

DISTRICT 751
AERO MECHANIC

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Stewards prevent unjust corrective action

Stewards regularly defend our members on issues beyond just contractual enforcement. Recently, two Everett Union Stewards defended our members at Boeing and successfully had unjust Corrective Action Memos (CAMs) regarding attendance removed from members' files and thereby prevented unjust discipline.

Business Rep Spencer Burris thanked 787 MMO Union Steward Shannon Pruitt for her action that prevented a member from receiving a one-day suspension and resolved an attendance CAM while educating Management and Human Resources (HR) on the issue.

Shannon is an active steward who keeps good documentation on her meetings with management and HR. While representing a member recently, she recognized the member's name from a past meeting. She pulled her notes from the previous meeting, scrutinized the dates involved and pointed out to HR that one of the days in question had already been identified in a previous CAM.

"Initially, there were no dates of the attendance violations on the CAM so I asked HR to provide the supporting documentation. They said it was an oversight. I let them know in no uncertain terms, it was unacceptable to have a blank CAM with no idea of the dates triggering the corrective action," said Shannon.

"This is the third time as a steward, I called HR

on trying to use the same dates for two corrective actions on a member. I suspect double CAMing must happen more often than we realize," Shannon added. "If we don't call them out every time, they will continue issuing unjust discipline to our members."

"To make it easier to detect, I always instruct our members to write the dates on the CAM so it is documented and going forward they can easily see which dates were already used on a previous infraction," Shannon added.

Shannon then pointed out that the other five days in question were pending FMLA and could not be part of corrective action unless FMLA was denied. Later, FMLA for the other five days was approved, validating her concern about issuing the CAM.

"Shannon's proactive approach prevented the member from receiving an unjust one-day suspension and demonstrates how stewards can effectively combat unfair corrective action. Documentation and attention



Business Rep Spencer Burris (l) talks with Steward Shannon Pruitt about how she has challenged Corrective Action Memos (CAMs) for members on attendance. Recently, she prevented an unjust one-day suspension for a member.

to detail are key," said Business Rep Spencer Burris. "While CAMs are not grievable, Stewards routinely challenge CAMs they believe are issued in error and effectively advocate for our members to clarify and question HR."

Continued on Page 5

Union reviews pay in job combinations

We have seen a number of job combinations emerge from Boeing recently, causing many questions from members on the topic.

Here's how it works: Boeing periodically makes a determination that they want to combine job classifications. The company then presents this to the union side of the Jobs Committee. One of the questions we have been asked recently was why our union suggested these jobs get combined. Just to be clear: the company makes these determinations on their own without suggestions from our union.

Having said that, what are our options going forward when the company makes this decision? We must evaluate each job combination on a case-by-case basis. We must look at the work functions being combined to ensure we don't see higher labor graded work being included in the new classification.

If our union has an issue with the labor grade assigned, we have 45 days to grieve the labor grade.

If we don't see an issue with the labor grade, we must ensure that other provisions of the contract remain in tact. After that, all members of the combined jobs are placed in the new job by their seniority. Any member who has return rights, Category A recall rights, and Category B inline promotion rights would still have those rights going forward.

Can we argue that the company



Stewards discuss recent job combinations with District President Jon Holden and how the union evaluates the combinations to ensure the pay is proper. L to R: Bruce Boe, Jon Holden, Dan Johnson, Tony Calahan.

can't combine jobs? The company has combined jobs many times in the past, and can organize the work per the contract in article 13.5 and also discussed in LOU 9.

In order to properly evaluate these job combinations for proper labor grade and other provisions of the contract; we intend to conduct meetings that include the Business Rep of the impacted areas along with stewards and members to discuss the combined work. We have a timeline that this must be accomplished in. If you are interested in participating in these meetings, please let your steward know.

A major concern from our members is always whether they will be held accountable to perform work in the newly combined classification that they

may not be familiar with. Per the contract in LOU 5, the company is required to train members in combined jobs when assigned new work they are not familiar with.

Career Guides were developed with the help of IAM-Boeing Joint Programs so members can see a clear path through the Employee Requested Transfer (ERT) system to access the most current and newly combined jobs, including necessary training for the jobs. Our administrators and program coordinators at Joint Programs review and update career guides on a continuous schedule and develop new guides for job combinations with Subject Matter Experts who validate any changes to the career guides. The associated skill team

Continued on Page 2

Challenging changes to LTP

Our union continues to defend members against attacks from Boeing on our contractual benefits.

On Oct. 17, District 751 filed an Unfair Labor Practice (ULP) charge with the National Labor Relations Board regarding Boeing making unilateral changes to the taxation of Learning Together Program benefits for some of our members.

Our goal with the ULP is to protect our members' rights based upon both past practice and the contract, along with any laws that apply.

Historically, Boeing treated the value of classes over the annual limit of \$5,250 as taxable income and reported the receipt of that benefit above \$5,250 on a member's W-2 forms.

Early in 2016, Boeing decided to change how it treated the value of certain classes and decided to report 100 percent of the value of classes related to games, hobbies and sports as taxable income.

Your union objects to these

Continued on Page 5



Selecting Leaders
Union election results from October voting **3**

Proper Pay Progression
Union helps member correct pay progression; backpay received **5**

Choosing Your Plan at Boeing
See pages 6-7 for info

Inside Index
President's Message..... 2
Service to the Community 4
Choosing Health Plans 6
Retirement..... 9
Want Ads 10
Eastern Washington.....12

REPORT FROM THE PRESIDENT

Unity is the key to our future success

By JON HOLDEN
IAM 751 District President

Last month our members had the opportunity to participate in electing their leaders for new terms starting February 1, 2017.

This process is one of the most important actions that we take as a membership to maintain our democracy and set the course for the next four years. I want to thank everyone who participated in their local lodge elections. I strongly believe that it is our duty and our responsibility as individual members to cast our vote.

I also believe that it is each member's responsibility to participate in all the work that it takes to make our union stronger. Each of us must do our part to ensure that whenever District 751 faces hurdles in the future; we all pitch in.

The past few years have not been easy for anyone, but we never quit. We have a lot of work to do, and we will work together to accomplish it. When I say we, I don't just mean myself, business reps and the stewards. I know that when every member feels their actions make a difference then they will make enormous efforts. I believe that when we communicate expectations, our members will respond accordingly. When we engage with each other and discuss the



issues that affect us all, the actions we must take become clear. We will be a stronger union together.

We can't blame the International any longer. Our success together will rise and fall with our ability to unify as a membership. Our ability to maintain and improve the standard of living for ourselves, our families and our communities depends on each of us. Whatever anger we harbor against anyone from the last few years must be pushed to the side. We now depend on each other to prepare for the struggle ahead. All our efforts must focus on service to the membership and preparation for those future battles.

We will continue all the programs we have started: Town Hall meetings, educational classes for all members, identifying and teaching the tactics of the future, and most of all engaging with the members while continuing to be the advocate we are delegated to be.

In my discussions with members I hear many times how we need to teach our new members entering our ranks what it means to be a union member. I could not agree more and that is something that every member can work on. In the past it has always been our members on the shop floor who took newer folks under

their wings. When we were new, fellow members taught us everything from where the toolroom was, how to perform our jobs, which managers to watch out for, why it was important to invest in the VIP or which medical plan might work best for us.

Many of us have felt the camaraderie with our fellow members learning how to be a member, and now should pass on what we have learned to others on the shop floor who are just like us. Despite generation gaps with different communication styles, we are all very similar. We want to make a good living for ourselves and our families, save for our future, have enough to enjoy our lives outside of work and to someday retire with security and enjoy our retirement years – we are currently seeing many of our friends and co-workers do just that.

There will never be a shortage of issues to work on with each other. Our employers will continue to change attendance policies, attempt job erosion, threaten our communities and attempt to do more with less. These are all opportunities for us to advocate for our members. We will continue to demand to bargain changes in working conditions, move cases to arbitration and file Unfair Labor Practice charges when necessary to protect our rights and enforce the contract. We will

also remain a strong voice in the broader labor movement where we will continue to organize new workers to raise the standard of living for other aerospace workers, also just like us.

I am a proud member of this union and proud to work on your behalf. It is very important to acknowledge that we don't do this work alone. There is not one person who will succeed by themselves. There are many members at all levels working very hard to make this union stronger. I am confident that no matter what hurdles are placed in our way, we will accomplish great things together.

District officers to be nominated on Nov. 22

While the District Council Delegates, District Council Alternates, District Audit and Business Representatives for the next four years were determined in local lodge elections in October (see page 3 for results), the District Officers (President, Secretary-Treasurer, Vice President and Sergeant-at-Arms) will be nominated from the newly elected, seated District Council Delegates at the Nov. 22, District Council meeting.

In the event an election is required for any of the District offices (meaning more than one person is nominated for the same position), the District Council will select an election date. Per District 751 bylaws, the election will be on a day between Jan. 5 and Jan. 20, 2017, but not on the date of a local lodge meeting. If an election is required, formal notification will be sent to all eligible voters specifying the date, voting locations, poll hours, and absentee ballot requirements.

Santa to be at December meetings



Santa Claus will pose for pictures with the children of District 751 members at local lodge meetings in December at the Seattle Union Hall. Free prints will be available and the photos will be posted on Flickr for members to download. Kids are also treated to a gift while members receive a ticket for a chance to win a free turkey. Plan to attend the festive meetings.

Union reviews pay in job combinations

Continued from Page 1

reviews any changes and updates the required training.

Mechatronics Grievance Challenge Update

Why is our union challenging the newly installed Mechatronics classification and going to arbitration to argue against this action? Because this was not a job combination where we see entire job families combined into one. The new job actually took job functions from multiple classifications and bundled them to create a stand-alone job. The functions contained in the new job were not new. In fact, we have many members who perform this exact work everyday. The problem is that this action by the company destroys other provisions in the contract that were meant to protect seniority rights, Category B inline promotions, return rights, and other provisions requiring agreement between the company and the union.

We were scheduled to be in arbitration



District President Jon Holden talks with Renton stewards to answer their questions on job combinations Boeing is implementing throughout Puget Sound. The union has 45 days to review the combinations and grieve the labor grade assigned if we believe it is incorrect.

October 17 - 19 but due to a serious health concern experienced by our lead attorney we asked to postpone the arbitration to a later date. We are working to get a new date established with the arbitrator and the company.

This case is very important to our

membership for several reasons. If the company is allowed to take job functions from multiple existing job families and combine them to avoid other important protections and seniority provisions then no job family or classification would be safe.

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

Jon Holden

*President, Directing
Business Representative*

Lester Mullen

Vice President

Susan Palmer

Secretary-Treasurer

Clark Fromong

Sergeant-at-Arms

Don Morris

D. Joe Crockett

Emerson Hamilton

Charles G. Craft

Steve Warren (Eastern WA)

Richard McCabe

Jason Redrup

Wilson 'Fergie' Ferguson

Dan Swank

Dena Bartman

Patrick Bertucci

Grace Holland

Greg Campos

Garth Luark

Spencer Burris

John Lopez, Jr.

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 - 201 A St. SW, Auburn; 253-833-5590
 - 233 Burnett N., Renton; 425-235-3777
 - 8729 Airport Rd, Everett; 425-355-8821
 - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
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Members elect union leaders for next four years

During the month of October, members voted to determine District Council Delegates and Alternates for the next four years, as well as their union Business Representatives and District Audit. Below are the results of the elections held on the day of monthly local lodge meetings (per each local's bylaws).

Since the 15 Business Representatives for Western Washington and one Business Representative for Eastern Washington elected were the same in all seven local lodges, there is no need to have Business Reps on a District election ballot in January.

At the November 22nd District Council meeting, both the newly elected and current District Council delegates will attend and nominations for the four District Officer positions (District President, District Secretary-Treasurer, District Vice President and Sergeant-at-arms) will take place. Only newly

elected, seated District Council delegates are eligible to be nominated for District Officer positions. If more than one person is nominated for any of the officer positions, a District election date will be set between Jan. 5 and Jan. 20 (not on a local lodge meeting day).

Oct. LOCAL LODGE



ELECTION RESULTS

Below are results from the October 2016 Local Lodge Elections. Winners are noted in bold and blue type. Votes received are to the left of the name.

Local 751-A

**Business Representatives
Western WA – (top 15 elected)**

960 DENA BARTMAN
958 DAN SWANK
952 GREG CAMPOS
948 GARTH LUARK
947 SPENCER BURRIS
936 RICHARD McCABE
935 PAUL VELTKAMP
916 WILSON 'FERGIE' FERGUSON
899 IRA J. CARTERMAN
893 PATRICK BERTUCCI
893 GRACE HOLLAND
889 ANDREE GERARD TRAHAN
866 HOWARD CARLSON
861 JOHN LOPEZ JR
855 ROBLEY A. EVANS
234 Dwyane L. Johnson
232 Don Morris
221 Keith Elliott
204 Joseph Smith
199 Charles Fromong
196 Emerson Hamilton
171 Kurt Phillips

Business Rep Eastern WA (1 elected)

969 STEVE WARREN

The following were elected at the nominating meeting in Sept. with no opposition

District Council Delegates - 9 elected

LESTER MULLEN

JOHN KUSSY

ADRIAN CAMEZ

BRIAN BUTLER

JOEL HETLAND

RACHEL SARZYNSKI

PAUL SCHUBERT

JERRY SELMAN

WES HEARD

District Council Alternates - 3 elected

LEVI WILSON

JERRY BANKS

JASON CHAN

District Audit - 1 elected

MATT HARDY

Local 751-C

Business Rep Western WA (15 elected)

969 PAUL VELTKAMP
955 RICHARD McCABE
949 GREG CAMPOS
947 DAN SWANK
944 GARTH LUARK
935 DENA BARTMAN
932 SPENCER BURRIS
915 ANDREE GERARD TRAHAN
913 IRA J. CARTERMAN
730 WILSON 'FERGIE' FERGUSON
723 PATRICK BERTUCCI
702 ROBLEY A. EVANS
701 GRACE HOLLAND
693 JOHN LOPEZ JR
686 HOWARD CARLSON
418 Keith Elliott
416 Dwyane L. Johnson
414 Don Morris
412 Joseph Smith
396 Charles Fromong
382 Emerson Hamilton

LOCAL C RESULTS CONTINUED

Business Rep East. WA (1 elected)

898 STEVE WARREN

District Council

Delegates (9 elected)

896 BOB BELLES

679 PATRICK WHITE

669 JAMES (Jim) McKENZIE

665 CHRIS SCHORR

659 DAVID A. WYATT

658 MICHAEL C. HILL JR

643 ROB JONES

634 MARK A. MASON

628 FRANCISCO MORAN

412 Rob Curran

392 Chuck Craft

386 Joe Perry

367 Cliff (Clifford) Goetsch

361 Justin Bailes

351 Gary W. Kiehl

346 Bradley Hansen

344 Ernest A. Fortson II

District Council

Alternates (3 elected)

898 DONNY DONOVAN

677 CHAD BAKER

675 JOHN L. COOLIDGE

413 Mark Hansen

358 Morgan Neill

District Audit

956 NEAL KEY

Local 751-E

Business Representatives

Western WA (Top 15 elected)

55 IRA J. CARTERMAN

55 GREG CAMPOS

55 GARTH LUARK

55 RICHARD McCABE

54 SPENCER BURRIS

54 DAN SWANK

54 DENA BARTMAN

53 PAUL VELTKAMP

53 ANDREE GERARD TRAHAN

51 WILSON 'FERGIE' FERGUSON

49 GRACE HOLLAND

49 JOHN LOPEZ JR

45 ROBLEY A. EVANS

45 PATRICK BERTUCCI

42 HOWARD CARLSON

21 Dwyane L. Johnson

20 Don Morris

16 Keith Elliott

15 Joseph Smith

15 Charles Fromong

14 Emerson Hamilton

Business Rep Eastern WA (1 elected)

51 STEVE WARREN

The following were elected at the nominating meeting in Sept. with no opposition

District Council Delegates - 3 elected

GUERDON ELLIS

BRUCE McFARLAND

ROY HENRY WILKINSON

District Council Alternate - 1 elected

TRAVIS DAN ONEY

District Audit - 1 elected

ALAN GIBSON

Local 751-F

Business Representatives

Western WA (Top 15 elected)

525 DENA BARTMAN

519 GARTH LUARK

519 PAUL VELTKAMP

518 DAN SWANK

516 RICHARD McCABE

515 GREG CAMPOS

515 SPENCER BURRIS

502 WILSON 'FERGIE' FERGUSON

501 GRACE HOLLAND

490 ANDREE GERARD TRAHAN

483 PATRICK BERTUCCI

481 ROBLEY A. EVANS

480 HOWARD CARLSON

477 JOHN LOPEZ JR

467 IRA J. CARTERMAN

139 Dwyane L. Johnson

138 Don Morris

127 Joseph Smith

118 Emerson Hamilton

116 Tony Lloyd

110 Keith Elliott

96 Charles Fromong

Business Rep Eastern Wa (1 elected)

536 STEVE WARREN

District Council Delegates (9 elected)

543 HAZEL POWERS

535 JEREMY COTY

533 SUSAN A. PALMER

532 TERRI MYETTE

532 BILL LANGLOIS

527 MITCHELL V. CHRISTIAN

523 JON HOLDEN

520 CHRISTINE FULLERTON

511 PRINCIE Y. STEWART

142 Jeff Butler

135 Mark Brown

122 Chas DePew

District Council Alternates (3 elected)

567 SHANE K. VAN PELT

567 DENISE STRIKE

566 ERIC REYES

District Audit (1 elected)

577 CHARLES CESMAT

Local 86

Business Representatives

Western WA (15 elected)

130 HOWARD CARLSON

130 SPENCER BURRIS

130 GREG CAMPOS

130 WILSON 'FERGIE' FERGUSON

130 RICHARD McCABE

130 PATRICK BERTUCCI

130 IRA J. CARTERMAN

130 DAN SWANK

130 ROBLEY A. EVANS

130 DENA BARTMAN

130 ANDREE GERARD TRAHAN

130 JOHN LOPEZ JR.

130 GARTH LUARK

130 GRACE HOLLAND

130 PAUL VELTKAMP

Business Rep Eastern WA (1 elected)

170 STEVE WARREN

56 Richard D. Olson

LOCAL 86 RESULTS CONTINUED

District Council Delegates (2 elected)

139 GARY SWARTZ

139 RENE OCHOA

District Council Alternate (1 elected)

178 ALLEN EVELAND

Local 1123

The following were elected at the nominating meeting in Sept. with no opposition.

Business Reps Western WA (15 elected)

DENA BARTMAN

PATRICK BERTUCCI

SPENCER BURRIS

RICHARD McCABE

GREG CAMPOS

HOWARD CARLSON

IRA J. CARTERMAN

ROBLEY A. EVANS

WILSON 'FERGIE' FERGUSON

GRACE HOLLAND

JOHN LOPEZ JR

GARTH LUARK

DAN SWANK

ANDREE GERARD TRAHAN

PAUL VELTKAMP

Business Rep Eastern WA (1 elected)

STEVE WARREN

District Council Delegate (1 elected)

WALLACE PLEASANTS

District Council Alternate (1 elected)

KENNETH "LEVI" MITCHELL

Local 1951

The following were elected at the nominating meeting in Sept. with no opposition.

Business Reps Western WA (15 elected)

DENA BARTMAN

PATRICK BERTUCCI

SPENCER BURRIS

GREG CAMPOS

HOWARD CARLSON

IRA J. CARTERMAN

ROBLEY A. EVANS

WILSON 'FERGIE' FERGUSON

GRACE HOLLAND

JOHN LOPEZ JR

GARTH LUARK

RICHARD McCABE

DAN SWANK

ANDREE GERARD TRAHAN

PAUL VELTKAMP

Business Rep Eastern WA (1 elected)

STEVE WARREN

District Council Delegates (2 elected)

CHRIS POWERS

JIM HENLE

District Council Alternate (1 elected)

MERLE FOWLER

SPECIAL THANKS TO ALL THE MEMBERS WHO TOOK THE TIME TO VOTE AND HELP DETERMINE OUR UNION LEADERS FOR THE NEXT FOUR YEARS!

SERVICE TO THE COMMUNITY

Fun deal: Local C charity poker tournament coming up

Local C's fourth charity poker tournament promises to be a fun deal.

The lodge's next Guide Dogs of America Hold 'Em Tournament will be Saturday, Nov. 12, at the Muckleshoot Casino in Auburn. Registration will start at 5:30 p.m., and the tournament will run from 6 to 11 p.m.

Registration will cost \$100 per player. There will be a \$3,500 payout to the top 10 players at the final table.

All proceeds from the tournament will go to Guide Dogs of America. District 751 is one of the top fundraisers for Guide Dogs of America; over the past

seven years, our union has raised more than \$2 million for the charity.

Fliers with details about the tournament are available at all Puget Sound union halls. Additional information is available from Neal Key at (206) 890-5485.

Entry forms are available:

- In Auburn from Shari Boggs (253) 886-1802;
- In Everett from Mark Mason (360) 631-4412;
- In Frederickson from Chris Schorr (253) 797-2288;
- In Renton from Scott Daniels (206) 372-7078, and
- In Seattle from Dave Bridgman (206) 632-3658.



Players and the dealer at the most-recent Local C Texas Hold'em tournament in 2014.

MVPs to join Home Team in annual fight against hunger

District 751 is teaming once again with Northwest Harvest and KING5-TV to fight hunger in western Washington.

Our union is collecting non-perishable food items at all Puget Sound union halls as part of KING5-TV's annual Home Team Harvest food drive. Donations will be taken through Dec. 2.

In addition, as many as 150 IAM 751 volunteers will take part in the Home Team Harvest food drive on Dec. 3, taking donations of food and cash and helping to load semi-trailers with donated food at sites around Puget Sound.

Last year, more than 120 union volunteers took part, bringing with them more than 500 pounds of donated food and checks totaling \$3,100 from District 751 and its affiliated local lodges, and from the Washington Machinists Council.

This will be the 15th consecutive year for IAM 751 volunteers to take part in the Home Team Harvest food drive. Organizers said the Machinists Union is a major part of the event's success each year.

"We are in awe of your commitment to the fight against hunger," said Jennifer Chew, the volunteer program manager at Northwest Harvest. "That's one grocery bag and one handful of change at a time, and if you had decided to stay warm in your bed, and hadn't come out to help us, families in Washington State would not have these meals. It's that simple."

Information on when and where IAM 751 volunteers can help will be posted at www.IAM751.org and distributed via e-mail to union members.

The need this year is as great as ever: A report from the U.S. Department of Agriculture this fall determined that 12.9 percent of Washington State families – almost 1-in-8 – struggle to put food on the table, while 4.8 percent regularly go to bed hungry.

Most of them are working people. A 2014 study by OxFam America found that 54 percent of the people nationwide who regularly use food banks live in families where at least one person is working.

"There are a lot of working people – even in the aerospace industry – who work in non-union jobs that



Union Steward Wes Heard accepts a donation of food -- and a high five -- during last year's Home Team Harvest food drive in Everett.

have low pay or irregular hours," said MVP Committee Chairman Rob Curran. "Because of that, they rely on food banks to feed their families. We're here to help them, and everyone else."

Union volunteers ramp up efforts to build better communities



In recent weeks, MVPs made life better for three families around Puget Sound, by building wheelchair ramps at homes in Puyallup (above), White Center (middle) and Enumclaw (top and bottom right). In each case, the ramp project gave a home-bound person the opportunity to lead a more active and independent life.



Renton barbecue helps member who lost home in fire

When one of her union sisters was hurting, IAM 751 member Brenda Hill-Wilcox decided to help.

Renton Machinist Vaneisa Gaul had lost her home in a fire, so to help out, union stewards fired up the grill for a cookout outside the Renton plant on Oct. 5.

Hill-Wilcox got the ball rolling, and approached her steward on the Renton panels line, Scott Hallstrom. Hallstrom in turn recruited fellow stewards Darry Woodson, Terri

Myette and Donnie Lousberg to help organize the event.

Even though it was held on short notice, the barbecue lunch raised \$1,541 for Gaul and her family.

"We had a great turnout. People from wing laydown, the horizontal build line and panels area showed up," Myette recalled. "We had brats, hot links, hot dogs and chili. Several business reps from Renton and Auburn came by, and the rain held off, mostly, until we were done."

Far right: Renton Union Stewards (left to right) Scott Hallstrom, Darry Woodson, Terri Myette and Donnie Lousberg fired up the grill for a lunchtime barbecue that raised money for a union member who had lost her home in a fire.



Brenda Hill-Wilcox & Scott Hallstrom organized the event.



Union helps deliver back pay to correct progression pay issue

With help from his union, IAM 751-Member Nathan S. was ensured he received the proper pay and progression for his work at Boeing.

After contacting Business Rep Jason Redrup, who worked the issue, Nathan received thousands in back pay and had his progression steps corrected.

Nathan originally hired in as a 30504 Grade 4 structures mechanic. After a couple years, he accepted an upgrade to a Grade 5 door rigger job, which reset his 12-progression steps.

However, after Nathan accepted the door rigger upgrade, his previous structures job was upgraded to a 30505 – meaning he was in the same labor grade as his previous job.

“Boeing didn’t give Nathan credit for his time as a Grade 4, even though all other structures mechanics who received the upgrade had their progression combined. I brought it to the attention of compensation, who initially refused to fix the matter,” said Jason. “Only after I took the case to our pre-arbitration and continued to push the issue, did Boeing Compensation finally agree to make the correction and provide the proper back pay.”

Nathan tried to correct it himself, but got nowhere.

“When I called TotalAccess to correct the matter, I just got the runaround and was told there is nothing we can do for you. They listened, but no one was willing to correct



IAM 751-Member Nathan S. (l) thanks Business Rep Jason Redrup for his help in correcting a progression issue that resulted in Nathan receiving thousands in back pay.

the issue,” said Nathan. “It was then I turned to our union. I was glad to have our union to represent me and ensure I received the proper pay. The back pay was thousands that otherwise I would never have received –proving it pays to be union.”

Challenging changes to LTP

Continued from Page 1

changes and since first learning they were being considered, has made information requests and argued that Boeing’s interpretation is not in line with our contract or applicable laws. We believe that the provisions within our contract and applicable laws should prevail in this matter.

Despite our information request and objections, Boeing proceeded to email a letter to members on the change they were implementing regarding the tax status of classes some members were taking through the Learning Together Program (LTP), which is a contractual benefit per LOU #25 in our contract.

As a reminder: our members are the last payroll at Boeing to have virtually unlimited LTP educational benefits with little restrictions on the classes members choose to take. Our members also receive Boeing stock upon completing a degree and are not required to remain a Boeing employee for any period of time after obtaining a degree.

Our union has mailed a letter to all members impacted by this unilateral change and also is sending a survey to gather additional information to build our case against such a change.

We will keep you informed of any progress or activity on this matter.



IAM 751-Member Wes Loupias (l) and Business Rep Greg Campos (r) thank Steward Todd Christensen for his efforts that stopped an unjust “failure to clock in” CAM from being issued to Wes.

Stewards prevent unjust corrective action

Continued from Page 1

Business Rep Greg Campos thanked 747 Union Steward Todd Christensen for getting a failure to clock in written CAM removed for member Wes Loupias. During the meeting with HR, the manager stated it was not his responsibility to inform employees if they fail to clock in. Todd quickly informed HR that it is management’s responsibility to inform the employees and after the discussion, the CAM was reduced to a verbal.

“I pointed out that Wes was never notified of the clocking issue so how could he correct it? Then the manager claimed he had emails telling Wes about the issue so I asked to see them. When he didn’t have any, he then said he had verbally warned Wes,” said Todd. “The manager insisted he was giving the CAM no matter what. At that point, I had Wes write on the CAM he was never notified of the clocking issue and proceeded to argue the issue with HR.”

“I had told my manager I had issues with my badge. There was documentation that I had gotten a new badge after it failed to work at the gate one day. Even

knowing this, the manager was still determined to issue the CAM. I was glad to have the union there to stop this unjust action,” said Wes.

“Todd does a great job representing our members,” said Business Rep Greg Campos. “The manager’s pride got in the way of him doing the right thing. He was hoping Todd would back down. When Todd has the facts on his side, he never gives up, which is what makes him an effective steward.”

Any time a union member is called in for corrective action or “discussions,” members should always request to have a union steward present. That is your federally protected right as a union member and ensures you have an advocate present to help clarify and question the actions.

UPDATE: Our union continues to challenge Boeing on their stepped up enforcement of the attendance policy and clocking procedures using information members brought forward showing the impact of the changes. We will keep members updated on this matter.

Member sets out to raise awareness on pediatric strokes

While much has been done to raise awareness on Breast Cancer, there is another devastating disease that is highlighted in October with a purple ribbon rather than the pink ribbon – pediatric strokes. In fact, Oct. 29 has been deemed World Pediatric Stroke Day.

751-Member Mike Hardin learned about this disease through personal experience and is trying to educate others on it. His son had a stroke around the time he was born or it may have happened while he was still in the womb.

“There is very little public awareness on pediatric strokes. A lot of people don’t think kids, let alone infants, can have a stroke, but like all things in life, if an adult can have an illness so can children,” said Mike. “Our son was diagnosed early when he was six months old. Diagnosis is usually much later after motor skills start to develop.”

Mike and his wife noticed their son’s right arm was not moving much and took him to a neurologist, who made the diagnosis. Since then, their son goes to therapy twice a week at Good Samaritan Hospital in Puyallup. Wednesdays were initially for his core and lower half of his body, but since their son is walking now, they stopped that therapy and added speech therapy because the stroke affected an area of his brain impacting speech. On Fridays, the therapy is for his right arm.

“We were lucky to have good insurance.

There are a lot of families that don’t have the resources we do,” said Mike. “Pediatric Stroke Warriors helps families affected by pediatric strokes with support groups and access to lots of useful information.”

He recommends their website (pediatricstrokewarriors.org) or facebook page, to learn more about this disease, including warning signs, treatment options, resources and support groups.

While pediatric strokes are relatively unknown, it remains one of the top 10 causes of death among children and occurs at the highest rate in infants younger than 1 month old. The impact can range from almost no problems all the way up to death. More people need to be aware of the warning signs.

Signs and Symptoms:

In newborns & infants signs include seizures, early hand preference prior to the age of 1 and a tendency to use only one side of body.

In children and teens:

Remember F.A.S.T.

Face drooping

Arm Weakness

Speech Difficulty

Time to call 911!

Additional signs that can warrant medical attention, include severe headache, vomiting, extreme

sleepiness, dizziness and coordination problems

What’s needed:

*Earlier diagnosis for infants. A hand preference in a child under 1 is not typical development.

*Rapid response for children showing signs of stroke in the ER. A prompt diagnosis and treatment of stroke in kids is as critical as it is in adults.

To learn more visit: pediatricstrokewarriors.org



The purple ribbon represents pediatric stroke. Learn more at pediatricstrokewarriors.org which has a wealth of information on this disease.



751-Member Mike Hardin’s son, Austin, was diagnosed as having a pediatric stroke at six months old. He vowed to raise awareness on this disease.

CHOOSING YOUR HEALTH PLANS AT BOEING

At Boeing open enrollment for health plans through Nov. 30

District 751 members working at Boeing will be asked to select their health and dental insurance coverage for 2017 during the annual enrollment period, which runs Nov. 8 through Nov. 30.

IAM members at Boeing in Puget Sound can choose from the following medical plans:

- Selections Coordinated Care Plan (CCP)
- Group Health Cooperative HMO
- Traditional Medical Plan (TMP)

If you don't take action during open enrollment, your current benefit choices will continue automatically and the new monthly contributions will apply.

This is the only time you can make routine changes to your health care. If you select a new medical or dental plan, changes take effect Jan. 1.

Following the acceptance of the contract extension in January 2014, there are some dramatic changes coming to our health care coverage in 2017.

Changes You Need to be Aware Of

First and foremost, Selections and Group Health become a 90 percent coverage plan, meaning members will pay for 10 percent of their health care coverage starting in 2017 (Note: Traditional has been a 90/10 plan for several years).

In addition, office visit co-pays for primary care doctors (see page 210 of contract for definition list) for all three plans increase from the current \$15 a visit to \$20 a visit for primary care doctors. Office visit copay for specialists, including chiropractic will be \$25.

Under Traditional Medical Plan the annual network deductible for individuals increases from \$225 to \$300 per year; and for a family of three it increases from \$675 to \$900 per year. **For Traditional Medical Plan, a new non-network deductible is \$600 per individual; \$1,800 per family with the non-network charges applying to the network deductible.**

Prescription drug co-pay at a pharmacy for Brand-Name Formulary increases from \$20 to \$25 and for Brand-Name Non-formulary from \$35 to \$40. Prescription drug co-pay for 90-day mail order for Brand-Name Formulary increases from \$40 to \$60 and for Brand-Name Non-formulary from \$70 to \$100.

Monthly 2017 contribution rates for Puget Sound are noted in the table below:

Monthly Employee Prefax Contributions Beginning Jan. 2017*				
Coverage Level	TMP	Selections CCP	Group Health	Kaiser Permanente HMO
Employee Only	\$40.00	\$70.00	\$70.00	\$40.00
Employee + spouse	\$80.00	\$140.00	\$140.00	\$80.00
Employee + child(ren)	\$80.00	\$140.00	\$140.00	\$80.00
Family	\$120.00	\$210.00	\$210.00	\$120.00

*Amounts assume completion of health assessment questionnaire.

District 751 members at Boeing can also choose between two dental plans in Washington State: the Network Plan (Delta Dental PPO) or Prepaid DeltaCare Plan.

Again, no action is required unless you want to change coverage plans.

However, even if you are not planning to make a change to your benefits, you can take this opportunity to:

- Review your Health Care Cost Summary (review of out-of-pocket costs)
- Estimate your medical costs for next year;
- Compare plan details;
- Research hospitals and providers;
- Review and update your dependent information.
- Decide whether to complete the online Health Assessment Questionnaire to avoid additional paycheck contributions.

Comparing your Plan costs for Puget Sound

Service/Care	Traditional (TMP)	Selections CCP	Group Health HMO
Puget Sound Employee monthly contributions required	Effective 1/1/17-12/31/17 Employee only \$ 40.00* Employee & spouse \$ 80.00* Employee & children \$ 80.00* Family \$120.00*	Effective 1/1/17-12/31/17 \$ 70.00* \$140.00* \$140.00* \$210.00*	Effective 1/1/17-12/31/17 \$ 70.00* \$140.00* \$140.00* \$210.00
Office Visits (network)	\$20 co-pay primary care, \$25 specialist (including chiropractor)	\$20 co-pay primary care, \$25 specialist (including chiropractor)	\$20 co-pay primary care, \$25 specialist (including chiropractor)
Annual Deductible	\$300 individual; \$900 family in network NEW non-network \$600 individual; \$1800 family	None if within network. \$400 per individual if non-network used	None
Co-insurance percentage			
Network services	10% after deductible	10%	10%
Non-network services	40% after deductible	40%	40%
Retail Generic (up to 30 days)	\$5 co-pay	\$5 co-pay	\$5 co-pay
Brand name formulary	\$25 co-pay if no generic OR approved after review. If not,*	\$25 co-pay if no generic OR approved after review. If not,*	\$25 co-pay if no generic OR approved after review. If not,*
Brand name non-formulary	\$40 co-pay if no generic OR approved after review. If not,*	\$40 co-pay if no generic OR approved after review. If not,*	\$40 co-pay if no generic OR approved after review. If not,*
Mail Service Generic (up to 90 days)	\$10 co-pay	\$10 co-pay	\$10 co-pay
Brand name formulary	\$60 co-pay if no generic OR approved after review. If not,*	\$60 co-pay if no generic OR approved after review. If not,*	\$60 co-pay if no generic OR approved after review. If not,*
Brand name non-formulary	\$100 co-pay if no generic OR approved after review. If not,*	\$100 co-pay if no generic OR approved after review. If not,*	\$100 co-pay if no generic OR approved after review. If not,*
For more information	1-888-802-8776 www.bcsil.com/boeing	1-888-802-8776 www.bcsil.com/boeing	1-888-901-4636 www.ghc.org

*MEMBER PAYS THE DIFFERENCE GENERIC INCENTIVE PRESCRIPTION PROGRAM. If you purchase a brand-name drug when a generic equivalent is available, whether at your request or your physician's, you'll pay the generic copayment plus the cost difference between the brand-name and generic drug. **ALWAYS ASK FOR GENERIC IF YOU HAVE THE OPTION!**

You should be aware of several items:

- Complete the **Health Assessment Questionnaire** to avoid additional paycheck contributions in 2017. Taking the questionnaire is not mandatory, but it is a choice members and/or their covered spouse or domestic partner need to make to avoid additional monthly payroll contributions. Members can take the IAM Health Assessment Questionnaire until Nov. 30 by logging into TotalAccess and clicking "My Well Being" (spouses must visit www.webmdhealth.com/boeing). Please note that when taking the Health Assessment Questionnaire, you can always select "Don't Know" if you prefer not to answer a question, or enter "0" if you choose on applicable questions. There are also a number of questions that are optional and marked as such.

Considering the 2017 benefit options – and remembering your benefit needs are unique and can change over time – annual enrollment is your opportunity to rethink your current plan. Be sure you're in the plan that's best for you and your family. An annual enrollment packet has been mailed to each member's home.

In addition, there are many online tools on the "Your Benefits Resources" through Boeing TotalAccess to help you in reviewing your plan choices, including plan comparisons and provider lists.

From inside Boeing, log on to <https://my.boeing.com> and click the TotalAccess tab, go to "My Health & Insurance Plans, then "Your Benefits Resources."

Outside Boeing go to www.boeing.com/express and click TotalAccess, then My Health & Insurance.

Log on with your TotalAccess Password and your

BEMS ID or Social Security number. If you've misplaced it, log on to Boeing TotalAccess, click My Profile, click TotalAccess Password. When you complete enrollment, click Confirm and print the confirmation and keep it until a copy comes in the mail or email.

You can also call TotalAccess by phone at 866-473-2016. If you do, you'll be asked to enter your BEMS ID and follow the prompts.

Your union recommends that you study the plans carefully before selecting coverage, review how different plans affect your out-of-pocket costs and check lists of network providers to see which networks your doctor is in.

Things to Remember

- ◆ Make changes outside Boeing at www.boeing.com/express, click TotalAccess or inside Boeing at <https://my.boeing.com> - click on TotalAccess. Or call 1-866-473-2016 and have your TotalAccess Password. Hearing-impaired callers can access TTY/TDD services at 1-800-755-6363.
- ◆ Review enrollment materials, examine co-pays and out-of-pocket expenses, check list of network providers.
- ◆ Any members who do not complete the health assessment by Nov. 30 will face an additional \$20-a-month paycheck deduction for health care in 2017. If a spouse or partner fails to complete the assessment by Nov. 30, there will be an additional \$20 a month in 2017.
- ◆ After you enroll, print the confirmation and keep the copy until the hard copy comes in the mail; if you have an email address on file, you'll also receive an email confirmation.

Understanding the terms used in the health care plans:

Members have asked for definitions of the various terms used to describe coverage and insurance plans. Below are definitions from the Summary Plan Description.

Coinsurance - The percentage of the covered charge that you and the plan each pay.

Copayment - A fixed dollar amount that you pay toward the cost of a particular covered service such as a network office visit. You generally pay the copayment at the time the service is received. Copayments do not count toward the annual deductible.

Annual deductible - The amount of

money that you pay for covered services before your plan begins to pay for most covered expenses. (Co-payments and monthly premiums do not count toward annual deductible).

Annual medical out-of-pocket maximum - The maximum amount that you or your family must pay in any one

benefit year for most services to which a coinsurance percentage applies. Once the annual medical out-of-pocket maximum is reached, the plan will begin to pay most covered services and supplies at 100 percent of the maximum allowable cost for the rest of that benefit year.

CHOOSING YOUR HEALTH PLANS AT BOEING

Medical Plan update from BlueCross & BlueShield of Illinois

Once again annual open enrollment for health care is here! At BlueCross and BlueShield of Illinois (BCBSIL) we strive to provide you with the information you need to make the best healthcare decisions for you and your family.



BlueCross BlueShield of Illinois

copay for Primary Care office visits and a \$25 copay for Specialist office visits.

Selections Plan Changes

Members in the Selections Plan should also note some changes to the plan's out-of-pocket maximums, copay amounts, and coinsurance levels for 2017.

Coinsurance levels are moving from 100 percent to 90 percent. However, this change in coinsurance does not apply to preventive care and smoking cessation which will still be covered at 100 percent. Network benefits and Durable Medical Equipment coinsurance will remain at 80

Traditional Medical Plan Changes
Looking ahead to 2017, we wanted to advise you that the Traditional Medical Plan in-network deductible will be increasing from \$225/\$675 for individual/family to \$300 per individual and \$900 per family. The out-of-network deductible is increasing from \$225/\$675 for individual/family to \$600 per individual and \$1,800 per family.

Copay amounts will also be changing in 2017 for the Traditional Medical Plan, moving from a \$15 copay for Primary Care & Specialist office visits to a \$20

percent.

The in-network out-of-pocket maximum is \$2,000 per individual and \$4,500 for family. The out-of-network out-of-pocket maximum is \$2,000 per individual and \$4,500 for family.

Copay amounts will move from a \$15 copay for Primary Care & Specialist office visits to a \$20 copay for Primary Care office visits and a \$25 copay for Specialist office visits.

As always, if you have any questions about your plan you can speak with a Health Advocate at 888-802-8776 from the hours of 5 a.m. to 5 p.m. Pacific Time.

Available Online and Telephonic Resources

You can use the online tool Blue Access for Members (BAM) to locate a network doctor, hospital or urgent care

center. BAM is a great resource when you want to get personalized cost estimates for tests, treatments and procedures by providers. BAM is accessible at www.bcbsil.com/boeing.

The Primary Nurse Program provides members with access to a Registered Nurse who can assist you with managing your health care needs. A BlueCross and BlueShield of Illinois Primary Nurse can help if you are living every day with an ongoing health condition or have any health concerns. Working with a Primary Nurse is confidential and included in your medical benefits package at no extra cost. If you have questions about this program, please call Boeing Member Services at 888-802-8776 from 5 a.m. to 5 p.m. Pacific time and ask to speak to a Primary Nurse.

Contractual changes to retirement benefits go into effect

Many of the harsh realities of the concessions of the 2014 contract extension, which most 751 union leaders vehemently opposed, become reality in the month of November.

On Oct. 1 the monthly pension multiplier increased to \$95 per month; however, accumulation of the pension benefits were frozen as of 11:59 p.m. October 31. This changes what retirement security looks like going into the future.

Benefits for current employees hired or rehired prior to Jan. 3, 2014 covered by the Boeing Company Employee Retirement Plan (BCERP) will be determined based on their pension accrual calculated as of Oct. 31, 2016.

On Oct. 1, reductions for early retirement improved so you can receive your full pension as early as age 58 (previously at age 60). The early retirement reduction is 2 percent per year reduction for ages 57, 56 and 55. Keep in mind you still need at least 10 years of service to

start your pension before age 62.

With the end of the defined benefit pension, members who were hired or rehired on Jan. 3, 2014 or earlier, will be eligible for an additional Special Company Retirement Contribution to the VIP effective Nov. 1, 2016.

Each pay period the Company will contribute to the Plan an amount equal to a percentage of the employee's eligible pay, as noted below:

- Nov. 1, 2016 – Oct. 31, 2017 = 10 percent
- Nov. 1, 2017 – Oct. 31, 2018 = 10 percent
- Nov. 1, 2018 – Oct. 31, 2019 = 6 percent
- Nov. 1, 2019 and thereafter = 4 percent

For those hired or rehired after Jan. 3, 2014, the company contributes an amount equal to 4 percent of eligible pay each pay period.

For purposes of the Special Company Retirement Contribution, eligible pay is defined in Article 9.6c of our contract as



Copies of the "Thinking About Retirement" brochure are available at all union offices, as well as on the 751 website (iam751.org). Many Stewards also have copies to distribute to the members upon request.



Health and Benefits Rep Rod Sigvartson (r) walks member Bob Gepford and his wife, Lori, through all the choices required to submit his early retirement paperwork. Bob is one of many members utilizing our Health and Benefits reps to complete their retirement paperwork and ensure it is correct.

base pay, shift differential, pay additives (i.e. team leader, A&P, etc), overtime premium, paid time off (excluding payout of unused benefit, cost-of-living adjustments (COLA) and Aerospace Machinists Performance Program (AMPP).

Note there are more stringent requirements regarding taking a hardship withdrawal from the new Company Retirement Contribution since going forward this will be the only retirement plan for our members working at Boeing (see Article 9.6(i), on page 52 of the contract).

VIP Match Increases

Effective Nov. 1, 2016 – The

Company matching contribution to the VIP will increase to 75 percent of the first 8 percent of the employee's combined pre-tax and after-tax contributions (previously 50 percent).

Our Health & Benefits office has put together a brochure to help members plan for retirement and understand all the options available before filling out any retirement paperwork. In addition, the Health & Benefits office encourages members to make an appointment and talk to a Health & Benefits rep to ensure you make the best decision for your retirement future.

Complete Health Assessment by Nov. 30 to avoid added premium surcharge; screenings are optional with no impact on your monthly premiums

Members and their spouses or domestic partners enrolled in a Boeing-sponsored medical plan have until Nov. 30 to complete the health assessment questionnaire to avoid higher monthly out-of-pocket costs for health care in 2017 (up to \$40 per month if both employee and spouse/partner fail to complete the assessment). **NOTE: Retirees do not need to take the health assessment.**

Keep in mind there are no wrong answers on the health assessment and to avoid the higher monthly cost, you

DO NOT have to provide any numbers on the Health Assessment. Remember: "I don't know" is a perfectly acceptable answer.

Health screenings ARE NOT REQUIRED for our members and have NO IMPACT on the deduction from your paycheck for medical benefits. Screenings are strictly voluntary.

The health assessment questionnaires



are available online. Members can fill them out at work by logging on to the TotalAccess site and clicking the "My Well Being" tab.

At home, members can log on to TotalAccess by going to www.boeing.com/express, then entering their BEMSID and TotalAccess password, then clicking "Take Health Assessment

icon."

Spouses or domestic partners enrolled in a Boeing-sponsored medical plan must go online at www.webmdhealth.com/boeing.

Union members who'd rather not answer the questionnaire online have the option of calling TotalAccess at (866) 473-2016 to request a paper form to be mailed to them, or have a TotalAccess representative ask them the questions on the phone. Paper copies are also available at all union halls.

Chipping in for MNPL

Twenty-two golf teams “chipped in” for the Machinists Non-Partisan Political League (MNPL) at the Local C Golf Tournament on Saturday, Sept. 24. The annual event raised more than \$14,000 for the political arm of the union (since no union funds can be used for candidates or political action). Thanks to all the volunteers and special thanks to organizers Andy Schier and Chris Schorr for putting together a day of fun for all!

Thanks to our sponsors

- | | | |
|---------------|-----------------|--------------------------|
| Jon Holden | Greg Campos | Andrew Schier |
| Susan Palmer | Garth Luark | Richard Jackson |
| Pat Bertucci | Andree Trahan | Rod Sigvartson |
| Rich McCabe | Howard Carlson | John Lopez Jr. |
| Brett Coty | Mark Clark | Les Mullen |
| Tommy Wilson | Paul Veltkamp | Terri Myette |
| Mark Blondin | Spencer Burris | Jason Chan |
| Stosh Tomala | Dan Swank | Bob Merritt |
| Dena Bartman | Connie Kelliher | Mike Hill |
| Grace Holland | Steve Warren | Mark Mason |
| Robley Evans | Larry Brown | John Kussy |
| | | Hasan Solomon |
| | | Rick De la Fuente |
| | | Greg Heidal |
| | | Christine Fullerton |
| | | Ira J. Carterman |
| | | Wilson 'Fergie' Ferguson |
| | | Steven P. Morrison |



Above: Steve Morrison drives down the fairway.



Left: Shari Boggs lines up her shot.



Above: Travis Kendrick takes a shot while Levi Wilson photo bombs him.



Left: Individual winners in the tournament included L to R: Stan Long, John Lopez Jr, Charles Robinson Sr, Spencer Burris and Tracy Moore.



First place went to L to R: Colton Munger, Paul Marcello, Rick Quintana and Willis Roth



Second place went to L to R: Stan Long, Mike Gillard, Andy Schier and Chris Schorr.



The third place team L to R: Stan Sawhill, Rich Bach, Bill Herrmann and Robb Lindell.

Making Strides for Breast Cancer in Everett and Renton

Stormy weather couldn't dampen the spirit of IAM 751 members who turned out for the annual Making Strides for Breast Cancer walk in Everett on Saturday, Oct. 15. The event was moved inside Xfinity Arena because of weather which made the walk more pleasant for the 30 members who participated. Many came dressed in pink tutus and other pink accessories in honor of loved ones who have battled this disease.

On Friday, Oct. 21, in the Renton plant on second shift, Union Steward Laura Kiley organized a “pink gathering” photo op to raise awareness of breast cancer.

Laura addressed the crowd stating, “In their lifetimes, one in eight women will develop invasive breast cancer. It is a disease that has unfortunately touched the lives of all. We stand together, in support and in solidarity of everyone whose lives have been impacted by breast cancer. This is my work family; these are my brothers and sisters. We stand tall and proud, as a family. We fight together, we win together, and we are stronger together.”



Above: Team 751 took a group photo at the Everett breast cancer walk. Left: Dist. Secretary-Treasurer Susan Palmer, who is recovering from a broken ankle, cheered on the group from the sidelines.



Some of our IAM 751 walkers wearing pink tutus and our Team 751 shirts designed by Patience Sarzynski L to R: Jason Chan, Wes Heard, Cyndee Jackson, Grace Holland, Rachel Sarzynski, and Patience Sarzynski.



Union Steward Debbie Donnell and her daughter, Marissa, take part each year. Debbie is a survivor who battled breast cancer in 2003.



Above: Laura Kiley organized a breast cancer event in Renton and addresses the crowd with Truc Nguyen.

Left: Many Renton members gathered for the cancer awareness photo.

RETIREMENT NEWS

Retirement Club October business meeting minutes

The meeting was called to order on Oct. 10 by President Jackie Boschok. Lucia Raum led the prayer. President Boschok then led the club in the flag salute and singing of God Bless America.

Roll Call of Officers: All officers were present or excused.

Minutes: The September meeting minutes were approved.

Financial Report: President Boschok announced that Treasurer Tom Lux was out of town, but she went over the costs of the Argosy dinner cruise in August. The report was approved.

Communications: President Boschok read a thank you note to the Retirement Club from John and Helen Pompeo.

Executive Board Report: Secretary Lucia Raum read the following motion: The Executive Board approved spending up to \$100 to donate turkeys to the Seattle Chapter of APRI and the Puget Sound Labor Agency 2016 Turkey Drop to support working families and our community members in need this Thanksgiving holiday. M/S/P

Health and Welfare: President Boschok stated that Helen Pompeo is giving up the responsibility of handling

the health and welfare duties as well as the casino trip planning. She has moved and will not be able to attend meetings on a regular basis. Vice President Helen Lowe has offered to take on the health and welfare duties. No health and welfare report at this meeting but Jackie did state that Rita Shaw had passed away. She was very involved in unions during her lifetime. A moment of silence was held.

President Boschok then welcomed District President and DBR Jon Holden to speak to the club. He spoke about the Bill of Rights that was recently passed at the Grand Lodge Convention and noted our local lodges spent about a year looking at the changes we wanted to make to the constitution. He then read the Bill of Rights and said since 1888 the constitution had not included a Bill of Rights so this is a milestone achievement. He said one change that impacts retirees is that an absentee ballot can now be obtained if you are over 25 miles away from home on the day of a vote. President Holden then answered a variety of questions and Jackie thanked him for his leadership in getting the Bill of Rights passed.

Legislative Report: President Boschok said the International office of our union is asking its members to contact our legislators and ask them to help pass Sen. Richard Blumenthal's bill to require ten hours of rest for flight attendants and include them in airlines' fatigue risk management plans. The flight



At the October Retirement Club L to R: George Braun (celebrated an anniversary), while Betty Ness, Irene Tilford, and Max Templin celebrated birthdays.

attendants work the same or similar schedules as pilots and do the majority of their work on their feet, but they don't have any of the pilot fatigue and rest protections.

Jackie announced that she and six other members from District 751, along with members of the State Alliance for Retired Americans, met with Rep. Adam Smith, 9th District, to discuss Social Security and Medicare issues (see article lower left). We thanked Rep. Smith for being a co-sponsor of the "improvements to Social Security Act." We also expressed our hope that he and other "senior friendly representatives" can achieve legislation to control the run-away price hikes of prescription drugs.

Good & Welfare: John Guevarra talked about the relevance of the information included in the weekly Friday Alert bulletins handed out at the club meetings and encouraged everyone to take it with them and share with others.

Presidents Report: Jackie announced

that there is one seat left for the 2016 'Senior Champion' Awards Banquet in SeaTac on October 29. Let her know if you are interested.

September Birthdays & Anniversaries: Irene Tilford, Betty Ness and Max Templin celebrated their birthdays and George and Julie Braun celebrated their anniversary. The club sang Happy Birthday to them.

The Fred Meyer gift card was won by Louise Burns.

RETIRED CLUB OFFICERS

President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	Lucia Raum	206-772-5110
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Vennie Murphy	253-985-0951
Trustees:	Michael Keller	206-723-4973
	John Guevarra	206-762-3848
	Jim Hutchins	206-369-2309

Union Office: (1-800-763-1301) or 206-763-1300



751 retirees Pam Harris, T. J. Seibert, Carl Schwartz, Jim Hutchins, Ron McGaha and Jackie Boschok joined other seniors to meet with Congressman Adam Smith to thank him for his support of senior issues.

Retirees applaud Smith's support

On Saturday, Oct. 1, six retired Machinists joined with other members of the Washington State Alliance of Retired Americans to meet with Congressman Adam Smith over coffee to discuss his support for seniors. Attending from our 751 Club along with President Jackie Boschok, were Jim Hutchins, Carl Schwartz, Ron McGaha and T.J. Seibert plus three members from the State Alliance.

It was also an opportunity to announce that the Alliance for Retired Americans endorsed his candidacy for re-election to the U.S. House of Representatives from District 9 of Washington.

During the meeting, members thanked Congressman Smith for his co-sponsorship of The Strengthening Social Security Act of 2016 (H.R. 5952), a bill introduced last month to improve the retirement security of American families by strengthening Social Security. If passed, it would gradually eliminate the "cap" on taxed income and correct the way cost-of-living is calculated for

seniors. The Washington Alliance for Retired Americans supports this bill and is asking its members to urge all of our Representatives to support it.

"He really listened and shares my concerns for future retirees" declared retired Boeing employee Pam Harris, when she told him about problems the younger generation like her daughter face in saving for retirement. The Congressman responded that he will continue to fight to make the Social Security and Medicare programs available for current and future workers and keep her remarks in mind when voting on future legislative proposals. And after hearing from others about the high cost of prescription drugs, he shared information about a bill he has introduced to help keep generic drug prices more competitive.

The Alliance for Retired Americans believes that Adam Smith's election to the House of Representatives will enhance the quality of life for older Americans. The Washington State Alliance agreed and congratulated him on earning their endorsement.

Visit us on Facebook at:
www.facebook.com/IAM751RetirementClub

Annual Retirement Club Christmas Lunch
Monday, Dec. 12, 2016
 Doors open at 11 a.m.
 Lunch served at noon

Seattle Union Hall, 9135 15th Pl. S.
 \$10 for members/assoc. members
 \$15 for guests

Lots of fun and a chance to wish each other a happy holiday season
 Purchase tickets by Dec. 5 at Retirement Club Meetings or send your check, made payable to:
 District 751 Retirement Club, 9125 15th Place S. Seattle, WA 98108

RETIREES

Congratulations to the following members who recently retired from the Union:

Michael D. Adams
 Robert Alexander III
 Brian K. Alme
 Rick D. Almgvig
 Donald D. Anderson
 Charles E. Andrus
 Patricia M. Angel
 John F. Annis
 Richard Armstrong
 Roger D. Arterbury
 Daniel Ashford Sr.
 Mary K. Ball
 William H. Barnett
 Ricky G. Barnhart
 William E. Beegle
 Scott A. Bevers
 Cynthia L. Blaker
 Anderson Booker III
 Kenneth A. Borch
 Stephen H. Brooks
 Earl Brunette
 Roger L. Castle
 Vincent Composano
 Ronald D. Conradi
 Stephen B. Cook
 Robert C. Dadufalza
 Denis E. Deboer
 Robert W. Deel
 Joseph Delos-Santos
 Tony Dilores
 Richard Doyle
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 Wilfredo A. Figueroa
 Levi P. Focht
 John J. Gonzalez
 Thomas K. Griffin
 Harold O. Hair
 Garry B. Hawkins
 Larry W. Hays
 Kathleen L. Hinerman
 James A. Hinton
 Dale R. Holliday
 Sherry H. Johnson
 Wayne R. Jorgensen
 Kenneth L. Juhl
 Michael R. Kellogg
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 Marlina B. Le Master
 Michael W. Leonhardt
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 Anthony Martinez
 Douglas R. McFarlane
 Eric J. McGarry
 John M. McMinn
 Edwin H. Mercer
 Dwight J. Noren
 Cheryl A. Olsen

Steven B. Petterson
 James W. Pirtle
 Keith C. Raitz
 Kevin W. Reimer
 Justina V. Riego
 Kenneth C. Ruether
 Doreen F. Sawyer
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ELECTRONICS & ENTERTAINMENT

MSI LAPTOP COMPUTER 10" \$100. Completely refurbished, Windows 10 operating system. Mouse included. Replaced for tablet and touch screen otherwise would keep. Smb39@comcast.net

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1985 MOTORHOME FOR SALE \$15,000.00 34ft, 088160. 1 total miles, approx. 60,000 miles on new engine installed in 1992. 206-772-0419

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 Dec. 9th

MISCELLANEOUS

WHITE CANOPY 2002 - 2009 DODGE \$200. Marathon seat covers new in pkg. fits 2006-2009 Dodge 250. Cost \$600 sell for \$400. 360-893-0237

JARS - 24 oz. and various sizes of Prego jars, label free, good covers, use for jam and open kettle canning. Work great, have several dozen. \$1 a dozen. 253-852-6809

TABLE - GREEN MARBLED FORMICA 29 1/2" wide, 52" long - including leaf which is 10" wide. \$125. 253-852-6809

OVERSIZED DRY INDOOR STORAGE BAY AREA 12' by 10' by 30' in residence home. \$299.00 per month 253-852-6809

RETIREES WHO WORKED AT KSC N/C MACHINE SHOP 18-62 Bldg. Join us for breakfast once a month at Emerald Downs Café. For more info: contact clintbonnie@hotmail.com

DECORATIVE PLATES: Large collection of older decorative plates of American Rose Society, Rockwell and many others. Porcelain figurines, Ashton Drake dolls with boxes. 425-353-0153

HONEY BEE THINGS various. 10 books, literature, all left over things. \$50 OBO 253-852-6809

PROPERTY

PRIVACY ON 5.80 ACRES, 3 bedroom, 1/34 bath, granite counters, 1198 sq feet. 1/2 acre is fenced, 1 mile south of Kayak Point Beach Park. \$348,000. Call 360-460-4868

MOBILE IN SENIOR PARK 300 yards to beach at Redondo between Federal Way and Des Moines. In wonderful shape. \$38,950. 253-839-9169

ONE ACRE, FLAT, sparesley treed with gated community and road association. Power, phone and paved road front lots. Gravity septic approved. Water available. \$54,000. 253-732-2853

4 CEMETARY PLOTS \$3,600 each. Abbey View Cemetery, section Psalms, lot 1103, graves 5, 6, 7 & 8. Must sell all four. 425-238-6754.

2 MEMORIAL PLOTS at Bonney Watson Washington Memorial. Garden of Light, Sec. 20/Row B/ Blk 12/ Lot A/ Spaces 3 & 4. \$2,990 each. Call 206-914-7285

SINGLE CEMETARY PLOT in Abbey View Memorial Park in Brier-Lynnwood. Psalms section, Lot 1515 - \$1500.00 Call 352-263-1406 (Everett)

TWO ADJOINING NICHES - So. Lawn Mausoleum - 2 for 1 sale. Greenwood Memorial Park. Price \$3,290 or offer. 206-459-0328

SPORTING GOODS

SNOWBOARD OUTFIT: Burton "Canyon" 157 Board, Quicksilver bag, Airwalk size 12 boots, ride bindings, 2 sets men's med jackets/pants. \$300 total. Call for details. 425-319-3055 no calls before 9 a.m. please

NEW SCOPE 3x 9x power by 40mm \$40.00 box of HSM 357 mag. Bear load 180 grain \$30.00 call 253-939-3600

TOOLS

CRAFTSMAN TOOLS - 1/2 HP Craftsman Bench Commercial Grinder. Totally enclosed ball bearing capacitor start motor 8 inch with light. Model 397.1951. \$95. Craftsman table saw 10" 3/4 HP motor with parts and on table saw dust box large 34" long - good condition. \$225. 3/4 hp Craftsman electric motor model J-253 1157534 \$75. Sheet metal 37" high in 12 ft roll \$50. Call 253-852-6809

VEHICLES

1957 CHEV 4-DR, collector plates, rebuilt 23 engine, runs good, rebuilt transmission, body great. Restoration stopped, declining health. BO bet \$7-10,000. Call for appointment. 425-481-0262

1961 BUICK 4 door hard top, lots of new things, garaged for 1989. No rain on it, must see. 360-387-5049

2003 BMW oriental blue, 4 door model 30. Rebuilt transmission and ECU. Runs wonderful, great body, 134,500 mileage. Call for appointment \$3,000. 425-287-9876

2012 HONDA CIVIC - Silver with beige leather interior. Four door, new tires, one owner, non-smoker, excellent condition. 69,000 commuter miles. Retired need to sell. \$12,000. 360-652-3650

2001 CHRYSLER T&C VAN, 3.3L/V6, auto, sound body, Bruno wheelchair hoist. 88K miles. \$2,300. 360-298-5985

2001 VW BUG TDI, silver body, great interior, ok, driveability problem. Take away for \$500. 253-732-2853

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

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Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is Dec. 9th!

Administering the oath office

District 751 President Jon Holden (l) administers the oath of office to Local 1951 District Council Alternate Merle Fowler.



Local A President Les Mullen (l) administers the oath of office to Local A Trustee Paul Richards at the Oct. 13 Local A meeting.

Labor History: The fight for workers' rights

It is time to honor those who died fighting for our right of free speech and to be heard as workers. Five union workers were killed and a half dozen others were never found. But this wasn't Columbia or El Salvador where union organizers fear for their lives. These workers were killed by "upstanding citizens" here in on Nov. 5, 1916, just 100 years ago.

When the Shingle Weavers Union in Everett went on strike to regain wages they had lost, members of the Industrial Workers of the World (IWW), also known as "Wobblies," came to support them.

They used street corners to speak of working people fighting for their rights and joining the One Big Union. For this, the business elite had them arrested only to have another Wobbly take his or her place. The city jails would often overflow during these "Free Speech" fights in places like Spokane, Everett, and Yakima.

IWW members finally had enough. Early Nov. 5, 1916, some 250 Wobblies boarded the Verona in Seattle and sailed to Everett to support the striking shingle workers. Business leaders in Everett had the sheriff and some

200 "deputized" and armed men confront the union men at the docks. Undeterred by the hundreds of guns pointed at them, they prepared to disembark. A shot rang out and chaos erupted, leaving five IWW dead along with two deputies; many more were wounded. Once the IWW members returned to Seattle, 74 were arrested, charged with murder, jailed for five months and eventually acquitted.

We commemorate the lives of these brave unionists and their struggle for free speech. We acknowledge we are still struggling to be heard as workers. This is clear in the face of decisions like Citizens United and the Trans Pacific Partnership (TPP), which would enhance the power of large corporations while diminishing the ability of average citizens to be heard in our democracy.

FREE event commemorating the Everett Massacre
 Saturday, Nov. 12 from Noon to 2:30 p.m.
 Milltown Sailing Association, 410 14th St., Everett
 Program, entertainment, refreshments. For more info visit: www.pnlha.org or email pnlha2@gmail.com

FINANCIAL \$ENSE: Manage your finances as you near retirement

As your target retirement date gets closer, what was once an abstract concept may now feel more like a reality. This life event can provoke different feelings for different people. While some might feel excited about the possibilities the non-working years might bring, others may be anxious and fearful.

Regardless of your emotions, now is the time to stay focused on maximizing your retirement savings while also looking ahead to develop a retirement income plan that supports your vision of retirement. The following are some tips you may find helpful.

'Catch up'

If you are age 50 or older, one way to help maximize your retirement savings is to take advantage of "catch up" contributions. The "catch up" contribution provision allows you to make additional contributions to your 401(k) or other employer-sponsored retirement plan. If you're unable to do this, try to contribute at least as much as the employer's match – otherwise, you're leaving money on the table.

Open an IRA

If your employer doesn't offer a retirement plan or you're self-employed, consider opening an IRA. Even if you already participate in a 401(k) or other plan at work, an IRA can help supplement those savings and help you gain access to a potentially wider range of investment options. Keep in mind you are still eligible to contribute to an IRA whether you contribute to an employer-sponsored plan or not. You can also make catch up contributions to an IRA if you are age 50 or older.

Convert to a Roth IRA?

An often overlooked retirement planning strategy is the Roth IRA conversion. A Roth IRA conversion occurs when you take savings in a Traditional, SEP, or SIMPLE IRA, or

employer sponsored retirement plan, and move the assets into a Roth IRA.

You will owe federal and possibly state income tax on the before-tax amounts in your employer plan or IRA converted to a Roth in that tax year, but not the 10 percent IRS early distribution penalty. Once you settle that bill, though, you'll be able to withdraw all the owed federal and possibly state income tax on the before-tax amounts in your employer plan or IRA converted to a Roth in that tax year, but not the 10 percent IRS early distribution penalty. Once you settle that bill, though, you'll be able to withdraw all the money in your Roth IRA during retirement without owing any tax or penalty, provided: (1) the Roth IRA has been open for at least five years and you are age 59 ½ or older; or (2) the distribution is a result of your death, disability, or using the first-time homebuyer exception.

The benefits of tax-free distributions in retirement may justify the conversion costs and allow for flexibility to manage taxable income in retirement. Converting to a Roth IRA is not appropriate for everyone. Some factors to consider include your tax bracket now and expected tax bracket in retirement, availability of funds to pay taxes due on the conversion, and your time horizon. Talk to your Financial Advisor and tax advisor to discuss your specific situation before you convert.

Develop a retirement income plan

Now may also be a good time to develop a retirement income plan. A retirement income plan helps make the transition from accumulating assets in your portfolio to determining how you will use all of your various sources of income to cover your living expenses when you're no longer working.

It's critical to start the retirement income planning process before

SCOTT WEALTH MANAGEMENT GROUP

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you retire. If your planning process determines there's a gap between your desired expense projections and your required income, you still have time to make some adjustments. These can include retiring at a later date, working part-time in retirement, increasing your current savings, or reducing expense projections. You may want to begin the process with the following:

Analyze your essential and discretionary expenses and create a realistic budget. This process will help you identify all of your sources of income, including Social Security, retirement savings, pensions, investments, etc. A Financial Advisor can help you determine when and how to take withdrawals and build an investment strategy that generates income in retirement while still giving your investments the opportunity to grow.

Consider Social Security. For married couples or divorced individuals, there are numerous options regarding when and how you elect to take your Social Security. Your choices can have a significant impact on the total benefits you receive over time. Your Financial Advisor can help you analyze the Social Security benefit options available to you and help you evaluate which one best fits your personal circumstances.

Think about longevity. Americans are living longer and have more active lives, which can translate into two or three decades of living in retirement. This affects not only how much you will need to save but also how much you'll need to budget for health care expenses. You are eligible for Medicare when you turn age 65. If you retire before age

65 and don't have health care through your former employer, you will have to purchase your own coverage. And, while Medicare will help cover hospitalization costs and doctor visits, you'll probably want to secure supplemental coverage. Additionally, you should consider long-term care insurance – the younger you are when you purchase long-term care insurance, the less expensive it is.

Nearing retirement can bring excitement – and also anxiety. But some careful planning now can help ease any anxieties you might experience down the road. You might want to enlist the help of a Financial Advisor to review your investments, help you develop a retirement income plan, navigate the complexities of evaluating your Social Security benefit options, and plan for health care expenses. Now is the time to evaluate where you stand financially and determine what steps you need to take to help ensure you're able to live out your unique vision for retirement.

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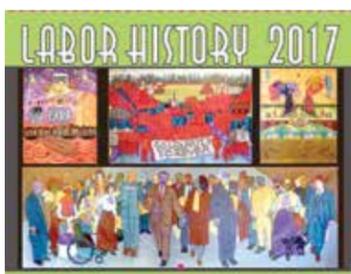
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2017 Labor History calendar just \$5

You can get your labor history all year long by purchasing a 2017 Labor History Calendar for just \$5. Nearly every day of this full-



color calendar features photos of events from labor's history. The District 751 Labor History Committee has these calendars available for purchase at the Local Lodge meetings and the Everett, Seattle, Renton and Auburn Union Halls.

LABOR HISTORY HAPPENINGS

November Labor History Happenings

Nov. 5, 1916 – Everett Massacre

Nov. 8, 1910 – Women's Suffrage Washington State

Nov. 20, 1816 – first use of term "scab" by Albany NY Typographical Society

Nov. 30, 1930 – Mother Jones Dies

Nov. 30, 1999 – Anti-WTO march, Seattle

Information taken from the PNLHA Labor History Calendar



Don't take history for granted; educate the next generation on our struggles and successes

By Lester Mullen
Local 751-A President

I would like to talk about history. As time goes by, history fades away and is taken for granted. Our union history is a good example. We, as Americans, and even around the world enjoy benefits that we would not have were it not for the efforts of unions. Weekends, vacation, medical coverage, overtime pay, family-living wages, safety programs, legislation to protect workers, and many more things are examples of what unions do for workers.

People fought for all of these things and many died doing so. As time goes by, we forget what sacrifices were made so we can enjoy the benefits we have today. Society doesn't pass on the stories. We don't hear the history, whether it is in a book or from our ancestors, so it is up to us to pass along the history and stories of our successes.

The Membership Bill of Rights is history making, and yet already some of us are taking for granted the rights that we just won. How long will it take before the struggle that we went through and the reasons for fighting for these changes in our constitution are forgotten?

We live in a day when once something is done we want a new instant gratification. Forget the past. "What am I going to get now?" As we move forward to the future, we need to remember what we have and what we sacrificed, lest we lose ground. Only by coming together with a common understanding of our past can we make gains in the future. We need to keep our history alive by talking about it and vowing to stand together to protect ourselves and all who will follow us. That is what a union is all about.



Vocal members at the vote no rally who worked to pass the membership bill of rights to prevent such events in the future.

It is not corny to talk about solidarity. It is necessary if we don't want to lose ground. The only way we can protect ourselves is to protect all who work with us, even the ones we might never be friends with outside of work. We need to stand with all our fellow workers who are being attacked by the company they work for.

We cannot rewrite our history, but we must learn from it and hold ourselves accountable. We must make sure that everyone knows we must unify and move forward together. If we fail to come together, if we refuse to learn from our past, we will fail in our mission to improve the lives of our brothers and sisters here at District 751.

Start today and every day to remind each other of what we have and what we stand to lose if we get complacent and forget history.



EASTERN WASHINGTON

Machinists at ASC Tooling work to secure their futures

Workers at ASC Machine Tools in Spokane Valley continue to prepare for upcoming contract talks.

District 751 represents 99 hourly workers at the company. Their current three-year contract expires on Dec. 31.

Union negotiators are working with their company counterparts to set dates for the talks, Business Rep Steve Warren said.

In an effort to build solidarity, members of the subcommittee who will advise the negotiating team have passed out t-shirts in the shop. The shirts carry the slogan "Securing Our Future 2016."

"The subcommittee members and our stewards have been working hard on education, communication and mobilizing the members," Warren said. "They've worked on surveys, membership meetings and now, the t-shirts. I'm so proud of how hard they've worked, and their commitment to a fair contract."

The Machinists at ASC build



(Above left) Union Stewards Rick Coffman (left) and Bill Boone (at right) helped hand out "Securing Our Future 2016" t-shirts to workers at ASC Tooling in Spokane Valley. (Above right) Negotiations subcommittee member Bill Olson gives union member Don Baden a shirt.



tooling and machines used in the metal building, can manufacturing and metal stamping industries worldwide. Warren will lead their negotiating

team, supported by Union Stewards Bill Boone, Rick Coffman, Allen Eveland and Kevin Nunn. They started preparations this summer with a week-

long leadership training workshop at the IAM&AW's William W. Winpisinger Center in Maryland.

Union prepares to assist Triumph workers in case of layoffs

Local 86 and the Washington State Labor Council are preparing to help Machinists Union members at Triumph Composite Systems in Spokane who are facing layoffs.

The Labor Council's Labor Liaison Bill Messenger was in Spokane to meet with Triumph workers and union officers on Oct. 3, to discuss benefits that will be available to the workers.

"Triumph management has said it plans to continue moving our work to Mexico," said District President Jon Holden. "We think that's a short-sighted move that will definitely hurt the Spokane community, and ultimately will hurt the company itself."

About 20 workers could be affected by previously announced plans to move certain work packages to Mexico, and it's possible more work could move out of Spokane next year, said IAM 751 Business Rep Steve Warren.

"It all depends on whether the company is successful in winning new work packages and what the timing is on that," he said.

In all, Warren said, as many as 105 jobs could be lost at the plant, which has about 400 hourly workers.

But because the work is being taken out of the country, the displaced Triumph workers will be eligible for Federal Trade Adjustment Assistance.

These "Trade Act" benefits include up to two years of free training for a new career at a college or other training provider; payments similar to unemployment insurance benefits while workers are retraining; tax credits for health insurance; and allowances for job search expenses and to cover the cost of moving to take a new job.

District 751 and the Labor Council have already applied for and won approval of Trade Act benefits for workers at Triumph. Plans are underway to renew the application when the original benefits expire in 2017.



IAM 751 Business Rep Steve Warren (second from left, facing camera) and Washington State Labor Council representative Bill Messenger (fifth from left, arms crossed) meet with workers at Triumph Composites in Spokane, where management is warning layoffs might happen because it is moving work from Spokane to Mexico.

"The only good news here is that because they have the support of their union, our members will be eligible for two years of job retraining benefits and financial support," Holden said.

Union officers are working with the state WorkSource offices in Spokane to prepare "rapid response" meetings with any laid-off workers to explain to them what options are available, Warren said.

"Obviously, everybody would rather keep their good union jobs at Triumph," Warren said. "But we're going to look out for everyone, and do all we can to make sure

that anyone who is laid-off can find new opportunities for themselves and their families, even if they aren't Machinists Union members anymore."

Triumph is continuing to move work from Spokane to Mexico even though the company received more than \$1.1 million in state tax breaks from 2013 to 2015.

"Those tax breaks were supposed to grow our state's industry, not shrink it," said Holden. "The situation at Triumph really shows the weaknesses in our state's aerospace tax incentive program, and the need for it to be revised."

Local 86 Machinists meet with candidates at Spokane Labor Rally



Local 86 volunteers who helped run the labor rally pose for a group photo.

A delegation of Local 86 Machinists took part in the annual Spokane Labor Rally Oct. 19.

The Labor Rally is a yearly tradition for the Spokane-area labor movement, where union members and their families got to meet and mingle, enjoy some good food and drink, and hear from labor-endorsed candidates in

the Spokane community.

"It's a great opportunity for union members to meet with candidates face-to-face and talk about issues that are important to working families," said Gary Swartz Jr., who represents Local 86 on the IAM 751 Legislative Committee.



Left: Union members Bob Six, Ida Ackerman and Cathy Wilson discuss the upcoming election.

Below: Local 86 stewards Bill Olson and Wayne Schmelling talk issues at the rally.

