political scene is warming up. We will be supporting labor-friendly candidates, for state, local and federal offices, with special attention to the 1st, 7th, 8th and 9th Congressional districts. We urge all our members to stay informed, to note our District’s recommendations, and to take part in every phase of the electoral process.

We remind members that our Union’s endorsements come only after interview candidates, discussion of issues and analysis of candidate positions and past voting records as they relate to workers. And then by a vote after debate and discussion by our District Council Delegates.

Retirees who attended the meeting were treated to a pizza and salad lunch as well as cake for dessert.

751 Retirement Club Legislative Report

The following retirees passed away or have been reported as deceased since the April 2022 Aero Mechanic was published. Keep their loved ones in your remembrance.


Local E – Frederic Flagg, Jack Jackson, Valrie Nelson.


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May 2022

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751 RETIREMENT NEWS

Retirement Club Holds First Monthly In-Person Meeting

The meeting was called to order on April 11th, 2022, by Jackie Boschok. She led the club in the flag salute and welcomed everyone back after two years of no meetings. All officers were present except for Treasurer Tom Lux, who was excused.

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Continued on Page 11
Retirement Club Holds First Monthly In-Person Meeting

Continued from Page 9

The battle we face going forward is that Boeing is losing market share to Airbus. They need to launch a new airplane program where they currently have a gap in their product offering. Boeing is losing market share every day they don’t have an airplane to compete in that size and range.

When Boeing considers where to place the new airplane, they should keep in mind there isn’t another aerospace hub in the world as efficient as what we have built and invested in here in Washington State. We will continue to highlight and promote all the advantages and investments we have made to ensure this is the best place to design and build airplanes, in an effort to ensure the new plane is built here. No other location or state can do what our members do here, nor is there the extensive infrastructure to ensure success. We will continue to highlight all the advantages here. We want to ensure these jobs are here for 50 years and generations into the future – not just 4 years from now.

We are preparing for the 2024 negotiations and educating our new members on our rich history and the power of solidarity when they stand together. Our goal is to get the best contract possible, but to accomplish this our members must be prepared in case there is a need to strike. Educating our new members will be key. We have worried in the past when there were thousands of new members going into negotiations and a strike, but every time our members stood together, helped educate our newest members so all members were united on the picket line for the fight.

The Club thanked Jon for his continued support and approving Retiree Club meetings and allowing the use of the hall.

Good & Welfare: Vennie Murphy noted Burgerville in Portland, Oregon is unionized – support them if you happen to be in the Portland area!

Mike Keller shared information that if you make less than a certain amount in King County, you qualify for reduced cost on property taxes. He didn’t have all of the updated information on this available today, but will share more at our next meeting.

Unfinished Business: None.

New Business: Election of officers:

Since we haven’t held a meeting in two years, we have been operating under Robert’s Rules of Order – which states officers serve until their replacement is in office. Because we have not had any elections for two years, our previously elected officers are still in place. Ron McGaha was appointed to chair the Election Committee. If anyone is interested in serving in any of the Retired Club officer positions listed in the box on page 9, please contact Ron McGaha. Nominations will be due in May, official nominations and elections in June.

The Retirement Club has been approved for in-person meetings once a month, which will also include a free, hosted lunch unless stated otherwise. Once the District approves going back to weekly Retirement Club meetings, we will discuss as a group if we want to do these more frequent meetings.

Donny Donovan, who has been 751’s Political and Legislative Director since January 2022, spoke to the group. While he is new to the position and this was his first legislative session in this position, he has a long history with 751. He worked on the Harman Team for about 27 years and then moved to a coordinator at Joint Programs. He held many different leadership positions before becoming the President of Local C, which he held for one year before moving to his current position. He is in the midst of legislative interviews with 13 scheduled for tomorrow. He will continue lining up interviews so we can move forward with endorsing the proper candidates with input from our legislative committee members.

District 751 Secretary-Treasurer Richard Jackson addressed the retirees and welcomed them back to the hall. Richard has been Secretary-Treasurer since February 2021 and looks forward to seeing everyone again next time.

Birthdays: Happy Birthday and Anniversaries monthly again.

for everyone and to celebrate being back together. In the future, we will celebrate birthdays and anniversaries monthly again.

New Members: The Retiree Club welcomed those attending their first meeting:

John Gillham worked 43 years at Boeing beginning as a floor sweeper and completed our apprenticeship program and eventually worked in tooling. John retired in 2018.

Roderick Varwinkle hired into Boeing in 1957 and worked as an expediter, plant-wide inventory, and storekeeper. He retired in 1997.

Les Mullen hired into Boeing in 1989 and worked as a mechanic and CNC machine operator. Les then taught safety classes and worked as staff for District 751 in the Health and Benefits office until he retired last summer.

Tim Hastings hired into Boeing in 1979 and worked on the B2 Bomber, and mostly in defense and space. He retired in October 2021.

The $20 Fred Meyer gift card attendance prize was won by Mike Keller. Meeting adjourned at 12:08pm.

751 Legislative and Political Director Donny Donovan introduced himself to retirees and provided an update from the 2022 legislative session, which saw many of the bills we were supporting signed into law.

751 Retirement Club President Jackie Boschok has open discussion with retirees on educational topics that would be of interest to present at future retirement club meetings. For the first in-person meeting in two years, the turnout was good. All attending appreciated getting together and catching up with other retirees.

New Officers Accept the Oath of Office

Local C President Joe Ruth (l) administers the oath of office to Local C Vice President Amber Roostal at the April Local C Meeting.

District 751 President Jon Holden (top) administers the oath of office to Local A Council Alternate Jerome Wise (bottom).

District Sec-Treasurer Richard Jackson addressed our retired members.

Retirees attending the April meeting were treated to pizza, salad and cake for lunch following the business meeting.
Penske Negotiations Return to the Bargaining Table

Machinists Union members working at Penske continue their efforts to obtain a fair contract that addresses the issues they identified as important. Our members remain united and strong; recognizing that solidarity is the key to achieving their goals.

Union and Company negotiators met for nearly a week in mid-April to discuss the specifics and vote on a contract proposal from Penske. Members in Western Washington gathered at the Black Pearl Casino and Poker Room (2104 N Pines Rd, Spokane Valley). Registration is from 6 to 7 p.m.; Tournament runs from 7 to 10 p.m. Entry is $50 per player ($60 seats available). $1,200 cash final table payout & $1,000 in prize drawings. Register by June 9 to receive an additional $1,200 cash final table payout & $1,000 in prize drawings. Register by June 9 to receive an additional $1,200 cash final table payout & $1,000 in prize drawings. If you have questions, call 509-534-9690.

Thanks to the committee that has been planning the event: Allen Eveland, Jerry Purser, John Warren, Ida Auckerman, Darrin Truitt, Mark Shear, Jim Henle, Wallace “PeeWee” Pleasants. Join us for a fun and fundraising evening raising money for a great cause.

Local 86 members gathered at the Spokane Union Hall on Sunday, April 24th to discuss the specifics and vote on a contract proposal from Penske. Members in Western Washington gathered at the Black Pearl Casino and Poker Room (2104 N Pines Rd, Spokane Valley). Registration is from 6 to 7 p.m.; Tournament runs from 7 to 10 p.m. Entry is $50 per player ($60 seats available). $1,200 cash final table payout & $1,000 in prize drawings. Register by June 9 to receive an additional $1,200 cash final table payout & $1,000 in prize drawings. Register by June 9 to receive an additional $1,200 cash final table payout & $1,000 in prize drawings. If you have questions, call 509-534-9690.

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Poker Tourney to Benefit Guide Dogs of America/Tender Loving Canines - June 16

Eastern Washington locals are holding a poker tournament that promises to be a fun deal while raising money for the Guide Dogs of America/Tender Loving Canines. The tournament will be Thursday, June 16th, at the Black Pearl Casino and Poker Room (2104 N Pines Rd, Spokane Valley). Registration is from 6 to 7 p.m.; Tournament runs from 7 to 10 p.m. Entry is $50 per player (60 seats available). $1,200 cash final table payout & $1,000 in prize drawings. Register by June 9 to receive an additional $1,200 cash final table payout & $1,000 in prize drawings. Register by June 9 to receive an additional $1,200 cash final table payout & $1,000 in prize drawings. If you have questions, call 509-534-9690.

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At the April Lodge meeting, Local 1951 President Jim Henle (l) administers the oath of office to Local 1951 Trustee Dustin Falatrazo.