Union Ensures Proper Pay for Progression After Downgrade

Thanks to Union Steward Brian Pelland, 751-member Jacob Wilmott was ensured of getting the “zoom” to maximum pay at the correct time. The increase to the maximum delivered an additional $8 an hour 90 days sooner than Boeing would have paid it without the Union there to advocate for the increase. The $8 an hour difference resulted in more than $4,100 pay for the member for the 90 days (not counting additional pay if overtime was worked).

The issue occurred when Jacob was downgraded from a Grade 8 Customer Coordinator to a Grade 6 Line Inspector.

A Memorandum of Agreement between Boeing and our Union signed in March of 2016 states: “Seniority progression increases earned by an employee in a higher labor grade will be combined with seniority progression earned by the employee in the lower labor grades previously held, following a downgrade.”

Any member who gets downgraded, should take a look and see if their time in the higher graded job, combined with their time in a lower graded job equals six years – if so, they should be placed at the maximum progress steps are combined on a downgrade, he knew he should be getting maximum grade 6 pay.

“Brian did a great job of ensuring Jacob’s pay was proper and he reached maximum pay. Once the mistake was brought to Boeing’s attention, they made it right,” said Business Rep Paul Veltkamp. “The premise behind the rate retention language is to give a member pay protection after receiving an involuntary downgrade. This clause does not cancel an increase due for a progression.

Our union received disappointing news in August when the arbitrator’s decision in the Mechatronics case did not agree with our interpretation. We believe we put on an excellent case and our witnesses did an outstanding job. However, whenever you take a case to arbitration, you are certainly never guaranteed to win no matter how strong your case is. We do know this was the right fight, and it was the correct decision to take it to arbitration and challenge Boeing on this new job classification.

We invite members to look at our website www.iamt751.org and read through the Union’s brief, as well as the arbitrator’s decision. Our concerns and grievance with this “new” job go beyond just challenging the labor grade. Because the installation of this job contains work functions that are not new or substantially changed, and the job functions are already performed in other active classifications within other job families, we argued the company did not have the right to install the job in the first place because it intentionally erodes other parts of the contract such as Category B inline promotions, seniority, etc. that have been in place for decades.

So where do we go from here?

An avenue we are already pursuing is challenging the labor grade. We have filed a grievance challenging the Mechatronics classification as a Grade 6 job through Article 13, using the classification guides as a model. This case can be taken all the way through arbitration, if necessary. So we are moving forward on that challenge and believe the current Mechatronics job description contains determining duties that should be classified higher than Labor Grade 6. In presenting the challenge to the labor grade, we will again bring in members who helped us with the evaluation to serve as witnesses and help us craft the proper argument and determine the correct labor grade.

In addition to challenging the labor grade, we will continue to look for any avenues that will bolster seniority protections for movement in and out of this classification.
**Union Ensures Proper Pay for Progression After Downgrade**

Continued from Page 1

member’s progression. The intent is that whichever provision provides the higher compensation should apply.”

“I appreciate having the union to ensure I received the right pay, I couldn’t have got it corrected on my own,” said Jacob.

Because it is currently working the same issue for another member who was involuntarily downgraded during the recent surplussing activity.

“The problem arises because there isn’t a visibility of a member’s wage and progression steps. Members should always ask HR what the wage will be and how it impacts your progression before the move occurs (promotion or downgrade),” said Brian. “Boeing wants our members to think they are lucky to have a job, but our members have rights because we have union. Don’t they deserve the least amount of risk and best chance of success with our enormous infrastructure and trained workforce is here. Others, including those in our communities, need to know this as well.

How to change the public conversation on the next airline is no small task, but using our strength in numbers and the voice of all our members, it can be done. Which is why it will be a topic at the October town hall meetings, as well as at our Member Solidarity Conference in November.

To help prepare for the fight to land production in Puget Sound and Portland is now. We know the strengths and advantages of building the 797 in Puget Sound, including that the least amount of risk and best chance of success with our enormous infrastructure and trained workforce is here. Others, including those in our communities, need to know this as well.

For our members who have been here 15 years or more, you know the plane is being talked, but the time to send Boeing that very message or recognize the work that has always been our strength. It can only be strengthened by the success of our collective strength and remember marching through the factory to send Boeing that very message or walking the picket lines knowing that we were exercising our power as a unionized membership. We did this not because we wanted to, but because we could make decisions based on the principle that we all do better, when we all do better. We know as a strong unified membership, we had choices and we could say “No” to concessions and corporate greed.

Share your experience with newer members - who the voice our union provides you in the numbers? The key is getting members to understand the power we have as workers when we stand together.

Corporate America uses every tactic available to strip workers of their power, but we know how to unlock the deck.

We know how to make sure everyone shares in the prosperity that they have earned and deserve. The prosperity also extends to the companies that we work for as they benefit from a more productive and efficient union workforce.

Keep in mind that our wages and benefits at Boeing continue to be less than 5 percent of their costs and management empowered our members to implement our ideas to improve the factories. How much more efficient would the factories be, not to mention how morale would improve by giving us a say in how work is configured, revising a process or simply listening to members.

Let’s work together to build our strength, learn our rights, and activate our members so we all have a brighter future.

---

**Strength in Numbers, Solidarity & Town Hall Meetings**

By JON HOLDEN

District President

Strength in numbers is more than a saying. It is true whether playing tug of war on the playground or battling a multi-national corporation.

It is also the premise behind unions. Only when working people stand together are we successful in maintaining our benefits and rights.

Ever try to rip a telephone book in half? Nearly impossible, even though you can easily rip a few pages to shreds. The same concept applies to unions.

But how do we use our strength in numbers? The key is getting members involved, taking ownership and using the voice our union provides you in the workplace. Only with active, engaged members, can we accurately reflect, defend and give direction on the issues on the shop floor.

As I’ve said before, our union can only enforce the violations we are aware of, so it is up to each of you if you must speak up or contact a steward if something doesn’t seem right or management does something questionable.

In order for our members to have the confidence to use their strength in numbers, you must be informed of your rights, educated on contractual language and have candid two-way dialogue with union leaders.

I believe that two-way communication is a key to ensuring we are effectively representing all of our members whether at

**Town Hall Meetings Set for October**

In October, members again have a chance for candid, face-to-face two-way communication with union leaders through Town Hall meetings so mark your calendars and plan to attend.

These town halls will open with a discussion on the 797 and tactics we can use to build pressure to land it here, and then we will open it up for candid discussion. Town halls offer a venue that is open and for our meetings so mark your calendars and plan to attend.

6:30 a.m., 11:30 a.m. & 3 p.m.
Oct. 25 - Auburn Hall, 201 A St SW
3 p.m.
Oct. 26 - Everett Hall, 8729 Airport Rd at d.m., Moun, & 8 a.m.
Oct. 25 - Auburn Hall, 201 A St SW
6:30 a.m., 11:30 a.m. & 3 p.m.

150th Anniversary of IAM

The IAM/Boeing Wages Committee has reached agreement to generate 5 cents to either Membership.

• District 751, which generates 5 cents for the IAM contract and is based on the federal government’s Consumer Price Index.
• The 5 cents was generated for the IAM contract and is based on the federal government’s Consumer Price Index.

In order for our members to have the confidence to use their strength in numbers, you must be informed of your rights, educated on contractual language and have candid two-way dialogue with union leaders.

I believe that two-way communication is a key to ensuring we are effectively representing all of our members whether at

**Memo of Agreement Boeing & IAM 751 Wages Committee in 2016**

Protecting Union Jobs at Cadence

Continued from Page 1

is representing our members,” said Gary. “I know Greg always has my back and is there to provide advice on how to approach an issue, contest the contract or labor law.”

“Gary recognizes the importance of protecting bargaining unit work and does a great job of contact performance,” said Business Rep Greg Campos. “Each day he keeps a watchful eye for those outside the bargaining unit who might be doing work that should be performed by Machinists Union members, as well as watching for any other contract violations. His calm presentation of facts has enabled him to resolve all issues without filing a formal grievance since the contract was ratified two years ago.”

**COLA at Boeing Generates 5¢**

Effective September 8, 2017, a 5 cent-cost-of-living adjustment (COLA) will be added to the hourly wage rate of IAM members at Boeing.

Also on September 8, this 5 cent cost-of-living adjustment (COLA) and the previous accumulated 19 cents shall be added to and permanently make a part of employee’s base rates.

The 5 cents was generated for the quarter May, June and July 2017. COLA is generated quarterly under the IAM contract and is based on the government’s Consumer Price Index.

**Strengthen in Numbers, Solidarity & Town Hall Meetings**

By JON HOLDEN

District President

Strength in numbers is more than a saying. It is true whether playing tug of war on the playground or battling a multi-national corporation.

It is also the premise behind unions. Only when working people stand together are we successful in maintaining our benefits and rights.

Ever try to rip a telephone book in half? Nearly impossible, even though you can easily rip a few pages to shreds. The same concept applies to unions.

But how do we use our strength in numbers? The key is getting members involved, taking ownership and using the voice our union provides you in the workplace. Only with active, engaged members, can we accurately reflect, defend and give direction on the issues on the shop floor.

As I’ve said before, our union can only enforce the violations we are aware of, so it is up to each of you if you must speak up or contact a steward if something doesn’t seem right or management does something questionable.

In order for our members to have the confidence to use their strength in numbers, you must be informed of your rights, educated on contractual language and have candid two-way dialogue with union leaders.

I believe that two-way communication is a key to ensuring we are effectively representing all of our members whether at

**Town Hall Meetings Set for October**

In October, members again have a chance for candid, face-to-face two-way communication with union leaders through Town Hall meetings so mark your calendars and plan to attend.

These town halls will open with a discussion on the 797 and tactics we can use to build pressure to land it here, and then we will open it up for candid discussion. Town halls offer a venue that is close to the workplace for members to air their concerns, vent their frustration, brainstorm ideas, new interact with union leaders and highlight contractual issues.

Town Hall meetings are one of the best opportunities for face-to-face connection with union leaders and other union members. Don’t miss the opportunity!

**Mark your calendar and please attend Town Hall meetings:**

- Oct. 24 - Seattle Hall, 9125 15thPl. S.
  6:30 a.m., 11:30 a.m. & 3 p.m.
- Oct. 25 - Auburn Hall, 201 A St SW
  6:30 a.m., 11:30 a.m. & 3 p.m.
- Oct. 26 - Everett Hall, 8729
  6:30 a.m., 11:30 a.m. & 3 p.m.
TAA Benefits for Boeing Employees Extended 2 More Years

Workers laid-off from The Boeing Co. will continue to get additional federal assistance under the Trade Adjustment Act (TAA) through Aug. 9, 2019 because of action taken by IAM District 751. The U.S. Department of Labor announced the new certification on Aug. 9. Our union working with the Washington State Labor Council and SPEEA filed a new petition to ensure there was no gap in TAA benefits coverage when the previous petition expired on Aug. 6.

“The Machinists Union is dedicated to helping improve not just the lives of our members, but others throughout our communities. TAA provides a substantial safety net for other Boeing employees impacted by layoffs. We hope those affected will take advantage of these tremendous benefits,” said District 751 President Jon Holden, who filed the petition.

While 751 members have not experienced high layoff numbers, more than 3,500 SPEEA-represented employees have been laid-off since Nov. 2010. TAA offers a range of federal benefits, which can include: out-of-area job search allowances, Relocation Assistance, training/ tuition support, Trade Readjustment Allowances (TRA) income support, Reemployment Trade Adjustment Assistance (RTAA).

Workers’ Issues from a Global Perspective

This summer labor leaders from around the globe representing eight different countries visited the 751 Seattle Union hall as part of the U.S. Department of State International Visitor Leadership Program. The union leaders attending represented: Ghana, Malaysia, Mexico, People’s Republic of China, Republic of Korea, Serbia, South Africa and Thailand. Each had a unique perspective on the issues facing workers in their country. All were concerned with the increasing globalization of industries around the world that has turned into a race to the bottom putting pressure on wages and environmental standards lower. The group shared the challenges they face, not just with corporations, but with their own governments. All were eager to learn how collective bargaining and strikes have worked in the aerospace industry, and how laws in the U.S affect workers. Representing 751 in the meeting were Richard Jackson, Larry Brown, Ed Lutgen and Connie Kelliler.

“It was great to share information and our experiences with union leaders from around the world,” said IAM 751 chief of staff Richard Jackson. “We asked questions of several who have significant aerospace manufacturing and how their labor laws work. We shared our best practices in negotiations, our rights on the job, and our grievance and arbitration process. It was a productive meeting, and we all agreed to share information for a stronger union movement around the world.”

New Contract at Solid Ground

Machinists Union members employed by Solid Ground Transportation voted unanimously on July 31 to accept a new one-year collective bargaining agreement. The one-year contract was due to the fact that Solid Ground is bidding to continue this work with King County. The new agreement included:

- 2.5% wage increase effective Aug. 1; in addition to the 2.5% wage increase already received Jan. 1, 2017.
- Maintained employee share for any medical and dental rate increases of 1 percent, not to exceed $25.
- Severance package that includes:
  - a letter of reference and first preference over outside applicants for open positions in Solid Ground
  - Medical/Dental benefits continue to be paid by employer
  - Any accrued/unused paid leave will be cashed out on the last paycheck.
- Transition Assistance Bonus will be paid on last paycheck.
- Employer to provide job assistance to laid-off employee.

“The Machinists at Solid Ground provide an invaluable service to their clients, who typically wouldn’t be able to take care of basic chores without the personal transit service,” said Dena Bartman, the IAM 751 Business Rep.

Solid Ground Transportation is a non-profit agency that contracts with King County Metro to provide Metro’s Access Personal Transit service. Through the service, people who are elderly or who have disabilities can get next-day transportation for things like medical appointments, visits with family or friends, or trips to work or to grocery stores.

Summer Intern Program Cultivates Future Activists

By LILY SALDANA and PAUL BESHIRE

“Hello! We are Lily Saldana and Paul Beshire, summer interns of the Machinists 751 hall in Seattle, Washington. Employed through the Washington State Labor Council AFL-CIO, our cohort consists of eleven potential future labor leaders working for unions across Washington State. Specifically at the Machinists hall, Lily and I have practiced campaign management through phone banking, canvassing, and fundraising. We have also had the opportunity to tour Boeing facilities, meet the workers we represent and collect narratives of their experiences with the company.

Reps. Pramila Jayapal and Adam Smith, strong supporters of the work our union does in the fight for labor unions. Our cohort was invited to participate in the 2017 Summer Intern Program as a form of professional development, to think critically about which direction the battle towards worker equality progresses.

During our time spent at both the Machinists hall and the WSLC partners with the Washington State Labor Education and Research Center to provide us with the history of the battle for labor equity, the current climate of the movement as well projections for the future of labor. Through the WSLC our cohort has participated in pickets, demonstrations, labor workshops and networking events.

Our time spent at both the Machinists hall and the WSLC have fueled our passion to join the continued fight in the labor movement. The future of labor lies in the hands of young workers like ourselves, and this internship has allowed us the opportunity to think critically about which direction the battle towards worker equality progresses.
School Shopping for Area Youth

District 751 volunteers turned out bright and early (even though some of our volunteers work second shift) to join other area volunteers to help assist 130 deserving kids each spend $200 on clothes and shoes to start the school year off right. The annual event is coordinated by the White Center Salvation Army at Southcenter JC Penney.

On Aug. 7, the second shift volunteers were paired with students and help them shop wisely so their spree goes further,” said Business Rep Rich McCabe, who serves on the White Center Salvation Army Board. “For some of the students, this was their first experience shopping for their own clothes and for many, the one time this year they will be able to have something new. It is so rewarding to see the smiles on the kids’ faces.”

“Thanks to the following who took part in the event: Julie Braun, Adrian Cazan, Bridgette & Matt Hardy, Earl Gressett, Charles Hays, Connie Kelliher, Ed Lutgen, Amanda Picard, Princie Stewart. The first place team consisted of L to R: Mike Wise, Mary Hopwood, JoAnna Lake, and Mark Clark.

Donations Provide Grooming Items to Homeless in Seattle

District 751 is again helping others – this time through the Union Gospel Mission in Seattle by providing personal grooming bags. The Human Rights and Women’s Committee teamed up to collect toiletry items for the homeless earlier this year. Members brought in travel-sized items such as shampoo, toothpaste, toothbrushes, conditioner, lotion, deodorant, hand sanitizer and other items to area union halls.

On Aug. 7, the two committees gathered at the Seattle Hall to make up personal grooming bags with hygiene items in giant Ziploc bags. The group put together 220 complete bags to be given to individuals and had miscellaneous other items that would be donated as well.

“Our Human Rights Committee thought this was a good project to help the needy in the inner city since much of our volunteer work is in the suburbs. We asked the Women’s Committee to join us in sponsoring this project,” said IAM 751 Chief of Staff Richard Jackson, who leads the Human Rights Committee.

“When you’re living in a homeless shelter, you don’t have a lot of money to spend on personal hygiene items. These toilet bags will help people get cleaned up for job interviews, and simply feel better,” Richard added. “I want to thank all who contributed to this worthwhile project.”

The leaders of both the city of Seattle and King County have declared a crisis over the rise in local homelessness. A citywide count earlier this year found there were some 4,500 people sleeping on the streets of Seattle, which represented a 19 percent increase over the previous year.

Whidbey Golf Raises Thousands for Charity

Machinists Union members who work at Whidbey Island Naval Air Station held their 5th annual charity golf tournament on August 13 at Avalon Golf Links. Fifty golfers took part and raised thousands for two local charities (final donations still being tallied). The money raised will be split between two food banks: North Whidbey Help House and Helping Hands Food Bank in Sedro-Woolley.

A putt off determined the first place team of Mike Wise, Mary Hopwood, JoAnna Lake, and Mark Clark. “Our Machinists at NAS Whidbey – and really all of our members, across our whole union – are so generous,” said IAM 751 Chief of Staff Richard Jackson. “We had a lot of support from some great volunteers and sponsors, and, as a result, we had a lot of fun raising money for a great cause.”

District 751 represents more than 175 civilian workers at NAS Whidbey, employed by defense contractors Delaware Resources Group, Doss Aviation and URS Corp. The first place team consisted of L to R: Mike Wise, Mary Hopwood, JoAnna Lake, and Mark Clark.

Ramping Up

Thanks to Matt Hardy, Paul Richards, Linda Ramos, Jason Chan, Jim Hutchins, Princie Stewart, and Ed Lutgen for building a long wheelchair ramp to ensure a Seattle resident can get out of their home.
Participants in the 14th annual Shoes for Puppies Horseshoe tournament pitched in for a worthy cause and delivered a ringer bringing in thousands for Guide Dogs of America.

The annual event hosted by Local 751-E was held at the Red Dog Saloon in Maple Valley on Saturday, Aug. 12 provided a good time for all.

Teams competed for the top three spots, as well as a consolation bracket winner. Loren Guzzone won the Traeger barbecue; Van Ly won a stay at the Polynesian Resort; and Mark Hauga won camping gear. Thanks to all the volunteers and sponsors.

Thanks to the following pit sponsors:
- Ira Carterman
- Jon Holden
- Chris Olafson
- Connie Kelliher
- Mark & Peggy Clark
- The Polynesian Resort
- Roy Wilkinson

Everyone attending had a good time at the Red Dog Saloon and raised money for Guide Dogs.

A Guide Dog poses by SPEEA member Bruce Quinn's 1951 Ford Tudor Sedan.

Sunny skies and summer weather brought lots of lookers to Local A’s Annual Bill Baker Steel & Wheel Supershow on Aug. 19. Hot rods, muscle cars, classics and many more helped generate thousands for Guide Dogs of America. Donations were still being tallied as the Aero Mechanic went to print.

Awards were presented in more than a dozen categories. Volunteers grilled up delicious food as people ventured to take a closer look at the cars, motorcycles and trucks. The Traeger barbecue grill was won by Union Steward Samnang Ley.

Thanks to all the car show committee members, volunteers and sponsors who ensured the event was a success.

Thanks to Our Sponsors...

Chevrolet of Everett brought a 2017 Camaro and Corvette for people to check out and was one of the car show sponsors.

Local A President’s Choice was Ed & Eileen Shelley’s 1955 Chevy 210 Wagon.

People’s Choice Award was presented to Rod Waters for his 1958 GMC Truck 300 Series.
Confused About Employee Requested Transfer (ERT)? Here Are Some Frequently Asked Questions

BOEING ERT PROCESS

Employee accesses ERT screen and/or meets with a Career Advisor

Employee and/or Career Advisor completes required skills for transfers

Career Advisor develops training plan

Career Advisor and/or Employee Enrolls Employee in Off-Hour Training

Employee completes Off-Hour Training

Legend

- Employee
- Employee with advisor
- Hourly workforce & hiring manager
- Diamond shape (regardless of color) indicates decision point

Employee Initiates Job Transfer

Do not request anything here.

Management Reviews & Selects Candidates from a scored and stacked list

RESOURCES

- Job Openings
- Interview Prep
- Video Library
- BOEING ERT PROCESS

1. Why was the ERT process created for The Boeing Company?

The Union and the Company realized the need for improving the hourly ERT process. The current process, in place since 1999, levels the playing field by effectively matching employees’ skills with hourly jobs that require those skills. Employees need to successfully complete minimum training requirements before being listed on each job's Career Guide in order to file an ERT.

2. Who owns the ERT process?

Boeing Hourly Workforce Administration owns the process and manages the internal movement of employees. There are many different ways that employee movement happens, such as Category A, Category B, Lateral Reclassification, Category C (ERT), and lateral movement (Category E). The only movement addressed in these FAQs is Category C (ERT) and Category E (Location Change).

3. Who is involved in the ERT process?

- Joint Programs, Hourly and Management Subject Matter Experts (SMEs): Create & maintain Career Guides/ Career Explorer
- Skill Teams: Identify ERT minimum requirements/requisite training
- Learning, Leadership, and Organizational Capabilities (LLOC), formerly Learning, Training & Development (LTD): Deliver Off-Hour ERT courses
- Joint Programs (QTTP) Career Advisors: Assist employees in completing required training and filing ERTs
- Workforce and Management: Hire candidates from ERT lists

4. Is the ERT process an on- or off-hours program?

It is an off-hours career development process.

5. How does the ERT process benefit employees?

The Joint Programs Career Guides provide employees a reference to find out about all hourly jobs in the Collective Bargaining Agreement. Prior to this, it was difficult to get good information on what other jobs existed. The Career Guides also provide a clear map so employees can identify the required training for each job. This helps employees make better decisions regarding their careers at The Boeing Company. Hiring managers are required to look at the ERT candidate pool when hiring candidates from jobs that are in the ERT process.

6. How does the ERT process benefit managers?

Candidates will be better prepared to do the work required in those jobs. Managers will know that everyone in the ERT process is trained to the very least, meet entry level minimum training requirements. This process also gives managers the opportunity to assist employees in their career development.

7. What does this mean for career growth within The Boeing Company?

It means that employees are able to take on more responsibility for their own career growth. They are able to acquire additional training in order to change jobs and positively influence their career paths.

8. Can employees who are not part of the bargaining unit apply for these jobs?

Yes. Salaried employees have to meet the same minimum training requirements as hourly employees.

9. Why do employees meet training requirements to transfer?

Minimum skill requirements and specific training have been identified for each of the jobs to help employees be better prepared for their new assignment. Now, everyone has to meet the same requirements. This was done to level the playing field.

10. Who decided what the minimum training requirements would be for each job?

Skill Teams have work with Senior Level Managers who represent common skills and job functions throughout the company and across major organizational lines. Skill Teams utilize input from hourly and line/management Subject Matter Experts (SMEs) when determining minimum training requirements. Revisions to minimum training requirements may be made when there are processes and/or technical changes as well as new job combinations.

11. Where can I find out what the training requirements are for the various hourly jobs?

Contact a Career Advisor at 1-800-235-3453 to develop a training plan or file on ERT.

Schedule an appointment with a Joint Programs (QTTP) Career Advisor. An Advisor will work with you to help define career goals and recommend appropriate training based on specific job requirements. Call 800-235-3453 in Puget Sound, or 800-854-1130 in Portland for an appointment.

12. How will I meet these minimum training requirements?

All requirements are established and set by Skill Teams. A Skill Team is a group of senior level managers who represent common skills and job functions throughout the company and across major organizational lines. Skill Teams utilize input from hourly and line/management Subject Matter Experts (SMEs) when determining minimum training requirements. Revisions to minimum training requirements may be made when there are processes and/or technical changes as well as new job combinations.

13. What are challenge tests?

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

14. What is being done to make training classes and challenges tests available to employees?

In addition to instructor-led courses, Puget Sound Leadership Learning and Organizational Capabilities (LLOC), previously called Learning, Training and Development (LTD), has instructor- facilitated, self-paced ERT labs in Everett, Renton, and Auburn to make courses more accessible. Also, 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. It is important to get your name on the waiting list for those courses.

15. Do ERT requirements apply to filing for a location change for my current job?

No. You will not have to meet any minimum training requirements for a location change request since you already hold the job.

16. What happens to any ERTs I have on file if the required training for that job is changed?

If the Skill Team 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 have no impact on your file.

17. What is a “Career Guide”?

A Career Guide is a reference document with up-to-date information on each hourly job, including:

- Position Summary
- Tasks, Duties and Responsibilities
- Knowledge, Skills and Abilities
- Physical Demands and Potential Hazards
- Training Requirements/Recommendations
- Standard Factory Job Descriptions

No. The Career Guides are to be used as reference documents only. Their purpose is to help you make better decisions about your training, education, and ultimately, your career choices.

19. How do I get started in the ERT process?

Schedule an appointment with a Joint Programs (QTTP) Career Advisor. A Career Advisor will work with you to help define your career goals and recommend appropriate training based on specific job requirements. Call 800-235-3453 in Puget Sound, or 800-854-1130 in Portland for an appointment.

20. How do I file a Category C ERT?

After you have met the requirements, meet with a Joint Programs (QTTP) Career Advisor, who will file your ERT for you.

CAREER ADVISORS

21. How do Joint Programs Career Advisors help me navigate through the ERT process?

Career Advisors CAN:

- Help you determine a new career path
- Teach you how to use the Career Guides
- Assist you in identifying jobs in the Cat C ERT process
- Compare your existing training to training requirements*
- Create an appropriate training plan to meet remaining training requirements
- Help you brush up on skills such as computing, reading, writing and math
- Help you register for required classes
- Assist you in identifying jobs in the Cat C ERT process
- If you have other training that is equivalent to the listed course, bring that documentation to the Joint Programs (QTTP) Career Advisor for evaluation and credit.

Career Advisors CANNOT:

- Predict future job openings
- Alter or change ERT training required
- Give equivalents where documentation does not clearly show that the ERT training requirements have been met.
- Change class schedules offered by Leadership Learning and Organizational Capabilities (LLOC)
- Influence your position in the candidate pool or impact any portion of the selection process.

22. What do I need to bring to an appointment with a Joint Programs Career Advisor?

Any school or training transcripts or certificates of completion for training which are not Boeing training that is over 10 years old). And a copy of the required documentation if you want to receive credit for any external work experience points.

Continued on Page 7
Confused About Employee Requested Transfer (ERT)?
Here Are Some Frequently Asked Questions

Continued from Page 6

**SELECTION PROCESS**

23. How will employees get chosen out of the candidate pool for/into the ERT target job?

Each Skill Team identified the jobs that are equally as similar jobs within the Cat C ERT process. Job offers are made to job combinations, deletions, or reclassifications get credit from the old job per the Boeing Job Conversion Table.

24. How are ERT points determined?

Auto ERTs receive a total of 100 points as a final ERT score. Standard ERTs are calculated based on the three elements:

• Previous experience as documented in the Questionnaire-up to 70 points,
• Points from 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.

25. How are the points from the Questionnaire calculated/allocated?

Internal work experience is automatically calculated from your Boeing Work History. Career Advisors may enter information from up to three external work experiences if required documentation is submitted and approved. Refer to FAQ #26 for required documentation. Please note the information you provide may be verified through your application for employment. Up to 28 points for performing the same job number/title at Boeing. Up to 21 points for performing similar work at Boeing. Up to 21 points for performing the same or similar type of work at another company. These points add up to a maximum of 70 points and are filed with your ERT. http://careerrexplore.wb.boeing.com/QuestionnaireExplained.aspx

26. 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.

- Reference
- Employment profile (is available in TotalAccess)
- Military Records (DD-214, Military Training Transcript)

27. *Please note: If you do not have a reference for the career advisor, you can assist you.

Utilizing funds from the Joint Programs Education Assistance, IAM members are eligible for up to two resumes per year.

28. How are Boeing jobs matched to the ERT target job?

Each Skill Team identified the jobs that are equally as similar jobs within the Cat C ERT process. Job offers are made to job combinations, deletions, or reclassifications get credit from the old job per the Boeing Job Conversion Table.

SimilarReport.aspx

29. Can I see my own points?

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

30. Can I see other employees’ points?

No, you are limited to viewing your own points.

31. Can I see my final ERT score, with point adjustments from seniority and active CAMs?

Points for seniority will be added and points from active CAMS will be deleted within the Employee Hourly Workforce Administration (EHWA) database. These points are automatically adjusted when there is a change in your status. Check with Human Resources if you have questions about these calculations.

32. Can I see where I’m ranked in the ERT Candidate Pool?

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

33. Who checks to see if managers follow the Cat C ERT process guidelines?

Hourly Workforce Administration manages the internal movement of employees.

34. What happens if I decline the job offer?

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

35. 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 re-file a period of after a period of ninety (90) calendar days and will be required to meet all ERT minimum training requirements on file for the job at that time.

36. 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 going outside of the company to hire. Please note the 12 month relasability rule in the Boeing Staffing Handbook and in the Collective Bargaining Agreement may affect an offer. Important note: Employees are only selected for the locations and shifts they choose.

37. 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 going outside of the company to hire. Please note the 12 month relasability rule in the Boeing Staffing Handbook and in the Collective Bargaining Agreement may affect an offer. Important note: Employees are only selected for the locations and shifts they choose.

ERTs Are Applied (Corporate HRSS)

40. Which Boeing jobs are included in the ERT process?

Category C filings (i.e., the lowest grade job in each job family) for hourly IAM-represented jobs covered by the current collective bargaining agreement in District 751 in the Puget Sound and Denver in Portland. CAMs are applied or expire. Only when a job requisition is posted, is the ERT Candidate Pool frozen.

39. Does this mean that there are openings in these jobs?

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

40. Why aren’t all Category C jobs posted?

The posting process would greatly delay the ability to fill openings in a timely fashion. Operations would rather have employees prepare in advance for jobs that are of interest to them. When an opening occurs, they can draw from the ERT candidate pool knowing that everyone in the pool already meets the minimum training requirements.

41. Why are some hourly jobs posted in Career@Boeing?

Jobs are posted for a number of reasons.

- Category C jobs are posted in Career@Boeing for external candidates when there are more projected openings than employees in the current internal candidate pool or when there are no filings for the posted location(s) and shift(s).

**TOTAL ACCESS**

32. Can I see other employees’ points?

No, you are limited to viewing your own points.

33. How will I be notified of a job offer?

You will be notified of an offer by your current supervisor.

34. How soon would I report to my new job?

You will be notified of an offer by your current supervisor. Employees must file ERTs to apply for all Category C jobs in Puget Sound and Portland.

35. Does accepting a new job impact your position in the candidate pool or impact any portion of the selection process.

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

36. What happens if I decline the job offer?

When you report to a new assignment, all ERTs at an equal or lower pay grade are cancelled. You must re-file for any desired lower grade or lateral positions through the normal ERT process. Please note you will be required to meet all ERT minimum training requirements on file for the job at that time.
Documentation Required for External Work Experience for ERTs Effective Sept. 1

On Sept. 1, Boeing made changes to the hourly workforce Employee Requested Transfer (ERT) process. The reason is to better prepare employees for success in new job opportunities and make it a fair process. When filing an ERT with a Career Advisor, employees must provide documentation for the new job similar to the same work performed at another company to gain additional experience. Effective immediately, any new requests for these external experience points will require additional verification. The workforce wants to ensure employees are getting credited with the appropriate types and amounts of external experience. The documentation required will be a resume or an employment profile. Employment profiles are available through Career(s)/Boeing in Total Access. Career Advisors will collect and evaluate this information from employees and record it when listing external experience.

As of Sept. 1, employees filing a new ERT OR employees refiling an ERT after the two-year expiration date must bring in the following documents if they want credit for external work experience.

**Required Documentation**

- Resume (scan to Career Explorer). If 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 Documentation (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 if they include the company name, job title, and core duties (knowledge, skills and abilities)
  - Apprenticeship Certificates/documentation

IAM represented employees are allowed two resumes per year utilizing their education assistance funds and need to see an advisor to get assistance. For help and additional resources, contact IAM / Boeing Joint Programs Career Advisors to guide you through the new changes, help you understand the system and create training plans for target jobs.

IAM / Boeing Joint Programs Career Advisors can be reached by dialing: 1-800-235-3453 (Puget Sound).

Updated Training Requirements for Certain Category C Jobs

The J&I Hourly Skill Team has completed an extensive review of the training requirements for the J&I Codes at Boeing within the CAT C (Green Light) Program. In a recent meeting, it was recommended that some required courses were no longer relevant or no longer supporting the requirements of the Programs. These changes are now visible and if you have an active training plan or are interested in starting a training plan for a listed job code please contact a Joint Programs Career Advisor (1-800-03903 - Painter Spray B – Major Assemblies 03703 - Painter Spray B - Details and Assemblies 20503 - Interiors Fabricator and Assembler C 59106 - Integral Fuel Tank Sealer A 31407 - Operator Tape Controlled Riveting Machine 30505 - Aircraft Structures Mechanic B 91104 - Power PlantAssembler B 31606 - Integral Fuel Cell Assembly B 30605 - Assembler Installer Doors B 30104 - Assembler Installer Electrical Systems B 21203 - Assembler Wire Group B 31407 - Operator Tape Controlled Riveting Machine 73707 - SPAR Assembly Tool Operator 58303 - Sealer Aircraft Integral Fuel Tank Components B 59106 - Integral Fuel Tank Sealer A 20503 - Interiors Fabricator and Assembler C 03703 - Painter Spray B - Details and Assemblies 03903 - Painter Spray B – Major Assemblies

Forklift Rodeo Showcases Driving and Safety Skills

On Saturday, Aug. 19, District 751’s Seattle Hall parking lot hosted the 2017 Western Regional Governor’s Forklift Rodeo. Winners from this regional competition move on to the state finals at the Governor’s Safety Conference. Twenty-four forklift drivers showcased their skills in this fiercely competitive rodeo that sends the top 7 individuals and top two teams to state.

District 751 was proud to sponsor a team of Machinists Union members who drive forklifts at Boeing. Mike Weinman, Kevin Jude, Joe Seiler and Ron King stepped up to represent us with a showing to make us proud. The Machinists Union offered to sponsor the team after Boeing declined to sponsor them this year. The talented drivers maneuvered through a tricky course, picked up pallets that included a cone holding an egg, slalomed through obstacles while carrying various loads. Besides testing their skills and avoiding strategic obstacles on the challenging course, participants were also battling the clock.

Kevin Jude finished seventh. Mike Weinman finished second in individual competition while Kevin Jude finished seventh. Both will compete in the state individual finals, along with Joe Seiler as the “Machinists 751 Union” team.

“It’s impressive to see the tremendous skill our District 751 forklift operators have. It takes years of experience to do the things they do both in the contest and on the job every day,” said Business Rep John Lopez, who helped coordinate the event and is on the Governor’s Aerospace Advisory Committee. “When you think of the volume of material they move at Boeing, these drivers showcase their skills every day at work maneuvering their loads through hundreds of pedestrians and other obstacles.”

What Happens If You Decline an ERT?

Addressing miscounimation on ERTs

It was reported that some managers have misrepresented the consequences of an active employee turning down an Employee Requested Transfer (ERT) as defined in Article 22.1(r) (often referred to as Category C process) by telling members they would be terminated if they turned it down.

This is not correct. ERTs are initiated by the member. The following is our contract language from page 102 lines 19-29:

22.1(r) Employee Requested Transfer (ERT) system A system which allows Company employees to be considered for open job titles and lateral transfers within the bargaining unit. A pool of candidates will be established through application of minimum criteria developed by the Company and administered through IAM/Boeing Joint Programs:

NOTE: In the event an employee declines to accept an offer for a job for which he/she has filed an effective application (ERT), there will be no requirement that he/she again be considered for that job unless the employee refiles an application at any time ninety (90) or more calendar days after he/she declines the offer.

To paraphrase: You cannot be terminated for turning down a Category C ERT offer; you simply forfeit your ability to turn in another ERT for that job for at least 90 days.

Remember: A Category C ERT is different from a company initiated move, such as a lateral transfer, reclassification, move memo or surplus action. In these cases, if the company said they need to move a member either to another job in the same labor grade or to another location within the Puget Sound in the same labor grade, and the member refuses that move memo, in that instance, the member could be subject to termination.
Retirees and their families packed the Seattle Hall for the Retirement Club’s 60th anniversary celebration on Aug. 14. Our Club was one of the first in the IAM. The District 751 Retirement Club held its 60th anniversary celebration on August 14 and filled the Seattle Hall with retirees and their families for the catered barbecue lunch. It was only fitting that the 60th anniversary celebration was held on the passage of the Social Security Act in 1935.

District 751 President Jon Holden was the first of many officials to congratulate the club and applaud our retirees for being leaders in social justice and activism.

“You are the foundation of our union. Every benefit we enjoy today and many legislative victories are a result of the sacrifices and fights that you won over the years,” said Holden. “We recognize each of you for the contribution you have made to our union, for helping to build better communities and fighting for social justice. It is a debt of gratitude we cannot repay, but we appreciate all the things we benefit from that you fought so hard to obtain.

Our Club founded in 1957 was one of the first, if not the first Retirement Club in the IAM. Here are a few milestones in our Club’s history:

• In 1958, our club passed a resolution opposing a statewide Initiative that was pushing Right-to-Work. We were successful then, but it is still a battle we face today.

• In 1961, our Club passed a resolution in support of a bill for medical care for those covered by Social Security and forwarded it to President Kennedy.

• Also in 1961, our club was chartered by the National Council of Senior Citizens and immediately got involved in a letter writing campaign pushing for medical care for seniors. Four years later, Medicare was signed into law. This Club was a part of the fight to make that happen and has continually fought to protect it over the years.

• In the 1980’s, our Club chartered buses to take seniors to Canada to give them access to lower-priced prescription drugs.

• Yearly our club

Annual meeting was held on August 14. It was a time to reflect back on the many milestones in our Club’s history and to recognize our retirees who built our union and the sacrifices in every labor struggle that have made life better not only for our members but the communities we live in.

Congratulations to the following who retired from the union:

Ronald Ackerman
Angela Acree
Tom Applebee
Michael Ayers
Janet Baker
Julien Baldwin
Charles Barrett
Andrew Bastianae
Terry Beers
John Benham
Richard Bennett
David Berry
Richard Bidwell
Gregory Birch
Susan Black
Guy Bowlin
Victor Boyce
Richard Brittain
James Brown
Wilton Brown
James Buerger
Gary Bustad
Jerry Calhoun
Gordon Cardinal
Chestor Carpenter
Thomas Coats
Thursday Cole
Claude Coleman
Tommy Castello
John Cowin
Michael Crockett
Michael Curran
Karen Danboy
Michael Daniels Sr
Paul Dewhurst III
James Didran
Mitchell Douhut
Michael Doyle
Patricia Edwards
Edward English
Rodney Ferguson
Anthony Fermo
Todd Field
Tony Garrett
Patricia Gerrish
Gregory Gillispie
Benita Gray
Daisy Gregory
Barry Gresham
Barry Griffin
Frank Griffin
Stephen Griffith
Steven Hammond
Mark Hamman
Danny Harden
John Hawco
Mark Hembree
Jeffery Heter
Vanessa Howie
Robert Hunt
Jay Huston
Michael Jackson
Eric Jay
Mark Johnson
Jimmie Joyce
Gregory Kapfer
Janet Kim
Timothy Kearck
Victoria Kunkel
Fredrick LaFratta
Harold Lyon
Marc Lopsand
Annie Lee
Dennis Lewark
Michael Lofgren
Paul Lukas
Brett Lumsden
Steven Malick
David Manthey
Tony Martin
Manuel Martinez
Peter Mashak
Debra McCauley
Terrence Moore
Robert Munty Jr
Dean Newell
Curtis Nies
Rosita Nolovtce
Pearle Outland
Jeffrey Park
Rosa Linda Parkhurst
Ricardo C. Patarraca
Katherine Patterson
Mark Pearson
Melvin Perdue
Donald Perkins III
Gregory Powell
Terrell Pugh Sr
Joseph Qualls
Randy Rasmusson
Ricky Ravana
Joseph Rikula Jr
Bradley Robinson
Connie Rodriguez
Jeffrey Schatz
Richard Scott
Debra Soto
Stacy Southern Adams
Bart Tecca
Danny Tepley
Quan Tran
Michael Tourie
Patrick Tuttle
Eddie Walker
Eugene Walker
Stephen Westland

IAM General Vice Presidents Gary Allen, Mark Blondin and Ricky Wallace present 751 Retirement Club President Jackie Bostok with a commemorative plaque honoring retirees who built our union and the sacrifices in every labor struggle that have made life better not only for our members but the communities we live in.

JAM General Vice Presidents Gary Allen, Mark Blondin and Ricky Wallace present 751 Retirement Club President Jackie Bostok with a commemorative plaque honoring retirees who built our union and the sacrifices in every labor struggle that have made life better not only for our members but the communities we live in.

District 751 President Jon Holden talks with John Jorgensen and his wife Pat. John served as Steward for more than 30 years and was Holden’s steward at one time in the shop.

Above: 751 Retiree Johnny Wickerling sang a moving rendition of the Star Spangled Banner.

Photo right: Retirees caught up with friends. Sitting Freddie Harris (l), Quang Louis (standing) Ken Wu (l) and John Mar.

Retirees filled the hall to celebrate the 60th anniversary.

Retirees

Ronald Ackerman
Angela Acree
Tom Applebee
Michael Ayers
Janet Baker
Julien Baldwin
Charles Barrett
Andrew Bastianae
Terry Beers
John Benham
Richard Bennett
David Berry
Richard Bidwell
Gregory Birch
Susan Black
Guy Bowlin
Victor Boyce
Richard Brittain
James Brown
Wilton Brown
James Buerger
Gary Bustad
Jerry Calhoun
Gordon Cardinal
Chestor Carpenter
Thomas Coats
Thursday Cole
Claude Coleman
Tommy Castello
John Cowin
Michael Crockett
Michael Curran
Karen Danboy
Michael Daniels Sr
Paul Dewhurst III
James Didran
Mitchell Douhut
Michael Doyle
Patricia Edwards
Edward English
Rodney Ferguson
Anthony Fermo
Todd Field
Tony Garrett
Patricia Gerrish
Gregory Gillispie
Benita Gray
Daisy Gregory
Barry Gresham
Barry Griffin
Frank Griffin
Stephen Griffith
Steven Hammond
Mark Hamman
Danny Harden
John Hawco
Mark Hembree
Jeffery Heter
Vanessa Howie
Robert Hunt
Jay Huston
Michael Jackson
Eric Jay
Mark Johnson
Jimmie Joyce
Gregory Kapfer
Janet Kim
Timothy Kearck
Victoria Kunkel
Fredrick LaFratta
Harold Lyon
Marc Lopsand
Annie Lee
Dennis Lewark
Michael Lofgren
Paul Lukas
Brett Lumsden
Steven Malick
David Manthey
Tony Martin
Manuel Martinez
Peter Mashak
Debra McCauley
Terrence Moore
Robert Munty Jr
Dean Newell
Curtis Nies
Rosita Nolovtce
Pearle Outland
Jeffrey Park
Rosa Linda Parkhurst
Ricardo C. Patarraca
Katherine Patterson
Mark Pearson
Melvin Perdue
Donald Perkins III
Gregory Powell
Terrell Pugh Sr
Joseph Qualls
Randy Rasmusson
Ricky Ravana
Joseph Rikula Jr
Bradley Robinson
Connie Rodriguez
Jeffrey Schatz
Richard Scott
Debra Soto
Stacy Southern Adams
Bart Tecca
Danny Tepley
Quan Tran
Michael Tourie
Patrick Tuttle
Eddie Walker
Eugene Walker
Stephen Westland

David Wilson
Gary Winkelks
Jerry Wood
Marty Zander
Alice Zimmerman

Local 86
Robin Kolassa, Triumph
Stanly Batterson, ASC
Michael Hagen, Triumph
Cliff Inman, Triumph

Local 1951
Joe Escudero, Cummins Pendleton
John Thomas, Republic Services
William McGinnis, Republic Services
Dick Greco, Managing Partner – Senior Financial Advisor at Wells Fargo Advisors
Financial Network, LLC, says when it comes to spending, advice that makes sense in most situations, there are merits in the occasional expensive purchase – even for those who are more careful with their finances. But even though those benefits likely are not financial and may be difficult to quantify.

There’s abundant research showing when discretionary income is used for experiences rather than things, people are much more satisfied. Greco gives a personal example: trips to New Zealand and Alaska he took with his family that his two children, now grown, still reminisce about 15 years later. The experience tends to be more precious if these types of trips aren’t common experiences, he adds.

But not every expert shares this opinion. Kit Yarrow, Professor Emerita of psychology and marketing at Golden Gate University and author of Decoding the New Consumer Mind: How and Why We Shop and Buy, says an elaborate vacation may not be the best splurge, since a vacation doesn’t need to be expensive for it to be worthwhile and create memories. She says there’s often so much pressure to have fun when everyone knows how much you’ve spent that it is difficult for one to experience to live up to the hype. “Great vacations are about the people you’re with, not the money you’ve spent,” she says.

Reconciling spending
A happy medium seems to be finding times to splurge without putting a huge hole in your budget. Greco says that you always need to look at the basics first — make sure you have an estate plan and analyze where you are from a debt and cash standpoint — and then figure out if you can afford your splurge.

“There’s no such thing as a right decision,” he says. “People are very afraid of making decisions to meet their dreams unless someone can validate that decision.” One way to do that, he says, is consider alternate uses of your spending splurge. For his boat, for example, he realized his wife can host charitable events on it, he can bring clients on it, and it’s a great way to spend time with his family.

Yarrow says there’s a fine line between capitalizing on an opportunity and rationalizing a splurge you shouldn’t be making, especially if it comes at the additional cost of taking on debt. Still, she says there are situations where spending is more beneficial. She says it doesn’t make sense to purchase cheaply made goods that won’t last; a better option is to spend more money on quality products that won’t need to be replaced as quickly. But even though she advocates debt-free living and being smart about your finances, she says there are situations where spending is more beneficial. She says it doesn’t make sense to purchase cheaply made goods that won’t last; a better option is to spend more money on quality products that won’t need to be replaced as quickly.

Yarrow says that you always need to look at how you are from a debt and cash standpoint — and then figure out if you can afford your splurge.

“People are very afraid of making decisions to meet their dreams unless someone can validate that decision.” One way to do that, he says, is consider alternate uses of your spending splurge. For his boat, for example, he realized his wife can host charitable events on it, he can bring clients on it, and it’s a great way to spend time with his family.

Yarrow says there’s a fine line between capitalizing on an opportunity and rationalizing a splurge you shouldn’t be making, especially if it comes at the additional cost of taking on debt. Still, she says there are situations where spending is more beneficial. She says it doesn’t make sense to purchase cheaply made goods that won’t last; a better option is to spend more money on quality products that won’t need to be replaced as quickly. But even though she advocates debt-free living and being smart about your finances, she says there are situations where spending is more beneficial. She says it doesn’t make sense to purchase cheaply made goods that won’t last; a better option is to spend more money on quality products that won’t need to be replaced as quickly.
**Eastern Washington**

**Union Delivers Back Pay for New Member at Durham**

It pays to be Union is more than just a saying to Machinists Union Member Ryan Clark, who works at Durham School Services at their Nine Mile Falls facility. Union action ensured that Ryan was properly paid for the work he performs at this satellite facility and delivered him a backup check of more than $3,850. The backup was retroactive to when Durham classified Ryan as a “Maintenance Technician.”

Ensuring Ryan received the proper pay was complicated. First, it required a decision from the National Labor Relations Board in May acknowledging work at the Nine Mile Facility (that Ryan was performing) had previously been performed by our members. It went on to order Durham to include this position in the Machinists Union contract.

Thanks to this challenge, Ryan now receives the same pay and benefits as Machinists Union members working at the Spokane facility 15 miles away.

Eastern Washington Machinists had a blast at their 5th annual trap shoot, which raised money for Guide Dogs of America. The event was held Aug. 26 at the Spokane Gun Club and attracted 100 shooters, including members from Local Lodges 86 and 1951 as well as District 751 Machinists from Western Washington.

Money was still being tallied and press, but it looked to be a big success.

The top three teams received trophies. Prize winners for top raffle gifts are as follows: Remington Shotgun - Steve Holden; Pontoon Fishing Boat - Chris Schorr, Traeger BBQ - Keith Faul, Benelli shotgun - Tim Hilliard; Masterbuilt smoker - Eric Olson, De-Walt Chop Saw - Mike Koppel. Many other prizes were also raffled off.

**Members Have a Blast Raising Money for Guide Dogs**

First place team with a score of 484 Left to right: Damon Sager, Jeff Thomas, Tom Dornquast, Larry Ziegler, and Joe Mauro.

Second place team had a score of 480: Left to right: Dan Mahaffey, Ron Kreit, Paul Petretee, Eric Olsen, and John McCellan.

Third place team with a score of 470, L to R: Cody Mahaffey, Jared Louie, Mark Toombs, Jim Louie.

IAM Member Ryan Clark (center) was all smiles as Union Steward Joe Marek (l) and Business Rep Steve Warren delivered a backup check of $3,850.41. The check ensured Ryan received technician pay as called for in the IAM contract back to the date Durham changed his job classification.

“It is great to be a Union Member. Union Steward Joe Marek really helped me out through the entire process and kept me informed of what was happening,” said Ryan. “As soon as I was classified as a maintenance technician, Durham should have extended union pay and benefits from the contract. Instead, they paid me substantially less for the same work union members had previously done.”

“I’m glad the union challenged Durham,” said Ryan. “The fleet is intertwined. If they got away with this, it would set a precedent and what stops them from taking it further and trying to eliminate more union jobs and pay people less for the same work.”

“It was important not to just ensure the position was covered by our contract, but to ensure Ryan was paid properly from the day they classified him as a tech,” said Business Rep Steve Warren. “Steward Joe Marek was key not only in pursuing the pay, but educating Ryan on the benefits of a union contract. These talented technicians maintain more than 200 buses for Durham School Services in Spokane.

PAE workers say Union Yes

Organizer Jesse Cote (l) and Business Rep Steve Warren (r) welcome PAE members James Watson and Tyson Davis to the IAM.

Two workers at PAE in Spokane were able to see the benefit of union membership very quickly. The two workers, who maintain helicopters that support the border patrol mission at Felts Field in Spokane voted on August 10th to have Union representation with the IAM. On August 22nd, they ratified a contract that provided significant wage increases, improved medical and health and welfare and better working conditions. To expedite the process rather than starting from scratch with a first contract, they were able to approve an addendum to be included in an existing IAM contract with PAE covering border protection workers in Great Falls, Montana.