

DISTRICT 751

# AERO MECHANIC

PUBLISHED BY THE WORLD'S FINEST WORKERS

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## Building Our Legacy, Brick By Brick



IAM District 751 is proud to forge a lasting tribute to our members and their families who have built the aerospace industry and our Union. Our commemorative wall at the new Everett Hall, "Building Our Legacy, One Brick at a Time," will stand outside the new hall, carrying the weight of our history, the power of our victories, and the promise of a stronger tomorrow. This wall will incorporate 331 bricks

preserved from the iconic "Hitting the Bricks" statue at the former hall, honoring those who stood before us, sacrificed, and paved the way for future machinists.

**Leave your mark. You can etch your name, a message, or a tribute and be part of IAM 751 history.**

**Standard brick \$100 - 2 lines of text, up to 26 characters including punctuation and spaces**

**Large brick \$200 - 5 lines of text, up to 75 characters including punctuation and spaces**

**Local Unions and Labor Councils/B&W logo \$300 - Up to 4" square**

**Local Unions and Labor Councils/B&W logo and text \$400 - Up to 2.5" square with two lines of text, up to 26 characters including punctuation and spaces**

Scan the QR Code to Order



**Order Here:**  
<https://tinyurl.com/751brick>

6 1/2" wide

IAM  
Everett

3" tall

**STANDARD  
DONOR  
NAME  
PLATE**

6 1/2" wide

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6 3/16" tall

**LARGER  
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5/8" (inches) tall text on both options  
LASER ENGRAVED ALUMINUM OR STAINLESS  
STEEL NAME PLATE

You can order online with a credit card at <https://tinyurl.com/751brick>, scan the QR code, or bring the form on the next page to any IAM 751 Union Hall and pay with cash or a credit card. Join us in preserving our history, one brick at a time.

Brick Order Form on Page 2

## Union Stewards, Frontline Defenders of the Contract

Union Stewards are often the unsung heroes of the IAMAW, serving as the critical link between Union Leadership and every member on the shop floor. They are the purveyors of information, the eliminators of rumors, and the enforcers of the contract, especially when that contract spans more than 300 pages. With nearly 33,000 members in the collective bargaining agreement, being a Union Steward for employees working under the IAM/Boeing



Seattle: Union Steward David Lemon and BR Carolyn Romeo (L)  
Renton: Work Transfer Terri Myette and Steward Rob Eagleson (Middle)  
Auburn: Union Stewards Chris Long and Sivorn Phonesaithip (R)

contract is no ordinary role. At any given time, nearly 650 Stewards stand ready across all work locations and shifts, ensuring that the contract

is upheld and every change under the new agreement is implemented correctly. IAM 751 Stewards play a crucial role in ensuring that members

understand their rights and advocating for them.

**Seattle:** In the Alternative Work Office (AWO), Union Steward David Lemon recently assisted a member who was working as a temporary team lead for months but was not receiving the appropriate team lead pay. After gathering all relevant information, Lemon found that while her direct manager supported the pay

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### Taking Care of Our Communities

When there's a need, 751 is there 3



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### Breaking Down the ERT System

All you need to know about ERT 6/7

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# REPORT FROM THE PRESIDENT

## A Strong Future For 751 Machinists

By JON HOLDEN  
IAM 751 District President



March marks an exciting milestone for our Union as we open the doors to the brand new Everett Union Hall. This facility is a direct investment in our membership, our future, and the strength of IAM District 751. One of the most significant additions to this new hall is its dedicated training facilities, allowing us to expand educational opportunities for current and future Machinists. The building stands proudly as a testament to our collective power and the commitment we share to growing and

strengthening our workforce and our community.

We hope you will join us in marking our legacy by buying a brick for our commemorative wall at the new hall. This is a chance for our 751 Union Family to honor those who laid the foundation through hard work and sacrifice, building upon their legacy to create an even stronger future for generations to come. Our legacy will always live on in those we mentor; the ones who will carry forward our values and virtues.

Every brick represents a story, a commitment, and a contribution to the solidarity that defines our Union.

Looking ahead, Called Steward Meetings in March will focus on the details of the new IAM/Boeing Contract, ensuring Stewards are fully prepared to represent and advocate for our members. As highlighted in this month's *Aero Mechanic*, our Stewards play a crucial role in policing the contract, and we are committed to equipping them with the tools to advocate effectively for the members. Training will cover key contract details and their origins.

Following Steward training, we will offer sessions for members who want to deepen their contract knowledge. Education is power, and by equipping our members with the right tools and information, we build a more united and informed Union. Together, we are shaping a stronger future for all Machinists.

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

Jon Holden  
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Business Representative

Levi Wilson  
Vice President

Richard Jackson  
Secretary-Treasurer

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Patrick Bertucci

John Lopez Jr.

André Trahan

Greg Campos

Shane Van Pelt

Carolyn Romeo

Travis Kendrick

Lloyd Catlin

Kim Gifford

Jim McKenzie

Amber Roulet

### Union Business Representatives

#### Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
  - 201 A St. SW, Auburn; 253-833-5590
  - 233 Burnett N., Renton; 425-235-3777
  - 2407 106th St. SW, Everett; 425-355-8821
  - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from:  
Nationwide 1-800-763-1301  
Hotline: 1-800-763-1310  
Web site: www.iam751.org

### 751 Aero Mechanic

Deirdre Kaniewski, Editor

Member of The Newspaper Guild, CWA #37082

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## Union Stewards

Continued From Page 1  
increase, not every manager agreed.

Determined to resolve the issue, Lemon engaged with everyone involved and ensured the employee received the additional \$2 per hour owed to her. This case also provided an opportunity to educate management on the recent changes to Letter of Understanding (LOU) 36, which now states that a temporary lead assignment cannot exceed 90 days unless the Union grants an extension.

“It’s our job to ensure everyone in the factory understands these contract changes, both members and management,” said Lemon. “Moving forward, I’ll be keeping an eye on this group to make sure no one exceeds the 90-day limit without Union concurrence and everyone gets paid what they’ve earned.”

Renton: Sometimes, enforcing the contract is about spotting the little things, something Union Steward Rob Eagleson demonstrated firsthand when he noticed some tools waiting to be sent out for engraving. Right away, he knew this was work that could be done in-house.

Eagleson began asking questions, first to his business representative and then to management, who had

no knowledge of the situation. To dig deeper, he turned this information over to IAM-Appointed Work Transfer Representatives Terri Myette and Patrick White to learn more.

“Through Terri and Patrick’s research, we found that our members could have done the entire job in-house if we had been given proper notice. In the end, we were able to keep a good portion of the work here, reducing the amount sent outside. That felt like a win,” said Eagleson. “It’s a reminder that we must always ask questions and remain vigilant in protecting our work. We’re fortunate to have Work Transfer Representatives whose job is monitoring these situations.”

Auburn: Thanks to the diligence of Union Stewards Chris Long and Sivorn Phonesaithip, two members were compensated for weekend overtime after the company violated the contract by failing to exhaust qualified first-shift employees to do production work before

bringing in second shift workers.

For a recent FAA audit, management brought second shift members in on first shift for a special project doing 5-S cleaning. Usually, this wouldn’t be an issue, however, when Phonesaithip and Long investigated, they found that the second shift members also performed parts production work and not just the 5-S cleaning for the upcoming audit. Per Section 6.10 of the CBA, that was a violation of the contract.

“We are the stewards of the contract, and if we leave the door cracked open, the floodgates will follow,” said Long. “Thanks to Sivorn’s persistence, we were able to hold the company accountable and ensure our members were properly compensated.”

**Building Our Legacy  
Brick Order Form**  
For more details, contact  
Communications@iam751.org.

**BUILDING OUR LEGACY  
BRICK ORDER FORM**

NAME: \_\_\_\_\_

PHONE: \_\_\_\_\_

EMAIL: \_\_\_\_\_

BIEMS ID (IF APPLICABLE): \_\_\_\_\_

**BELOW IS THE EXACT LETTERING FOR MY BRICK:**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

PLEASE NOTE: IAM DISTRICT 751 HAS FINAL APPROVAL FOR ALL BRICKS.

# COMMUNITY SERVICE

## MVP Crew Kicks Off 2025 Strong

The numbers are in - 2024 was a standout year for the 751 MVP crew, who built nearly 30 wheelchair ramps for our Union family. And they're not slowing down, with four already lined up for 2025!

They've hit the ground running, completing two (possibly three by the time this goes to print) for IAM 751 Retiree Carrie Strock in Auburn and 751 Member John Paradis in Snohomish.

But instead of us singing their praises, we'll let John Paradis do the talking. After receiving his ramp, he sent this heartfelt letter.

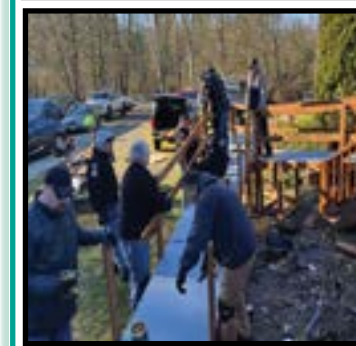
DEAR IAM DISTRICT 751 MVP COMMITTEE,  
I WANT TO EXPRESS MY DEEPEST GRATITUDE FOR THE INCREDIBLE WORK YOU PUT INTO MY WHEELCHAIR RAMP. YOUR DEDICATION, TEAMWORK, AND CRAFTSMANSHIP MADE ALL THE DIFFERENCE.

THE EFFORT AND SKILL YOU BROUGHT TO THIS PROJECT HAVE GIVEN ME AND MY FAMILY TREMENDOUS SUPPORT AS I RECOVER. THE LOYALTY AND SOLIDARITY OF THIS UNION ARE TRULY UNMATCHED, AND I AM FOREVER GRATEFUL.

THANK YOU FOR YOUR HARD WORK, COMMITMENT, AND GENEROSITY.

SINCERELY,  
JOHN PARADIS

Thank you!



### Auburn MVP Crew



(Left) The Paradis home before the crew got started, (middle) during the build, and once the job was done right by the MVP Crew. (Right)



## Doing the Right Thing for the Right Reasons



Just like the price of groceries, the cost of diapers is also on the rise,

and there is no government assistance program to help families who need them. Please join the IAM 751 Women's Committee in helping to donate diapers and wipes to families in need during March. The Women's

Committee has partnered with the nonprofit *Do The Right Thing* (<https://www.dotherightthingnonprofit.org/>) organization since their first March of Diapers drive in 2014. In that first year, with the help and donations from our members, the program collected 15,300 diapers. Since then, the organization has grown extensively, receiving donations nationally and internationally. Last year, the program collected 280,725 diapers and 151,780 wipes. Of that total, the IAM District 751 Women's Committee collected 4,356 diapers and 1,604 wipes. *Do The Right Thing* donates diapers and wipes to over 15 local organizations that distribute diapers and wipes to those in need across South King County. Baby Diapers and adult personal hygiene products are a basic need, and

yet, there is a gap in the social safety net system to help provide these to families who cannot afford them. That's why organizations like *Do The Right Thing* are so crucial to helping those in need within our community. The Women's Committee will collect diapers, wipes, and adult hygiene products until March 31, 2025, at all 751 Union Halls. Donations can be dropped off at any hall from 8 am to 5 pm, Monday through Friday.

American Heart Association.

**Go Red for women.**

We wear red! A few IAM 751 Staff and Business Representatives came together to show their support.

On February 7, 2025, some members of IAM District 751 Staff came together to observe National Wear Red Day, snapping a group photo to show our support for the *Go Red for Women* campaign. Wearing red was more than just a show of solidarity - it is a commitment to our Union Sisters, a way to raise awareness for heart health, and a reminder that even losing one Sister to cardiovascular disease is too many. As the leading cause of death among women, heart disease affects so many, and by taking part, we reinforced our dedication to keeping each other safe, healthy, and informed, on and off the job. Learn more about how you can look out for the loved ones in your life by logging onto [www.heart.org](http://www.heart.org).





# FIGHTING FOR YOUR RIGHTS

## Taking Our Cause to Olympia



Leg. Comm. Member Jon Voss (751A) and 751's Legislative Director Donny Donovan met with Wash. State Senator Bob Hasegawa, a strong voice for workers.

This month, IAM 751 Machinists joined hundreds of their Union brothers and sisters in Olympia for the Washington State Labor Council's (WSLC) annual Legislative Conference. With temperatures plunging into the low 20s, it was the fire of Union solidarity that kept Machinists moving, bringing the voices of working people directly to lawmakers.

WSLC President April Sims set the tone for the conference with a powerful call to action.

"With great power comes great responsibility. In

this room, we represent more than 600,000 working people from the peninsula to Palouse. Our communities look to us - because organized labor is the strongest force defending workers today. We are the leaders they need. And leadership doesn't mean having all the answers, it means showing up." said Sims

Showing up is exactly what Machinists did. With memories still fresh from our 53-day strike against Boeing in 2024, IAM 751 Members made it clear that their top priority is passing SB 5041, the bill to secure unemployment insurance benefits for striking or locked out workers.

"I'm fortunate to be represented by House Representatives Julio Cortes and Mary Fosse, both strong supporters of UI who stood with IAM 751 Members on the strike line in 2024. They understand the urgency of this bill and how it would benefit all Washington state workers, not just Union members," said IAM Member Lucas Bair (751F). "Rep. Cortes told us in his office that he knows firsthand how UI could change lives for families like his own. His parents didn't have the

opportunity to join a union until later in life, and he recognizes the impact that support like this could have had on them."



(L to R) Lucas Bair (751F), Mitchell Christian (751F), House Representative Julio Cortes (D-38) and SPEEA's David Garrett.

Not all conversations were as labor-friendly. IAM 751 Member Mitch Dunford had a very different experience meeting with lawmakers who oppose UI.

"One state representative argued that since workers choose to strike, they shouldn't be eligible for UI benefits. That was frustrating to hear," said Dunford. "The decision to strike is the toughest decision a worker will ever make, and it's usually a last resort. It's not fair to

say striking workers don't deserve this benefit. It's not a fair choice. Often, workers are choosing between standing up for their principles or being forced to accept a substandard contract that could destroy real wages and benefits."

Local C Recording Secretary Ken Ogren had similar experiences but wasn't surprised. Since 2019, he has been coming to Olympia to advocate for workers, and he can usually tell from a legislator's voting record whether they stand with workers before even stepping into their office.

"We have to keep showing up for meetings with those who disagree with us because those are the minds we have a chance to change," Ogren explained. "I love talking to people who already see it our way, but that doesn't create change. Over the years, I've seen a shift. Lawmakers who once refused to even meet with us are now willing to have the conversation. That's progress. I'll keep pushing for workers' rights until I can no longer. And I'll be right back here next month during the Washington Machinists Council."

# EBS ENROLLMENT



**Machinists Custom Choices**  
**2025 SUPPLEMENTAL BENEFIT ENROLLMENT**  
**FOR IAM DISTRICT 751 MEMBERS AT BOEING**  
**Monday, March 17<sup>th</sup> - Friday, April 11<sup>th</sup>**

Experts say you need 6-10x your annual earnings in life insurance **DO YOU HAVE ENOUGH?**

**Up to \$300,000 in Guaranteed Issue Life Insurance for Union Members**  
**No Physicals, No Bloodwork, No Health Questions**  
 \*For Members up to age 70

	BML Term Life	CHUBB Life Benefit Term	<b>NEW</b> BML Whole Life
GI Amount Member	\$100K	\$100K	\$100K
GI Amount Spouse	\$25K	\$30K	\$30K
GI Amount Child	\$10K to age 19 or age 26 for students	\$10K to age 19 unmarried	\$25K permanent Enroll prior to age 26
GI Amount Grandchild	No	No	\$25K
Builds Cash/Paid Up Value	No	Yes	Yes
Portable	Yes	Yes	Yes
Includes Long Term Care Rider	No	No	Available in some states*

### INCOME PROTECTION:

**DID YOU KNOW? PAID FAMILY LEAVE IN WASHINGTON ONLY COVERS YOU UP TO 12 WEEKS**

Exclusive Coverage for IAM District 751 Members Working at Boeing

**LONG-TERM DISABILITY** - Cover your income from 90 days up to 5 years

- Member can purchase up to \$6,000 a month in coverage not to exceed 65% of base income.
- Tax-free benefits begin after 3 months of disability and are payable for up to 5 years.

### ADDITIONAL GUARANTEED-ISSUE PLANS AVAILABLE:

- 24 HOUR ACCIDENT PLAN
- CRITICAL ILLNESS
- ID THEFT PROTECTION
- CANCER INSURANCE
- HOSPITAL INDEMNITY
- VIRTUAL WILL & TRUST

### THREE WAYS TO ENROLL:

#### SELF-ENROLL

Scan the QR CODE or visit the link below

#### CALL 855-218-1793

Receive enrollment assistance from a Salaried Enrollment Counselor

#### SCHEDULE A CALL

Scan the QR CODE or visit the link below



[www.ebsworksite.com/boeing-seattle](http://www.ebsworksite.com/boeing-seattle)

## Your Right to Representation Weingarten Rights



### Ask for a Union Representative:

- in ANY security interview
- if you're called into a supervisor's office for any disciplinary interview

**You can always present the card below!**

### It's My Right!

If this meeting may result in Company discipline, I, as a Machinist Union member, have the right to union representation.

The U.S. Supreme Court decided in the case National Labor Relations Board vs. Weingarten, Inc. that "an employee has the right to have a union representative present at any investigatory interview conducted by an employer where the employee believes the interview might result in disciplinary action."

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



# ERT Explained: IAM/BOEING JOINT PROGRAMS

## Breaking Down the Employee Requested Transfer (ERT)

We want to make the Category C Employee Requested Transfer (ERT) System as clear as possible. To help, we've put together key details and answers to common questions. Below, you'll find everything you need to confidently navigate the system.

### ERT Explained

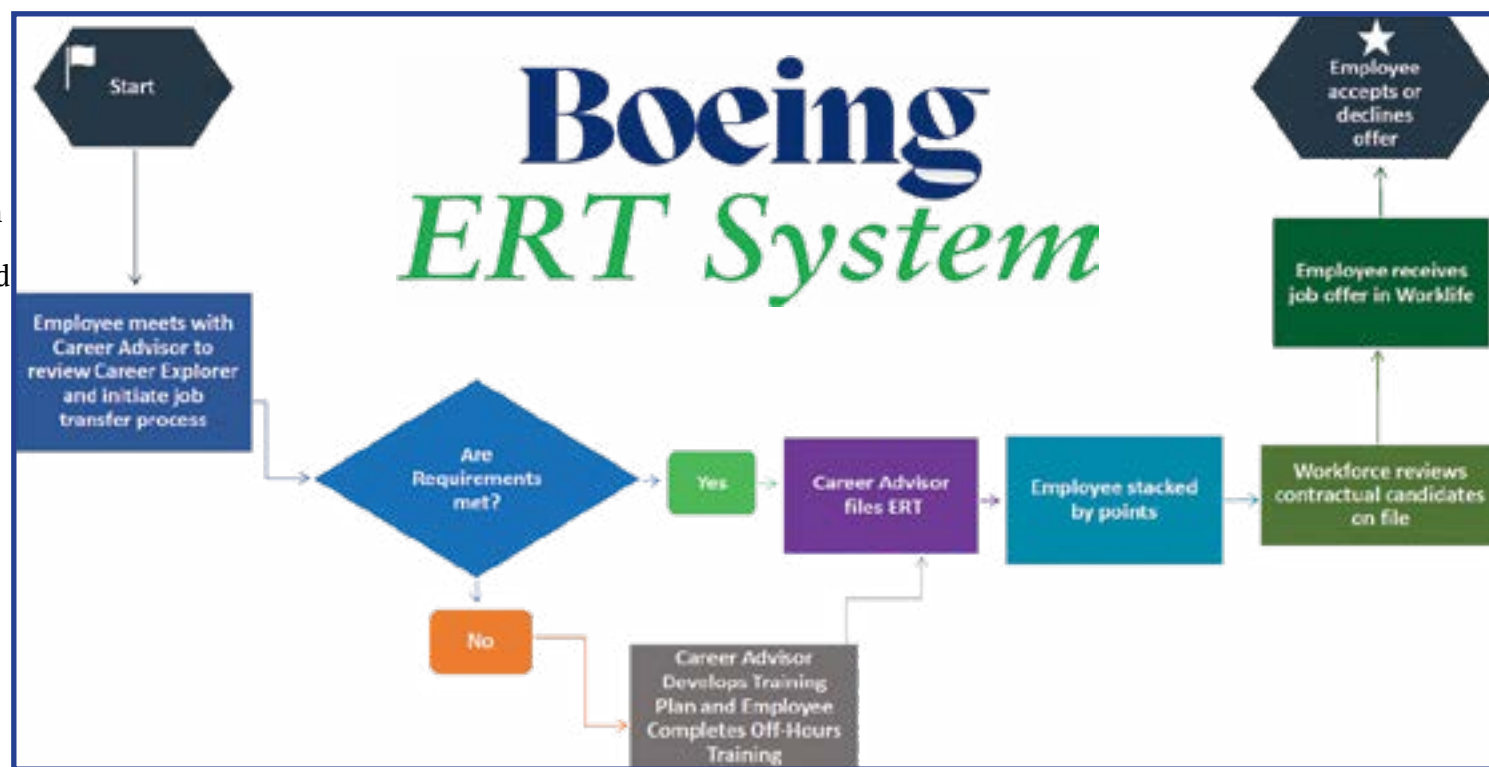
**What is an ERT?**  
The Employee Requested Transfer (ERT) System streamlines career transitions for Boeing employees seeking new hourly jobs. Category C ERT System applies to entry-level positions in each job family under the IAM Districts 751 and W24 agreement, helping employees gain the training needed to qualify as openings arise. **Note: Not all jobs are part of the ERT System. For jobs that are not, you must apply through Careers@Boeing.**

### Why is the ERT System important?

The ERT System levels the playing field by effectively matching employees' skills with hourly jobs that require those skills. Employees need to successfully complete minimum requirements through the required training listed on each job's Career Guide (a reference document with up-to-date information on each hourly job) to file an ERT.

### What is a Career Guide?

The Joint Programs Career Guides provide employees with a resource to learn about all hourly jobs in the collective bargaining agreement. The Career Guides offer a clear map so employees can identify the required training for each job. Hiring managers are required to hire from the ERT candidate pool when considering candidates for jobs in the ERT System.



### Who is involved in the ERT System?

- Joint Programs, Hourly and Management Subject Matter Experts (SMEs): Create & maintain Career Guides which are located in Career Explorer
- Skill Teams: Identify ERT minimum requirements/required training
- Production Systems Training (PST, Machinists Institute, Local Colleges): Deliver Off-Hour ERT courses
- IAM/Boeing Joint Programs Career Advisors: Assist employees in identifying required training and filing ERTs
- Workforce and Management: Hire candidates from ERT lists

### How do I file a Category C ERT?

Schedule an appointment with an IAM/Boeing Joint Programs Career Advisor by calling 800-235-3453 in Puget Sound or 800-854-1310 in Portland for an appointment. Your Career Advisor will file the ERT for you and work with you to help define career goals and recommend appropriate training based on specific job requirements.

### What should I bring to an appointment with a Joint Programs Career Advisor?

- Resume (scan to Career Explorer). If you have no resume, Career Advisors can assist with creating one
- Employment profiles: Company name, job title, and main duties (knowledge, skills and abilities)
- Military Records: DD-214, Military Training Transcript Additional Documents (not required, but encouraged to bring):
- Job Portfolios if they include the company name, job title, and core duties (knowledge, skills and abilities)

- Performance evaluations/reviews if they include the company name, job title, and core duties (knowledge, skills and abilities)
- Apprenticeship Certificates/documentation

### Training Requirements

#### Who decides what the minimum training requirements are for each job?

Skill Teams, senior managers, and Subject Matter Experts (SMEs) work with Joint Programs to set all requirements based on common skills and job functions. They may revise training requirements as processes, technology, or job roles evolve.

#### Where can I find out the training requirements for the various hourly jobs?

Schedule an appointment with an IAM/Boeing Joint Programs Career Advisor. An Advisor will help you define career goals and recommend appropriate training based on specific job requirements.

#### How will I meet these minimum training requirements?

Minimum requirements are met by successfully completing the courses listed in the Career Guides or the corresponding challenge test. You may have met the requirements through previous classes. Contact a Career Advisor to assist you with an equivalency review of training transcripts if you have taken similar courses through Boeing or an external school.

#### What are challenge tests?

These tests provide employees an opportunity to prove their ability if they feel their prior knowledge and experience are equal to the training required under the Cat C ERT System.

#### What is being done to make training classes and challenge tests available to employees?

Puget Sound has instructor-

facilitated and self-paced courses at ERT labs in Everett, Renton, and Auburn, as well as classes at the Machinists Institute and local colleges. Some courses are in a web-based format to increase access. Instructor-led courses and most hands-on challenge tests are still on a demand-based schedule. **Important: Classes can fill up quickly, so it is important to get your name on the waiting list for those courses.**

#### What happens to any ERTs I have on file if the required training for that job changes?

If the Skill Team, working with Joint Programs, designates a new training requirement as critical to that job, your ERT will be deleted, and you will be notified of the deletion by Workforce. This is to make sure you have the critical skills needed to perform the job. Since you had an ERT on file, you will be given every opportunity to take the added course or challenge test. After you have successfully completed the new training requirement, you may refile the ERT. If the training requirement is not identified as critical, it will not impact the ERTs you have on file.

### Selection

#### How will employees get chosen from the candidate pool?

A joint Union-Company committee developed the selection process. Employees are selected from the categories below based on the current business needs.

- Auto-ERTs (job number held for 90 consecutive days within the last six years)
- Category C - candidates are stacked in the REMAT (Redeployment and Employee Movement Administration Tool) system in order by points.

**Important: employees are only selected for the locations and shifts they file for.**

#### How are ERT points determined?

Auto ERTs receive a total of

# ERT Explained: IAM/BOEING JOINT PROGRAMS

## Breaking Down the Employee Requested Transfer (ERT)

100 points as a final ERT score. Standard ERTs are calculated based on the below three elements:

- Previous experience as documented in the Questionnaire, up to 70 points
- Plus years of seniority, one point per year up to 20
- Minus up to 20 points from active Corrective Action Memos (CAMs) in your folder, 10 points for each active CAM.

### What documentation is required to be considered for external work experience points?

The following documents are acceptable for being considered for external work experience points.

- Resume
- Employment profile (available in Worklife/Workday)
- Military Records (DD-214, Military Training Transcript)
- Job Portfolios if they include the company name, job title, and core duties (knowledge, skills and abilities)
- Performance evaluations/reviews if they include the company name, job title, and core duties (knowledge, skills and abilities)
- Apprenticeship Certificates/documentation

### Can I see my points?

Your Experience Points display as the Questionnaire is filled out. In addition, points for active ERTs on file will be posted on both the Joint Programs Career Advisor and Employee ERT screens.

### Can I see where I'm ranked in the ERT Candidate Pool?

No. It's important to understand that ranking within an ERT Candidate Pool changes every time another employee files an ERT, employee seniority changes, and CAMs are applied or expire. Only when a job requisition is posted is the ERT Candidate Pool frozen.

### Job Offers

#### How will I be notified of a job offer?

You will be notified of an offer by a Red Bell notification in Worklife and a Workday Task in your Workday inbox. Employees with ERTs on file or other means of expecting a job offer should make it a daily habit to review those two resources.

#### How soon would I report to my new job?

If the offer is accepted, you will usually be released within

90 days or on the need/required date on the offer. The release date may be negotiated between the losing and gaining organizations to meet business requirements. Read the Boeing Staffing Handbook to find out more about the process.

### Does reporting to a new job impact my other ERTs on file?

Yes, all ERTs at an equal or lower pay grade are canceled when you report to a new assignment. You must refile for any desired lower grade or lateral positions through the normal ERT System. Please note you will be required to meet all ERT minimum training requirements on file for the job at that time.

### What happens if I decline the job offer?

If you decline the job offer for which an ERT was filed, the ERT for that job title (all locations and shifts) will be considered canceled. You may refile after ninety (90) calendar days and will be required to meet all ERT minimum training requirements on file for the job at that time.

### Is the Company required to hire me if I am in the candidate pool?

The Company is required to consider all candidates in the pool before going outside of the pool or the Company to hire. Please note that the 12-month, or 18-month in the case of a new employee, releasability rule in the Boeing Staffing Handbook and the Collective Bargaining Agreement may affect receiving an offer. **Important: Employees are only selected for the locations and shifts they filed for.**

**If a job is part of the ERT System, does this mean that there are openings in these jobs?**

No. However, now is the time to start preparing yourself so you can be in the candidate pool when an opening does occur. Some classes are only offered a few times per year, so employees need to plan ahead. Don't wait until a job opening occurs, as it may be too late.

### Additional Questions

#### What if I previously held a job I want to return to?

If you have held a job for at least 90 consecutive days within the last six years, you can file an Auto-ERT for that job without having to meet the training requirements (temporary promotions are not covered by this process, even if held for more than 90 days). Auto-ERTs can be filed through an IAM/Boeing Joint Programs Advisor. On Auto-ERTs, Hourly Workforce manually enters an expiration date of six years from the date the employee last held the job.

#### How long do employees have to be in their current job before moving to a new job?

Per the Boeing Staffing Handbook and the Collective Bargaining Agreement, employees are considered releasable for an ERT after they have held their present job for 12



months or 18 months in the case of a new employee. Exceptions may be made by management when deemed to be in the best interest of the Company and employee.

#### Is there any limit to the number of ERTs I can file?

Yes, you can file ERTs for jobs in a maximum of four different occupational groups (e.g., QA, Facilities, Fabrication, I&I, etc.). However, you can file for as many jobs as you meet the minimum training requirements within the four distinct groups.

#### How long is my ERT in effect?

It will remain active for two years unless you either get the job, turn down the job offer, delete the filing, or new essential (critical) training is added. **Note: If you turn down the job offer, you can refile after 90 days.**

#### Do I have to refile my Cat C ERTs if I have been recalled?

Yes, all Cat C ERTs are purged from the system when you are laid off.

### WHAT CAN CAREER ADVISORS DO

- Help employees determine a new career path and how to use Career Guides
- Assist employees in identifying which jobs are in the Category C ERT System
- Compare employees' existing training to training requirements
- Create an appropriate training plan to meet the remaining requirements
- Register employees for required classes and/or challenge tests
- Create resumes and assist in applying for jobs that are not part of the ERT System

### WHAT CAREER ADVISORS CAN'T DO

- Predict future job openings
- Alter or change ERT required training
- Give equivalents where documentation does not clearly show that the ERT training requirements have been met
- Change class schedules
- Influence your position in the candidate pool
- Impact any portion of the selection process

*\*Important Note: It is the employee's responsibility to make sure ERTs on file are accurate. Employees should check them periodically and update them as needed. If an employee is no longer interested in a position, shift, or location, the ERT filing should be updated or deleted.*





# 53 DAYS HOLDING THE LINE



**John E. Petruzzelli**  
Local Lodge 751A

On Thursday, September 12, 2024, I worked as an election co-chair alongside my IAM 751 Brothers and Sisters. That morning, I stopped by the Seattle Delivery Center to pick up my personal items - just in case we went on strike - before heading to the Seattle Union Hall. Watching and listening throughout the day, it was clear that 751 Members were ready to take a stand. After a steady stream of people all day, the polls closed at 7:00 PM, and by 7:15, ballot counters got to work. Seattle's results showed strong numbers rejecting the contract and reaffirming the strike sanction. While waiting for results from other locations, I called my wife Kathy, who works for the Washington State Labor Council, and invited her down to the hall to hear the announcement that would happen later in the evening. The live stream

was up, and it seemed like the whole world was watching. Shortly after 9:00 PM, District President Jon Holden took to the microphone with words that rang out across the airwaves.

**"We strike at midnight."**

Nearly 95% of members voted to reject

the contract, with 96% voting to strike, the highest numbers in recent history. It was overwhelming, and the unity and resolve of our membership filled me with immense pride.

From there, I headed straight to the picket lines to start my Picket Captain duty. Over the next 53 days, you could usually find me on the line or at the Union Hall, often with the BBQ fired up to help feed the strikers. One of my favorite traditions was Two-Wheeled Tuesday, where a dozen of us would ride our motorcycles to different picket lines, rolling up with motors roaring, horns blasting, and Springsteen's *Born in the U.S.A.* blaring before grabbing signs and joining the line. Wash, rinse, and repeat at every gate we could hit. The lines were so energizing.

Whole families showed up to walk the picket line. Members from other Unions across Washington

State proudly held our signs. Community members donated coffee and food to help the strikers before grabbing a sign to join. Strangers became friends, bound by a shared experience.

Compared to my first Boeing strike in 1989, this one was far more organized, especially with strike pay now loaded weekly onto IAM 751 debit cards instead of requiring long waits in line weekly to pick up a paper check. Lessons learned during those 53 days will translate into an even stronger presence next time we must take up our signs.

Looking back, I am incredibly proud of our membership for the solidarity and dignity we showed, not just to the company, but to every working person across the country. When we fight, we win. And that's precisely what we did.

**Chris McQueen**  
Local Lodge 751A

From the moment I walked into work on September 12, 2024, I could feel the energy building. Watching my Union Brothers and Sisters march during lunch and hearing the conversations throughout the day, I knew we were ready. When the polls closed, I was part of the ballot counting process, and as the numbers rolled in, it became clear that, at least in Seattle, members had overwhelmingly rejected the contract and reaffirmed our strike sanction.

While waiting for results from other locations, I kept in touch with coworkers volunteering at other halls, tracking the numbers as they came in. I had a gut feeling we would reaffirm our initial sanction vote, but seeing it unfold was something else entirely.

The anticipation built by the minute. Then, as the live stream went up, my phone started buzzing with texts from friends across the country. The moment had arrived, and DBR Jon Holden made it clear - all IAM Members working at Boeing were officially on strike at midnight.

This was my first strike since joining Boeing five years ago, and I knew I had to do more than just walk the line. I committed to Picket Captain duty twice a week but showed up whenever an extra hand was needed. I drove picketers to their posts, kept the burn barrels going, and worked in the kitchen to make sure our late night crews had something hot to eat. We all stepped up in different ways; no one had to fight alone.

This experience changed me. It wasn't just about standing up to the company - it was about standing up for each other, for every worker who deserves respect and fairness. Our strength is our solidarity, and we proved that every day on the line.

# IN RETIREMENT NEWS

## February Retirement Club Meeting Minutes



The meeting was called to order at 11:01 a.m. by President Jackie Boschok. President Boschok led everyone in the flag salute and the meeting commenced.

**Roll Call of Officers:** President Jackie Boschok, Vice President Lester Mullen, Treasurer Tom Lux, Sergeant-at-Arms Vennie Murphy, and Trustees Michael Keller, Jim Hutchins, and T.J. Seibert were all present. Secretary Larry Brown was excused.

**Minutes:** It was M/S/C to approve the 751 Retirement Club Meeting Minutes of January 13, 2025, as printed in the Aero Mechanic.

**Executive Board Report:** M/S/C to pay our 2025 affiliation dues to WSARA in the amount of \$400.00.

**Financial Report:** Tom Lux gave the financial report.

- District Account current balance as of 2/5/2025: \$42,689.08
- BECU Account current balance 1/17/2025: \$6,991.46

Tom shared the income and expenses from the Holiday Luncheon. Total Income: \$4,245.00

- Local A donated \$150.00
- Local C donated \$400.00
- Local F donated \$400.00
- Ticket Sales were: \$3,295.00

Total Expenses: \$6,508.18

- Raffle Purchases, Day 1 \$611.37
- Raffle Purchases, Day 2 \$189.88
- Musicians \$300.00
- Caterers \$5,406.93

Note: Because the expenses were greater than the income, we took \$2,263.18 out of the Retirement Club funds to cover the difference.

There was a discussion on looking into CDs to earn more money in interest.

The Financial Report was M/S/C.

**Health and Benefits:** Vice President Lester Mullen read the names of the deceased members in the report for February 2025.

**LOCAL A:** Danley, Gordon D Dittschlag, Uwe Farnsworth, Paul R Hindman, George L Jones, Mildred M Lehtinen, Kevin C Lonski, Charles H Morris, John E Newton, Philip A Rathert, Steven G Rolls, John R Wood, Chris M

**LOCAL C:** Atkinson, Randall E Baumgardt, Larry P Crowell, David J Darby, Gerald J Ellerbee, James R Harris, Paul L Harrison, Bernadine F Judson, David G Narte, Edward V Olson, Clifford A Ostrom, Ronald E Richards, David J

Smith, William J Vincent, David N Welch, Richard J

**LOCAL E:** Adams, Sylvia J Barlow, Buddy F Benson, Karlene H Gratzner, Richard M Patrick Jr, Bertrand J Shue II, Vernon J

**LOCAL F:** Deas, June S Goodman, Donna M Harrison, Clonelda Humbert, Shelly M Knight, Judith A McGaughy, Vicki A Miller, Glenn H Newman, Michael A Peterson, Cynthia E Roller, A Diana Wickline, Lawrence L

**SPOKANE LOCAL 1951:** None

**SPOKANE LOCAL 1123:** Scheunemann, Paul K

**SPOKANE LOCAL 86:** None

There was a moment of silence for our departed members.

**Good of the Order:** Tom Lux shared there are no Retirement Club dues owed if you are a retiree of IAM District 751. Dues for Auxiliary members, those who are a spouse or family of a member, are \$2.00 per year. Please see Tom Lux to pay the \$2.00.

**President's Report:** The Executive Board is looking into a Club trip to the newly expanded Seattle Aquarium. Since the District vans are no longer available, research will be done on the cost of renting vans or carpooling as an option. Admission price is \$35.00 per person so a Club subsidy would be considered by the Board. More information to come.

**Good and Welfare:** None

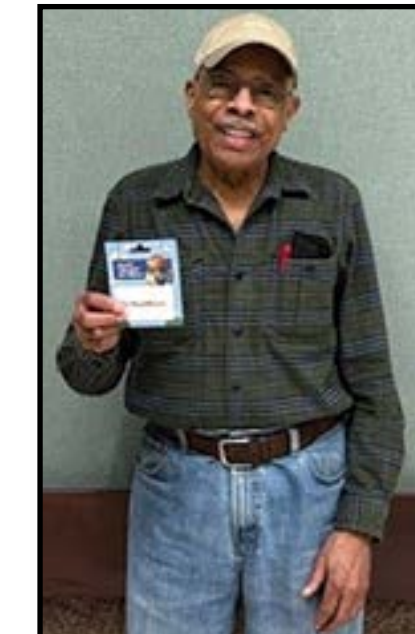
**Unfinished Business:** None

**Birthdays:** Betty Hutchins, David Tieman



**Anniversaries:** None

**Attendance Gift Card Winner:** T.J. Seibert



Two new members attended and introduced themselves. Teri Bean worked for Boeing for 35 years in almost all the plants and retired out of Renton from 3rd shift as an MPRF in 2013. Karen Turner clarified she did not work for Boeing and is attending as a friend. However, her father worked for Boeing until he retired in 1990.

**Adjournment:** M/S/C to adjourn at 11:28 AM.



## Congratulations on Your Recent Retirement!

Kraig Adams	Steven Earl	Michael Murphy	James Robertson
Daniel Ames	William Elliott	Michael Myers	Steven Rosdahl
Vaeluaina Au	Richard Flores	Ronald Myers	Stephen Rush
Val Bakalov	Judi Geary	Craig Nakashima	Gayln Rusher
Keith Becker	Eric Hansen	Kenneth Nilsen	Randy Sea
Robert Benjamin	Wayne Heinsch	Stephen O'Grady	David Sherman
Timothy Bolton	Kim Henderson	Jose Padilla Sr	Donald Sumpter
Cody Brantner	Carl Holmes	Leta Patterson	Vui Tang
Mark Brooks	Curtis Horton	Mitchell Peterson	Thomas Thayer Jr
Michelle Chouinard	Paul Hulteng	Dino Pocaro Jr	Paul Troillet
Andrew Clancy	Scott Inama	Malcolm Polonis	David Tuscany
Trina Clark	Mohammed Jappie	Christopher Pore	Edward Watson
Dan Collins	Craig Johnson	Shakib Qutob	Thomas Webb
Mark Coplin	Sheldon Keehnell	Tzvetan Radev	Thomas Willbanks
Jeffery Davis	Daniel Knott	Emma Ressler	Theodore Workman
Donnie Deatherage	Ronnie McKinney	Christine Rich	Jim Zeller
David Denman	Harold Moser	Phillip Ricigliano	Peyman Ziba



Free

# WANT ADS

Members Only

## ANIMALS

Registered AKC Boxer puppies; two females, 17 weeks old. \$1,800.00 OBO. Call for info 253-579-3502

## AUTO PARTS & ACCESSORIES

Bultaco Motorcycle collection. All bikes need restoring but mostly complete. I will be in Marysville, 21 Feb to Mar 14. Message me for details and pictures/videos at bultacomark@gmail.com.

Aluminum Buick 215ci V8 ready to assemble. Block bored decked, crank turned, new bearings, pistons, rings, Crower cam lifters. Heads done. Perfect MG swap. Call or text. 360-888-5264

Ford F-250 Super Duty 2005-2007 two rear rotors. Wagner 12674 new in box. Right and left new rear unloaded calipers, new in box. \$100.00 for it all. Call or text. 360-888-5264

Corvette 1965-1967 stock exhaust manifolds. These are bigger - 2 1/2 inch ones. Castings 3846583 left and 3797902 right. Also, four SBC heads \$75.00? Call or text. 360-888-5264

## FURNITURE & APPLIANCES

Twin headboard with frame, no mattress, wood. Two shelves - cord holes for electricity, plenty of room for books, etc. Renton Highlands. Free 425-282-2048

## HOUSING

2-bedroom, 1.5 bath, duplex, carport, fireplace, washer/dryer. Available May 1 or possibly earlier. 10 minutes to Everett plant. \$1900 per month, 425-409-4290

## MISCELLANEOUS

Come join us at the Rainier Restaurant to try good and authentic Vietnamese/Chinese food.

### 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 19, 2025

10% off for all Boeing employees. Address: 6400 Martin Luther King, Jr. South, Seattle, WA 98118 Phone: 206-458-9541

My family needs firewood for a home wood stove for heating the house. Whole, cut, split, anything works. 425-210-0290

New Holland tractor. 40 hp, 4X4, loader bucket, one external remote. Starts right up, runs great. 425-327-2514

4-foot X 32 inches wide kitchen table with 4 chairs. \$200.00 or OBO. Men's Diamond Back Mountain bike with helmet, black in color for a rider height of 5'7" to 5'10", \$200.00 OBO. 253-906-1082 (Leave voicemail)

Choose a gift for your loved one on Facebook page: Polar Bear Jewelry. Everything was handmade by an IAM Member. 425-647-3319

## PROPERTY

Home For Sale Desert Aire, WA. Located on the 8th Fairway 3-bedroom 2-bath, butcher block Island, vaulted ceilings, French glass doors.

### ANIMALS

### BOATS

### TOOLS

### HOUSING

### AUTO PARTS

### ELECTRONICS & ENTERTAINMENT

### FURNITURE & APPLIANCES

### RECREATIONAL VEHICLES

### MISCELLANEOUS

### PROPERTY



plates. \$2,000.00 OBO. 206-512-0628

Spring is coming! Ride in style on a classic 2005 Screaming Eagle Fat Boy. Perfect condition. 18,000 original miles. Beautiful cobalt blue with brushed metal. Must see and ride. \$15,000.00. 425-923-4450

One burial plot - Greenwood Memorial Park, Section G, Lot 689, next to the road. The cemetery price is \$13,000.00, selling for \$10,000.00, offer. Renton, WA. 406-827-1787

For sale: Long established Tacoma self-service laundromat. Thirteen washers, fourteen dryers. The building includes two apartments. Separate building with five storage units. No owner financing. 253-732-2569

## RECREATIONAL VEHICLES

2021 Turtleback T3 off-road adventure trailer Solar power, 40-gal water tank, 6 gal. hot water. Outdoor shower, fridge/freezer, 23 Zero pop-top-queen bed and annex tent. 190° awning, max coupler hitch, too many upgrades to list. Garage stored. For more info call 360-927-4238

## VEHICLES

1983 Honda V65 Magna. Around 40K miles, runs, Corbin seat. Has collector

Please let us know if you want to rerun your advertisement next month or if it no longer needs to appear in the Aero Mechanic.

Ad (25 word limit. Please print).

Phone (or Address)

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

Name \_\_\_\_\_ BEMSID/Clock Number \_\_\_\_\_

Address \_\_\_\_\_ Shop Number \_\_\_\_\_

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline: March 19, 2025

# MACHINISTS INSTITUTE

## Growing Skills, Expanding Opportunities at MI



Welding Instructor Rusty Oliver with a welding bootcamp student from last summer, the blueprint for this year's Welding Pre-Apprenticeship.

The Machinists Institute (MI) is hitting the ground running in 2025, reinforcing IAM 751's commitment to training and workforce development. Kicking off the year, MI is launching a

robust lineup of educational programs, including Pre-Apprenticeship courses across all locations, new Apprenticeship classes, and three Boeing Employee Requested Transfer (ERT) or Green Light courses, in manual and CNC milling. Additionally, MI has welcomed new Apprentices, including one employed at Hexcel, a proudly IAM-represented shop and MI's newest training partner.

This is just the beginning of MI's ambitious plans for 2025. The nonprofit remains committed to expanding access to education by partnering with community organizations to reach underserved populations and offering boot camps for these students.

This month, MI is launching a program with Partner in Employment, a nonprofit dedicated to helping refugee and immigrant communities in King County secure stable, living wage careers. MI has contracted with the Latino Civic Alliance to expand into new markets and courses. Their first cohort will launch in Eastern Washington this year, with students enrolling in MI's first-ever welding pre-apprenticeship in Tukwila.

With a dynamic lineup of educational and workforce development programs ahead, 2025 promises to be a year of growth, opportunity, and impact at MI.



Machinists Institute Executive Director Shana Peschek (L) and Latino Civic Alliance Board Chair Nina Martinez (R) sign a new agreement to take their partnership into Eastern Washington.



## Machinists Institute Plants a Strong Foundation in Vancouver

February marked a major milestone for the Machinists Institute (MI) with the opening of its state-of-the-art training center in Vancouver, Washington. This expansion strengthens MI's mission to train the next generation of aerospace and advanced manufacturing workers in Washington and across the West Coast.

R&D to automation. The event brought together MI's partner employers, workforce development organizations, and strong Union support from, including W24 President Brandon Bryant and Business Representative Larry Bickett. Their presence highlighted



(L to R): New MI training partner Mondelez, represented by Labor Relations' Vincent Blanco, App. Tyler Truex, and W24 BR Larry Bickett.

The grand opening featured a ribbon-cutting ceremony led by the Greater Vancouver Chamber of Commerce at the Vancouver Innovation Center, a cutting-edge 52-acre workspace near downtown Vancouver and the Portland metro area that houses businesses from

Machinery Technician Apprentices are deep into their training, and a new group of Machinist apprentices will start soon. This new facility cements MI's role as a driving force in workforce development across the PNW and beyond.

Proudly MI (R): SW Washington Regional Director Christina Riley (L) and Exec. Dir. Shana Peschek are ready for the next chapter.

A grand celebration: the moment MI christened the new building. (Below)



## LABOR HISTORY

The first 100 days of Franklin D. Roosevelt's presidency began on March 4, 1933, when he was inaugurated as the 32nd President of the United States. During this period, Congress passed the New Deal, a series of transformative programs designed to lift America from the depths of the Great Depression. Among these were the Social Security Act, which

provided a financial safety net for retirees, and the National Labor Relations Act (NLRA), which empowered workers by securing their right to organize and bargain collectively. These policies fundamentally shaped America's economic stability and social protections, particularly for the elderly, disabled, and unemployed.

However, under the current administration, these foundational pillars of the New Deal are under attack. The administration has actively pursued policies that undermine these long-standing protections, raising

concerns about the future of Social Security and labor rights. Key officials at the National Labor Relations Board (NLRB), such as the General Counsel and a board member, were removed, weakening the agency's ability to safeguard workers from unfair labor practices. Additionally, proposed budget cuts and controversial stance on earned benefits programs have sparked fears of reduced Social Security benefits or even potential privatization.

These actions reflect a broader effort to shrink government involvement

in social welfare programs, favoring market-driven solutions over public protections. The dismantling of New Deal programs threatens the safety nets millions of Americans rely on.

Our Future and Our Fight is also about preserving and expanding Social Security and Medicare, not just for current retirees but for those still working. These programs are vital to ensuring retirement security for future generations, making it more important than ever to safeguard and strengthen them.



# OUTSIDE PUGET SOUND

## Blazing a New Trail for North Cascades Workers

While their office may not be a typical IAM workplace, such as a factory or an office setting, the employees of North Cascades Institute share a mission that aligns with the IAM's values of justice on the job and service to our communities. Through outdoor learning experiences, they inspire people to connect with nature - work now recognized and protected under their first IAM 751 contract.

Since 1986, these dedicated workers have connected people with the natural and cultural history of the Pacific Northwest. Today, their commitment to preserving and educating about this region is reinforced with a contract that guarantees wage increases of 5%, 4%, and 3% over the next three years. More importantly, it ensures they have a seat at the table in decisions that impact their jobs and livelihoods.

“Like so many workers who come to the IAM, these employees needed someone



Gunner McGee, Jacob Hoppe, and Sydney Light stand proudly with Business Representative Garth Luark who will service this contract.

in their corner to help them secure higher wages, better working conditions, and a voice on the job,” said IAM District 751 Business Representative Garth Luark. “Although it’s a small group now, we expect the bargaining unit to grow as seasonal workers join in the future. Organizing efforts like this plant seeds that can take root and strengthen the labor movement.”

A key victory in this Agreement is the creation of a labor-management

committee, giving workers an active role in shaping their workplace instead of waiting for the next round of negotiations.

“For these workers, this was a gamechanger,” Luark added. “Many of them come from union backgrounds, and they understand

the power of collective bargaining. Their workplace is already spectacular; we’re just here to make sure their contract reflects that same level of excellence.”

Every worker deserves a voice on the job, no matter their industry. That principle is a cornerstone of our Union, and IAM District 751 is proud to celebrate this milestone for some of our newest brothers and sisters at North Cascades Institute.



Office views for our Union Brothers and Sisters who work for North Cascades Institute. Find out more at [ncascades.org](http://ncascades.org).

## Building Access, Building Community in Eastern Washington



Being Union means someone always has your back - thank you to all the volunteers who got the job done.

on a motorized wheelchair. Ensuring his home remains accessible was a top priority.

IAM District 751 is proud to build ramps, free of labor costs, for those in need, serving communities across the

state of Washington. This is what it means to be Union - showing up, giving back, and making a real difference in our communities.



The start of the build - framing the ramp.

On a chilly Saturday in February, volunteers from Machinists Local 86, Valleypoint Church in Spokane Valley, and supportive friends and family came together to complete the first two-ramp project in Eastern Washington. The team worked diligently, first installing a slider to the patio and then extending a ramp from the patio down to the driveway.

This project was especially urgent, as the young father the ramp was intended for is undergoing cancer treatment and will soon rely

The second part of the ramp comes to life.



The finishing touches before it receives the final check.

## New Leaders Step Up at Local 86



Eastern Washington Business Representative Steve Warren installed two new officers into Local Lodge 86, Casey Streeter as Recording Secretary and Mike Caruso will fill the Trustee position. Congratulations to you both for stepping up for your Union.