

# DISTRICT 751 AERO MECHANIC

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## Union Fights Job Erosion Throughout Puget Sound

Nearly every day our Stewards and Business Reps are fighting to enforce every provision of our contract, including protecting and maintaining not just our jobs, but our work packages, as well. Protecting against job erosion is a very important duty of our union, but often members give little thought when duties are removed from their job. It is something members need to be more aware of.



Union Steward Kelly Coty (l) thanks Grievance Coordinator Dan Swank for helping to ensure an hourly job in Auburn did not move to a SPEEA-represented job when our member retired.

More and more often we see Boeing trying to strip away work packages through job erosion, whether it is assigning duties to non-represented employees, those in another union or a manager deciding to perform our work.

In the past few months, thanks to proactive efforts of our Union, we have succeeded in ensuring various job packages continue to be performed by IAM 751 members. The key is members bringing it to the attention of Stewards and documenting any attempted job erosion.

### Hourly Job Preserved in Auburn

In December, Business Rep Wilson 'Fergie' Ferguson, Grievance Coordinator

Dan Swank and Steward Kelly Coty were able to preserve an hourly job in Auburn.

The dispute arose after one of our long-time members who had performed testing required by the FAA on 737 parts retired. To fill the open position, management decided that SPEEA members would do this work going forward even though an IAM member had clearly done this work for many years in Auburn. Management argued they could move the work to another represented group because of 1.3(f) in our contract.

Our member that retired noted this wasn't the first time we had to fight to

keep this work. Years ago management had tried unsuccessfully to shift the work to SPEEA.

Union Steward Kelly Coty gathered documentation showing the work was traditionally performed by an IAM member, along with the past decision when it was disputed. She worked with Fergie and Grievance Coordinator Dan Swank to put together a case. In digging through our archives, Dan found documentation from the 1977 negotiations regarding discussion when 1.3(f) was introduced. We believe the intent was to maintain our present footprint and work packages, which stopped Boeing from moving this work from our bargaining unit to another.

Thanks to these efforts, the work is again being performed by an IAM member in Auburn!

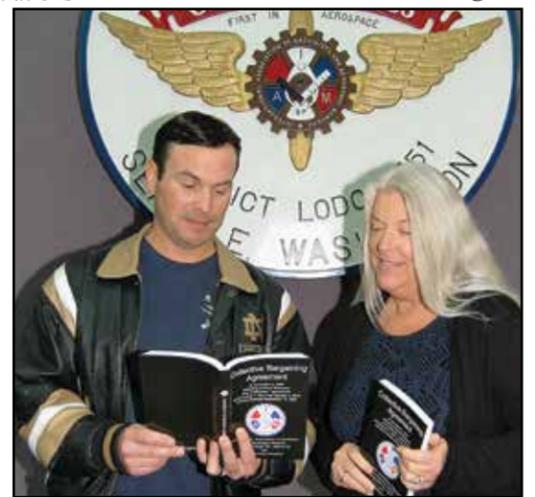
### Management Stopped from Performing Hourly Work in Renton

On the Renton Flightline, efforts by Union Steward Dan Prater ensured managers stopped doing hourly work. The issue arose when it was brought to Dan's attention by Flightline Team Leaders and other members

that managers were troubleshooting the airplane from their desks. They were taking it upon themselves to open wire diagrams or Fault Isolation Manuals to troubleshoot issues on aircraft then directing our members on how to work the fix. He immediately took action to stop this practice.

"We were not getting a chance to troubleshoot and do our job. Basically, management was telling us to start

*Continued on Page 5*



Business Rep Dena Bartman (r) thanks Steward Dan Prater for stopping management from troubleshooting the airplane, which is hourly work.

## Proactive Efforts Protect Members' Rights

Active Stewards from Everett to Auburn work daily to protect our members. Since Boeing installed their Puget Sound Attendance Requirements (PSAR) in May of 2018, our Stewards have stepped up enforcing changes to ensure members' rights are protected. Issues that could have negatively impacted our members are being reversed thanks to our well-educated and vocal stewards.

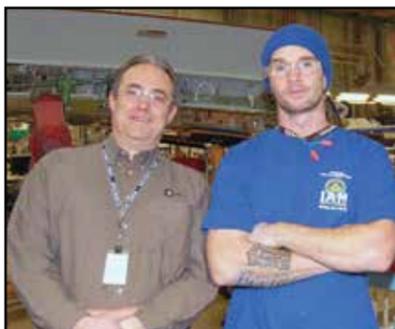
### Steward Prevents Unjust CAMs

With the implementation of the new PSAR, all members not under attendance corrective action had their Leave Without Pay (LWOP) hours reset when PSAR became effective May 21, 2018. Understanding the significance of this, Renton Union Steward Michael Mack has been proactive in protecting members from improper Corrective Action Memos (CAMs) from managers unaware of the LWOP reset.

Thanks to Michael's proactive efforts, two members in separate areas of the 737 Wings Systems Installation were protected from receiving unjust Corrective Action Memos. When Michael learned management was preparing two

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Business Rep Rich McCabe (l) & Steward Michael Mack stand strong after Michael prevented two unjust CAMs when management was going to incorrectly count previous LWOP hours that reset on May 21, 2018.



As UTC continued to commit Unfair Labor Practices (ULP), members stood united on the streets which brought UTC back to the table. Mediated talks are scheduled in February with the goal of securing a fair first contract recognizing the contribution these members make to UTC.

## Standing United at UTC

Solidarity is alive and well with our IAM members working at UTC/Collins Aerospace in Everett. On January 17, as UTC negotiators continued to delay bargaining for a first contract, members united and took action.

Without hesitation, members marched on the streets protesting their employer's multiple Unfair Labor Practice activities that have negatively impacted negotiations for a first contract.

These members quickly learned they were not alone. 751 members working at Cadence Giddens, who will be in their own negotiations next month, joined their picket line during breaks and lunch to show their solidarity. Then 751 members from

Boeing, who saw posts on Facebook, also joined the efforts after work.

District 751 filed additional Unfair Labor Practice charges that day related to unilateral changes in benefits, delaying bargaining and surface bargaining/failure to bargain in good faith. Other Unfair Labor Practice charges from last year are still being investigated. Our union's actions demonstrate that we will always challenge illegal tactics and actions of an employer.

The collective action and solidarity of the membership quickly got the attention of UTC, as the Company agreed to come back to the bargaining

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### A Hero in Our Ranks

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## REPORT FROM THE PRESIDENT

# The More You Know, the Stronger We Are

By **JON HOLDEN**  
IAM 751 District President

"Knowledge is Power" is more than just a saying. For our union members, increased union/contractual knowledge means increased strength to challenge management on decisions, enforce the contract, negotiate new contracts, and much more.

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

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

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

It's much more than simply offering classes on different subjects. When



members see how our contract impacts others in day-to-day activities at work, they are more likely to retain the knowledge.

Our union is doing a lot to help empower our members. We have partnered again with the Washington State Labor Education and Resource Center to offer classes on the role of the Steward, rights at work, the grievance procedure, the contract, communication and mobilization, labor history and income inequality and recent success stories of union wins. These classes are open to both stewards and members and rotate locations to make it more convenient to attend. Check our website to register for upcoming classes. Each class brings positive feedback from those attending and members leave feeling more empowered on the job.

In addition, we are continuing to offer our Introduction to Your Union seminars each month. The 90-minute seminars are very well attended – the Everett sessions alone had 84 participants. We emphasize how nothing in our contract is a gift from the company and every word, phrase and provision were hard fought for by those who came before us. Each member leaves with a better understanding of our union, the power they have when they stand together and their role in our union going forward.

We are also looking to produce short videos that educate members on various

sections of the contract – recognizing that in order to reach more members, we must utilize a variety of mediums.

Our Union also continues to work to ensure there is adequate aerospace training for future members entering our industry by our continued participation in the Choose Washington New Middle-Market Airplane (NMA) Council. Late last year, the NMA's Workforce Development Work Group evaluated the state's existing aerospace talent pipeline and identified strategies to grow aerospace skills for the future. This included a first-ever inventory of aerospace-supportive programs in K-12, technical and apprenticeship training, college and universities. The Work Group narrowed a list of 70-plus recommendations to 16 priorities that can produce significant results and is focusing on those for the current legislative session.

751 also has another vision for training we are moving forward on. In 2019, we will be implementing our Aerospace Machinists Institute, which is funded from the sale of five low-income housing properties we sold to the King County Housing Authority (who will maintain them as low-income housing forever and continue that service to our community). The vision of this Institute is to support training for our current members and the public looking to gain critical aerospace skills for employment. The training can help our members advance in their careers and will look to include the classes that in the past had limited scheduling and created

delays turning our members' lights green. We are looking to partner with community and technical colleges and are excited to move this project forward.

Finally, some of our newest members from UTC demonstrated they understand solidarity and exercised their collective power this month in efforts to secure a first agreement. Their actions brought the company back to the table, and we have future bargaining scheduled to include a federal mediator.

Again, knowledge is power, and the more knowledge our individual members have, the more power we have collectively as a union.

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

**Jon Holden**  
President, Directing  
Business Representative

**Paul Schubert**  
Vice President

**Susan Palmer**  
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**Mike Hill**  
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**Dan Swank**

**Paul Veltkamp**

**Dena Bartman**

**Greg Campos**

**Garth Luark**

**Richard McCabe**

**Spencer Burris**

**André Trahan**

**Ira J. Carterman**

**Wilson 'Fergie' Ferguson**

**Patrick Bertucci**

**Grace Holland**

**Robley A. Evans**

**John Lopez Jr.**

**Howard Carlson**

**Union Business Representatives**

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  - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from:  
Nationwide 1-800-763-1301  
Hotline: 1-800-763-1310  
Web site: [www.iam751.org](http://www.iam751.org)



## A Hero Among Us – Member Risks Life in Fiery Crash to Help Another!

Timing is everything and that is certainly true for 751-member David Wampler. When he was struck at 60 mph on his way home from working second shift at the Everett plant last fall, he was blessed to have fellow 751-member Tony Moss not far behind.

Fate intervened and put Tony at the accident scene, as he was only on that highway because there was construction on his usual route.

It was David's first day back at work after fighting wildfires, and little did he know he would encounter another harrowing fire on the commute home. Thanks to Tony's heroic efforts, David is alive today.

"I have never been more proud to be able to call someone a union brother," said David. "If Tony had not come upon the accident scene, who knows if I would

be here today. Without giving a thought to his own safety, he ran toward my car, which was already on fire and worked until he could free me. My burns ended up being very minimal, which I largely attribute to Tony, who was also burned in the process. He is a true hero."

Tony witnessed the horrific high-speed collision that sent David's vehicle nearly two blocks from the point of impact and broke the fuel line. Sparks from the crunching steel caused an ignition within the fuel tank upon impact. Without hesitation and despite shouts from others to stay back, Tony ran to the burning vehicle and worked to get David out.

David lost consciousness hitting his head when the seat track broke. He cracked several vertebrae and the occipital condyle (base of the skull where the vertebra attaches). He woke up with his car on fire, and Tony beating on his window trying to get him out.

The driver's door wouldn't open, but luckily the car was a convertible. David managed to push the button to open the top. Tony pulled him out of the crushed, burning vehicle. David's clothes were on fire and Tony extinguished the flames with his hands, pulled him safely from the vehicle, then both rolled to extinguish any flames.

In the end the burns to both

men were minimal. Without Tony's heroic efforts, David would have been more seriously burned or perished as minutes later the car was fully engulfed in flames.

The Lake Stevens Police Department nominated Tony for a Red Cross Heroes Award (the banquet will be Dec. 2019 since they missed the 2018 deadline).

"What an incredible act of bravery. Tony put himself at risk to save a stranger, which is certainly heroic. As the District safety chair, we acknowledge and appreciate his quick action that saved a fellow union brother's life," said Business Rep John Lopez, who also serves as the 751 Safety Coordinator.



Moments after Tony Moss pulled David Wampler from his already burning car, it was fully engulfed in flames.



Business Rep Dena Bartman (r) thanks Tony Moss for his heroic efforts that saved a fellow member from a burning car after witnessing the crash.

### 751 AERO MECHANIC

**Connie Kelliher, Editor**

Member of The Newspaper Guild,  
CWA #37082

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# Dental Implant Reimbursement of \$10,000 Brings Smiles for 751 Member

751-member Roy Wilkinson was all smiles after he received more than \$10,000 from Boeing's Traditional Medical plan as reimbursement to cover the surgical portion of his wife's dental implants.

Dental implants are becoming more common in dentistry today for fixing problems; however, many members are unaware that the Traditional Medical Plan at Boeing will cover the surgical placement of the implant (Selections and Kaiser Permanente have no coverage). In addition, very few members who know about this contractual benefit know how to ensure coverage. Sharing this article is meant to prevent members from paying unnecessarily for this procedure when they have medical coverage.

Roy knew the surgery should be covered by his medical plan per page 191, Letter of Understanding #44 in our IAM-Boeing contract. He met with our Union's Health and Benefits Office for assistance when his dental office insisted he pay for the surgical portion because they had incorrectly billed his dental insurance which provides no coverage for the surgery.

"I worry other members have been improperly denied coverage or were unaware the Traditional Medical can cover the surgical procedure. This is a negotiated benefit members are entitled to receive," said Roy. "Dental implants are expensive so why not get as much paid for on insurance as possible. Once I gave my dental office the billing procedures, I simply had to wait for the reimbursement. The more than \$10,000 I received as reimbursement for the surgery will help pay for my wife's crowns since our dental



751 Health & Benefits Rep Rod Sigvartson (l) and 751-member Roy Wilkinson point to a tip sheet and contract language explaining how to get the surgical portion of dental implants paid by Traditional Medical. When Roy shared the instructions with his dental office, he received more than \$10,000 reimbursement for the surgical portion of his wife's four dental implants.

coverage has a \$2,000 yearly limit. She had four implants at once which make it an expensive procedure."

Our Health and Benefits Office regularly helps members with this issue since dental offices are not accustomed to billing medical insurance. A tip sheet on steps to take if you need a dental implant is posted on our website ([www.iam751.org/docs/implanttipsheet.pdf](http://www.iam751.org/docs/implanttipsheet.pdf)). The process is outlined on page 191 of our contract.

Implants are a two-step process with a surgical procedure (covered only by the Traditional Medical plan) and dental procedure (covered by Network Dental to yearly limit of \$2,000).

The surgical procedure is for the placement of the implant post. Provide your dentist or oral surgeon with your

medical ID card and have the claim for this procedure submitted directly to Blue Cross Blue Shield of Illinois.

The dental procedure is for placement of implant crown or denture (see page 263 of the contract). The Network Dental PPO is the only dental plan that covers the implant crown or denture. Claims for this procedure should be submitted directly to Delta Dental. Keep in mind the yearly maximum benefit is \$2,000.

"Many members are told something is not covered, assume that is correct and pay for the procedure," said IAM Health and Benefits Rep Rod Sigvartson. "This article can educate members on the benefit to ensure they get the proper coverage or seek reimbursement for the surgical portion of their implants if they are on the Traditional Medical Plan."

## Union Solidarity Night at the Everett Silvertips Feb. 22nd

The Everett Silvertips and the Snohomish County Labor Council have organized Union Solidarity night with the Silvertips at Angel of the Winds Arena in Everett on Friday, February 22nd at 7:35 pm. The Silvertips will take on the Seattle Thunderbirds.

Discounted tickets start at \$3 for union members and their guests. Arrive early! Pregame "Hockey Happy Hour" food/beverage specials from 6-7:35 p.m.



Limited union discount tickets are available so order today: [www.everettsilvertips.com/sclc](http://www.everettsilvertips.com/sclc).

- Union member discounts as follows:
- Green lower level seats: Union Member cost \$10 each (normally \$31 each online)
  - Red center upper level seats: Union Member cost \$6 each (normally \$26 each)
  - Orange Upper level seats: Union Member cost \$3 each (normally \$23 each).

## Aeronautical Machinists Inc. to Meet March 12

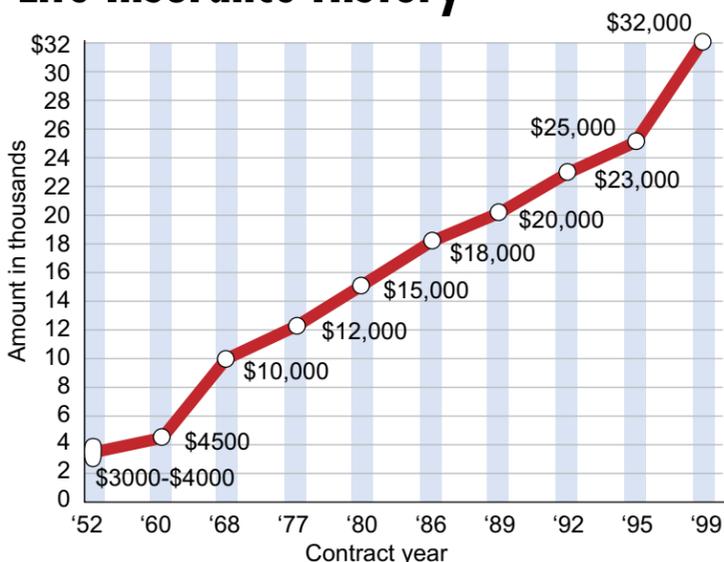
Aeronautical Machinists Inc, which owns and operates the Union's buildings and property, will hold its annual meeting on March 12 in the District Council chambers at the Seattle Union Hall (9125 15th Pl. S.) immediately following the 5:30 p.m. District Council meeting. Every member of a Local Lodge affiliated with District 751 can vote on the business at the Aeronautical Machinists Inc meeting.

## Nothing Is a Gift: Evolution of Life Insurance

This month we look at the evolution of life insurance in the IAM-Boeing contract. As we have stated before, nothing in our contract with Boeing is

a gift from the company. Everything is the result of members identifying an issue and standing together to achieve gains.

### Life Insurance History



## AMPP Payout Scheduled Feb. 28; Election to Divert Any or All to VIP Must be Made by Feb. 13

As the *Aero Mechanic* went to print on Jan. 28, the AMPP payment percentage had not been finalized. District 751 was still pushing to ensure that all things we feel have negatively impacted the AMPP payout that are out of members' control are excluded.

The AMPP payout will be on Feb. 28. Members have until 1 p.m. Pacific time on Wednesday, Feb. 13 to elect if they want to divert any or all of the AMPP payment to their VIP. You should review your current AMPP elections and make any desired changes before the deadline.

To view or change your current VIP incentive pay election: go to My Retirement Benefits on TotalAccess, select Manage My Retirement Income, and then choose the Savings tab at the

top of that site.

Select Change Incentive Rates in the "Act" section on the left. The next screen shows the field(s) where you can enter the percentage you wish to contribute from your incentive pay on a pretax and/or Roth after tax basis. If you have a current election, you will see the percentage you have on file.

To make a change, enter a new rate and select Next. Review the information on the next screen and then select Confirm. You will see a screen that indicates your transaction has been accepted.

This applies only to your incentive pay election – see "Change Contribution Rates" if you want to view or change your current VIP contribution.

## Standing United at UTC

Continued from Page 1

table the next day. Members were fired up and ready to continue their protests; however, since the priority is getting to a negotiated agreement, our members agreed to go back to work to allow the bargaining process to continue.

The membership's goal remains to achieve a fair agreement negotiated between the Union and the Company recognizing the skilled work they perform every day.

Additional bargaining sessions with a federal mediator have been scheduled in February.

These members are united in their desire to make improvements in working conditions, wages, and health and welfare benefits.

One thing is sure, the power of solidarity is alive and well for District 751 members at UTC/Collins Aerospace and will translate into a stronger contract.



Members at UTC took to the streets after UTC continued with delay tactics. The solidarity brought the company back to the bargaining table and will include federal mediation.

# IAM-BOEING JOINT PROGRAMS

## VRC Helps Member with Restrictions

IAM/Boeing Joint Programs Vocational Rehab Counselors (VRCs) are a great resource for members who may be facing medical restrictions or temporary light duty. Living and working with a chronic medical condition or recovering from an injury can be stressful, confusing and potentially physically challenging. VRCs are a unique resource with a wealth of experience to help members break down barriers that affect their ability to work, including knowing which restrictions can diminish chances of getting placed in a job.

Recently, Joint Programs VRC Sam Beidas was able to help 751-member Bruce Maresh ensure he could continue working in the factory.

In a light duty meeting with his manager, Sam learned Bruce had a permanent hearing restriction that could potentially prevent him from sustaining his current job or possibly prevent him from doing other work in the factory.

Neither Bruce, nor his manager, was aware of the impacts and severity of this particular restriction. Wanting to get the best possible outcome for our member, Sam put together a meeting with Environmental Health & Safety (EHS), Union Steward Rodney Lam, his Disability Management Rep (DMR) and his manager to determine next steps.

Then Sam took action to help. Sam had EHS collect noise level readings for the area Bruce worked in. He asked



L to R: 751 Member Bruce Maresh, thanks Union Steward Rodney Lam and Voc. Rehab Counselor Sam Beidas for ensuring he received accommodation for his updated hearing restriction. VRC's are a great resource, call 1-800-235-3453 to schedule an appointment.

Bruce to meet with his own doctor for better clarification on what this hearing restriction meant and to determine if he could still meet within those guidelines with hearing protection.

By coordinating with EHS and Bruce's manager, they were able to fully accommodate Bruce with his updated hearing restriction.

"This was a great catch from our Vocational Rehab Counselor," said IAM-Boeing Joint Programs Executive Director Mark Clark. "If the VRC hadn't brought this up, the manager would not have known how to accommodate Bruce which could have prevented him from working in his current job."

"I want to thank Sam for help in understanding and navigating the disability system at Boeing. I would have

been at a loss doing it on my own," said Bruce. "If I hadn't gotten clarification on my hearing restriction, I would not have been able to work at Boeing anymore, which would have been devastating to me and my family. It is hard to do the right thing when the system is so complicated to navigate and understand. Thank you for your help and persistence. Your efforts truly saved my job."

**VRCs can provide a detailed job analysis, reasonable accommodation assistance, ergonomic evaluations and job site modifications for members with an injury, illness or other medical condition. They are a great resource our members should use. To schedule an appointment with a VRC, call 1-800-235-3453.**

## March 1 Deadline for 2018 Safety Shoe Reimbursement

Each year the IAM-Boeing Joint Programs allows a grace period for employees to take care of their previous year's safety shoe purchases. March 1 is the deadline for turning in applications for safety shoe reimbursements for purchases made in 2018.

Safety shoe application forms are available online at <http://www.iam-boeing.com/safety-shoes.shtml>. Applications for 2018 purchase reimbursement received after March 1 will not be accepted. Applications must be accompanied by the ORIGINAL itemized sales receipt. Mail your applications to "Joint Programs" at M/C 4L-101 (inplant) or through U.S. Postal Service to 9725 East Marginal Way South, Bldg. 9-110, Tukwila, WA 98108.

This is also a good time to review the reimbursement guidelines online, and browse the frequently asked questions for any possible changes. IAM-Boeing Joint Programs would like to encourage you to check back now and then to make sure you don't miss any information that may be important to you. The better you understand the reimbursement process, the smoother the experience will be.

Questions can be directed to your local IAM/Boeing Joint Programs office by calling 1-800-235-3453.



## 2019 Brings New System for Members to Submit SHEARs

Effective January 2019, the Safety, Health & Environmental Action Request (SHEAR) form has recently migrated to a new system called Enablon.

Going forward, IAM members will be submitting their SHEARs through this new system. To make it more convenient and easier for members to locate, we have put a button on the front page of the internal IAM-Boeing Joint Programs page ([iamboeing.web.boeing.com](http://iamboeing.web.boeing.com) see graphics right side of page to see how it displays on screen).

We understand there is frustration with a new program, and Joint Programs will continue to work with EHS to work out the bugs.

We also recommend everyone review the User Guide so they know how to use the new system prior to submitting a SHEAR. Please follow the steps below to get to the User Guide. The "Preferred Process" per Article 16 of the Collective Bargaining Agreement is still easy as ever!

**1) On a Boeing computer, go to the internal IAM/Boeing Joint Programs website @ [iamboeing.web.boeing.com/](http://iamboeing.web.boeing.com/).**

**2) Click on the green button in the table at the bottom of the home page that is labeled "SHEAR TOOL KIT".**

**3) Click on the hyper link text "Click Here to learn more." This is the User Guide on how to submit new SHEAR's on Enablon.**

NEED HELP? HAVE QUESTIONS? Call Joint Programs at 425-266-3993 or Bill Langlois 425-210-5925 [william.r.langlois@boeing.com](mailto:william.r.langlois@boeing.com), Dan Cundiff 425-750-5387 [daniel.t.cundiff@boeing.com](mailto:daniel.t.cundiff@boeing.com).

Check out all the benefits and services that IAM-Boeing Joint Programs has to offer by visiting <http://iamboeing.web.boeing.com> on the Boeing Intranet or [www.iam-boeing.com](http://www.iam-boeing.com) from your home computer.

↑ [iamboeing.web.boeing.com/](http://iamboeing.web.boeing.com/)

**STEP 1**

**On a Boeing computer go to the IAM/Boeing Joint Programs website**

EDUCATION ASSISTANCE	CAREER EXPLORER	SITE COMMITTEES
CAREER ADVISING SERVICES	MEET THE TEAM	VOCATIONAL REHAB COUNSELING
SITE LOCATIONS	<b>SHEAR TOOL KIT</b>	IAM 751 EXTERNAL

↑

**STEP 2**

**At the bottom of the home page Click SHEAR TOOL KIT**

### SHEAR Tool Kit

**Safety, Health and Environmental Action Request**  
Collective Bargaining Agreement Article 16.5

The Health and Safety Institute Site Committees shall work closely with employees and management to find solutions to health and safety issues and concerns. To that end, the parties agree that the preferred process for addressing the health and safety matters is the SHEAR process. SHEAR's are a tool that formally allows the employees, manager, EHS, HSI, and other parties, as needed, to work together to resolve health and safety concerns and document the solutions.

Please Note: As of January 2019, there is a new process to submit a SHEAR. Please review the User Guide below prior to submitting your new SHEAR.

Click Here to learn more ←

ENTER A SHEAR	SHEAR TRAINING	SITE SPECIFIC CONTACTS
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**STEP 3**

**Click "Click Here to learn more"**

# Union Fights Job Erosion Throughout Puget Sound

*Continued from Page 1*

changing out parts before we had even looked at the job. They have to let us do our job and troubleshoot the plane rather than simply 'shotgunning' parts," said Dan.

During the investigative process Dan brought in several team leads, who had also witnessed the manager performing troubleshooting work and then dictating how it should be corrected. He gathered the documentation, noting the dates and times of the violation and arranged for a meeting with Labor Relations. Dan and the team leads spent more than a half hour with Labor Relations showing documentation of how and when management was doing our work, which is a direct violation of our contract. Management was directed to STOP doing hourly work, and it was also suggested our flightline crew needed more time to do our job. Another solution that was brought up was better communication between our members and management so the proper solution could be arrived at in a more efficient manner rather than simply throwing parts at the problem and wasting valuable time.

"Dan does a great job enforcing the contract and keeps a close eye to ensure all aspects of our contract are followed," said Business Rep Dena Bartman. "Every member should keep a watchful eye for violations and bring any issues to the attention of their Steward. It falls upon all of us to help ensure every provision of the contract is adhered to."

Keep in mind management can make suggestions, offer tips or defer to engineering, but they need to leave the troubleshooting to our members, who are the experts.

## Management Stopped from Performing Hourly Work in Everett

In Everett, Business Rep Grace Holland and CSCHA Steward John Dupea also recently stopped management from performing hourly work.

John discovered Boeing had management and other salaried employees performing the role of attendant for confined space when the radio systems were not being used. John documented the dates and times the violation occurred, as well as showed the long history of it being hourly work.

Grace also weighed in arguing the work is tied to the aircraft build process – reaffirming it is hourly work. The Confined Space Monitor job description also specifically calls out these functions.

Thanks to their efforts, this has now been corrected and hourly members will be the only ones allowed to perform this role.

"It was important that John challenged this to ensure managers or salaried employees do not take over this role," said Grace. "The reason we fight these issues, no matter how small the task, is because we want to ensure that all our members keep working. If we allow them to chip away and peel off tasks of a job, it could eventually result in a member getting surplused. This is our work, and it is our job to ensure we enforce those provisions of the contract."

Protecting hourly work is essential and could ensure that one of our members will remain on the payroll during a surplus. If Boeing whittles away and moves work to other payrolls unchallenged, eventually it will



*Union Steward John Dupea (l) and Business Rep Grace Holland worked together to prevent management from performing work IAM members have traditionally done.*

lead to the loss of an hourly job. All members should keep an eye out for violations of managers or other employees taking on work packages that we have traditionally performed and report any such incidents to their Steward immediately.

## Union Stewards Proactive Efforts Protect Members' Rights

*Continued from Page 1*

attendance CAMs, he didn't wait for them to be issued to take action. Michael reminded management of the LWOP reset on May 21, 2018. As a result of his efforts, the HR intake forms were rescinded and no CAMs were issued.

"Michael does a great job representing our members and ensuring that management follows the contract and their own policies. He will take the time to educate management on issues they should be aware of and is never afraid to speak up on an issue," said Business Rep Rich McCabe. "I appreciate that HR did the right thing rather than issuing the CAMs and making us fight it after the fact."

### Saving Sick Leave

In Everett, ESRC Stewards Tom Murphy and Kevin Goodman ensured a member was not overcharged for sick leave when their crew was on mandatory 10-hour days.

The issue came to light after a member called in sick while the crew was on designated 10-hour days. The manager insisted our member had to use 10 hours of sick leave to cover the absence. The Stewards quickly noted that was not the case. In fact, this issue was clarified in union/company discussions on the new Attendance Requirements.

After challenging the sick leave issue and showing them information on the new PSAR, management backed down. As a result, the member only had to use 8 hours to cover the time.

"Management is still trying to figure out all the changes to the attendance requirements that the Company made," said Business Rep Grace Holland. "Once Boeing eliminated many HR reps onsite, managers have less resources so there is more misinformation. Thankfully, our Union Stewards are willing to educate management in each scenario as it occurs."

### 16.10(d) Clarification Stops Member from Unjust CAM

Thanks to proactive efforts of Union



*Business Rep Grace Holland (center) thanks Union Stewards Tom Murphy (l) and Kevin Goodman (r) for stopping management from charging a member 10-hours sick leave to cover an absence on mandatory overtime – saving the member 2 hours' sick leave for future use.*

Steward Carl Bauer, a member was ensured an absence after leaving work to seek medical attention did not count against his attendance (per section 16.10(d) of our contract).

Discussions over Boeing's new Puget Sound Attendance Requirements (PSAR) resulted in a Memorandum of Agreement regarding Section 16.10(d) to clarify previous disagreements over the interpretation and application of this language, which reads: "16.10(d) If the employee requires medical care for the injury or illness and if such care unavoidably occurs during working hours, any such absence shall be excused with no attendance infraction."

In this case, the member came to work and was experiencing pain. After talking to his manager, he went to Boeing Medical, who then advised him to seek medical assistance outside of Boeing. The member did as instructed, left work and went to his doctor, which should not impact his attendance.

However, when he reported to work the next day with a doctor's note, the manager incorrectly coded it as a Medically Documented Absence (MDA).

Carl informed the manager it should be coded as 16.10(d) and provided the documentation for the manager from the new PSAR.

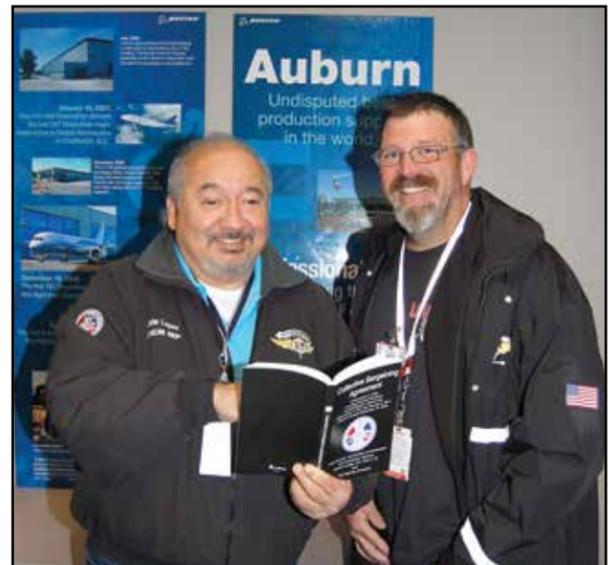
After seeing the clarification agreement on interpretation of 16.10(d), the manager agreed the time should have been coded as 16.10(d) and not impact our member's attendance.

"Carl's efforts ensured our contract was enforced and the member was not unjustly disciplined when he followed contract language," said Business Rep John Lopez. "Sometimes our Stewards must educate management on processes or contract language to avoid having the same issues happen to other members. Carl did a great job laying out the facts and ensuring

management understood the recent clarification on 16.10(d) that works in favor of our members."

Again, absences arising under 16.10(d) do not count in any manner towards infraction under PSAR, for the day(s) documented per the Memorandum of Understanding.

Keep in mind: In mid-2018, our Union was able to clarify some contract language favorably for our members who had previously been the source of multiple grievances regarding attendance issues. These clarifications and agreements were the result of effects bargaining over Boeing's attendance policy changes (a non-contractual issue). In addition, our union also pre-emptively clarified issues we believed could become an issue in the future. Stewards attended 90-minute union informational meetings to learn of the changes and received packets of the information. Knowing the changes, Stewards can more effectively challenge management's unfair attempts to discipline for attendance.



*Business Rep John Lopez (l) thanks Steward Carl Bauer for his efforts to ensure an absence under 16.10(d) didn't count against the member's attendance.*

# New Members Eager to Learn More and Get Involved

Word is spreading on our New Member Introduction seminars and attendance is growing, as our newest members are eager to learn more about their union. The 90-minute seminar is held at various union halls so members get answers to a lot of their questions and learn more about our union, our contract, their rights, educational opportunities, and the benefits of being a union member.

Those who attend have been encouraging others to attend so our union is stronger. Our newest members are invited via email and we are hoping all will join us at a seminar.

“Great presentation. I enjoyed my first union meeting. Keep doing what you’re doing. Thank you for fighting for us. I learned a lot,” said one participant in Everett.



The Everett Hall was packed with new members for a 90-minute Introduction to Your Union seminar in January.

# 751 Active in MLK Celebration; Fight for Economic Justice

District 751 activists were visible throughout the 2019 Seattle MLK celebration. Our Human Rights Committee and other volunteers started the day by helping to set up workshops and direct participants to the various classrooms. At rallies at both Garfield High School and Westlake Center, 751 volunteers helped pass collection buckets to pay for the event. Finally, our members and activists proudly carried our banner on the march to Westlake Center.

It was clear Dr. King’s message that the struggle for economic and social justice includes the right to form unions is as relevant today as it was more than five decades ago.

Dist. 751 President Jon Holden (center) presented a check for \$1,500 to 751 members Clifton Wyatt (l) and Lem Charleston (r), who have served on the Seattle MLK committee many years.



Some of the 751 members and their children attending and helping with the Seattle MLK Celebration.



Right: 751 members proudly carrying our Human Rights banner in the march.

Left: Kathy Simmons brought some of her grandkids to experience the march and movement.



# Seeing Red to Raise Awareness of Heart Disease

IAM 751 officers and staff will wear red clothing on Feb. 1 as part of a nationwide effort to raise awareness of heart disease, particularly in women. We are asking others to wear red on February 1st as well.

“Heart disease is the No. 1 killer of women,” said Terri Myette, the chairwoman of the District’s Women’s Committee. “We need to do more to make sure we’re taking care of ourselves.”

Heart disease affects both men and women, but women who have gone through menopause are more prone to develop it, in part, because their body’s production of estrogen stops.

As a result, about one woman in four will die from heart disease, studies show. And two-thirds of women who have heart attacks never fully recover.

To combat this, the National Heart, Lung and Blood Institute – which organizes the Wear Red Day campaign nationally – recommends that women speak to their doctors about heart health if they have any

of these risk factors:

- High blood pressure
- Diabetes
- High cholesterol
- Smoking
- Being overweight
- Older than 55
- Being physically inactive
- Family history of early heart disease

If you have one or more of these risk factors, talk to your doctor about improving your heart health. Be open with your doctor, and answer questions truthfully, and make sure your doctor explains treatment options in terms you understand. Details are available online at [www.hearttruth.gov](http://www.hearttruth.gov).

Protecting your heart can be as simple as taking brisk walks and eating healthy foods like vegetables to maintain a healthy weight, said Myette. “Wear Red Day is a way for all of us to get started.”



751 activists wore red at a recent District Council meeting to promote “National Wear Red Day” which is February 1 to raise awareness of heart disease.

# SERVICE TO THE COMMUNITY

## Machinists Made a Difference in Our Communities

District 751 Machinists Volunteer Program (MVP) continues to make a difference in our communities each week. Over the Christmas holidays, MVPs packaged pasta at the Northwest Harvest Warehouse, prepared and served meals at both Everett and Tacoma Missions, and last month built a wheelchair ramp for a resident in Stanwood.

To find out information on upcoming MVP events, check the calendar on the 751 website at iam751.org or email kaym@iam751.org if you are interested in MVP activities.



751 volunteers at the Northwest Harvest Warehouse in Kent on Dec. 27 packaged 4,400 pounds of pasta that equates to 3,385 meals. This volunteer event has been a tradition for 751 for more than 20 years.



L to R: Art Young, Carter Wolbaum, and Barbara Doucet prepared and served meals at the Everett Mission.

Right: 751 volunteers spent six hours building a wheelchair ramp for the girlfriend of a long-time member. Because our volunteers gave up their Saturday to build the ramp, the woman was able to come home from the hospital the following week – showing how important this volunteer work can be.

Photo below: Our volunteers put together the framework for the ramp.



Left: 751 volunteers install the hand railing to a long ramp built for a Stanwood resident. Volunteers built the ramp Saturday so the resident could come home on Monday.



At the Tacoma Mission, (L to R) Gary Perry, Rob Curran, George Braun and Katie Finnegan helped prepare and serve biscuits and sausage gravy, fruit loops cereal, hard boiled eggs, and sack lunches for later. The crew served 176 people on a recent Sunday. In addition, an area church group volunteered that day and made up gift bags that included a hat, hand warmers, socks and a scarf which were distributed to the patrons, as well.

### Diaper Drive Through March 31

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

The diapers and wipes will be donated to families living in women's shelters as well as organizations that support low-income families in King, Pierce and Snohomish counties through: Mary's Place in Seattle, Multi-Service Center of Federal Way, DAWN Domestic Violence Shelter, CareNet Pregnancy Centers of Puget Sound, Nourish Food Bank Edgewood, Two Hearts Pregnancy Aid Snohomish County, Hand

in Hand Everett, Foster Champs of Maple Valley, Communities in Schools, Parent Child Assistance Program Tacoma, South King County Food Bank (aka FW Senior Center in Auburn), and Sumner Food Bank

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

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

### Machinists Volunteer Program Awards Banquet

Saturday, April 6 - 5 to 7 p.m.

Seattle Union Hall - 9135 15th Pl. S.

Join us to honor 751's volunteers. Members and their families welcome. Bring a side dish or dessert to share. Casual dress.

# Seattle General Strike of 1919 – A Lesson in Solidarity

By District 751 Labor History Committee

When World War I broke out the USA was unprepared for war. To increase ship production Congress established the Emergency Fleet Corporation (EFC) to oversee ship construction.

Under EFC supervision shipbuilding in Puget Sound expanded rapidly to 37 shipyards and more than 35,000 workers. This made the shipyards the largest employer in Seattle.

With this also came the elimination of direct bargaining with the companies. For more than a year the shipyard workers worked without a raise on the understanding that wages would increase at war's end. Once the Armistice was signed on November 11, 1918 the Metal Trade Unions started to negotiate with the largest shipyard, Skinner and Eddy Shipyards, who agreed to a small increase to the elite crafts.

The Shipping Board stepped in and sent a telegram to the shipyard owners ordering them to 'STAND FIRM OR LOSE YOUR STEEL ALLOTMENT'. The telegram was delivered by 'mistake' to the Metal Trades office rather than the employer.

This was the final straw for the Unions and on Jan. 21, 1919, 35,000 workers went on strike in the shipyards.

Jan. 22, 1919 the Central Labor Council began talking about support for the strikers and the idea of a general sympathy strike was formed. The ensuing debate showed clearly that both sides saw the conflict through a broad lens.

"We knew that if the metal trades were forced to their knees our turn would come next," said a plasterer explaining his local's pro-strike vote.

One by one unions voted to support the strike. In all 300 delegates from 101 unions voted to strike. They then elected a Strike Committee. Thursday, Feb. 6 at 10 a.m. was to be the start of the strike. The committee established sub committees to handle all the details.

The strike was joined by others; The Japanese Association of Labor, Tacoma Labor Council and Aberdeen Labor Council also struck. Forty thousand non-union employees were also idled by lack of transport and work.

Mayor Ole Hanson described Seattle on the morning of Feb. 6: "Streetcar gongs ceased their clamor; newsboys cast their unsold papers into the street; from the doors of mill and factory, store and

workshop, streamed 65,000 workingmen. School children with fear in their hearts hurried homeward. The life stream of a great city stopped."

The strike committee kept things peaceful and running. People stayed home who were not directly involved in the strike. People were fed at dining halls, the cooperatives gave credit to people needing food, hospitals had food and clean laundry, some power was on and there was nothing for all the military who had been deployed to Seattle to do but sit around.

Yet arguably labor's greatest achievement was not in idling private industry but in organizing alternative public provisions. To feed the 30,000 single men who depended on restaurant meals every day, striking cooks prepared,

and striking Teamsters carried hot food to labor halls that set up makeshift "eating stations." To supply other vital needs, the General Strike

exemptions committees dispatched teamsters to haul milk cans and hospital laundry. To

maintain public order, labor's war veterans patrolled the streets unarmed to "persuade" fellow citizens to keep peace and to avoid clashes with the National Guard troops that the Secretary of War ordered to the city on Feb. 6th.

These measures won much sympathy, but anti-union forces dealt the CLC a powerful blow. Mayor Ole Hanson, under strong pressure from business leaders, declared the strike a Bolshevik action and on Feb. 7 issued an ultimatum: end the strike or he would declare martial law. Meanwhile, AFL international officers, afraid that Seattle's conflict would scuttle organizing efforts in the east, declared the strike an unauthorized action, withheld support funds, and threatened to revoke striking locals' charters. Thus attacked on both flanks, the strike gave way. A trickle of strikers went back to work on Saturday, Feb. 8th, and by Monday virtually all had returned. The CLC officially ended the action the next day.



## Seattle General Strike Bus Tour Sat. Feb. 9, 2019

Seattle General Strike Bus Tour - Sat. Feb 9, 2019 - "Nothing Moved but the Tide"

**PNLHA** - Join the Pacific NW Labor History Association on a bus tour of the important 1919 General Strike Sites – marking the 100th anniversary of the strike. Starting and ending at the Seattle Labor Temple. 9:30 am - 12:30 pm

**UW Labor Archives** is hosting a free event at 1 pm at the Seattle Labor Temple. There will be discussion, entertainment and a soup kitchen.

General Strike Bus Tour free for PNLHA members. \$25 for non-members (includes membership and calendar). Space is limited, reserve a seat 206-367-0288 or pnlha2@gmail.com.

closed down the city for six days. The strike was administered peacefully and competently by the workers themselves and had lasting consequences for the labor movement in Seattle, the United States, and beyond. Less a tactical failure than a last stand, the Seattle strike left a memory of worker solidarity and social vision that far outlasted 1919.

For a list of commemorative events go to: [www.solidaritycentennial.com/](http://www.solidaritycentennial.com/)

Its fallout was mixed. From a shop floor perspective, the strike was a defeat, since the shipbuilders lost their wage bid. Moreover, true to labor's fears, Seattle industrialists soon launched a successful offensive against the closed shop. Within local labor ranks, criticism over the strike led to the ouster of militant leaders and the end of "Duncanism," the earlier state of toleration between craft and industrial unionists. Government repression also intensified. Federal agents arrested local Wobblies and Union Record editors on charges of criminal syndicalism and sedition, in what would later appear to be a curtain-raiser for the Palmer Raids. Mayor Hanson became a national hero for facing down Bolshevism.

On the other hand, The Seattle General Strike lives in popular memory as a testament to the power of solidarity and direct action by working people. Diverse groups united across occupations and political affiliations to assert themselves in a powerful eruption of action that

## Local C Poker and Slot Tournament to Benefit Guide Dogs - Sat. Feb. 23

### Hold 'Em Poker Tournament

Local C's Guide Dogs of America Hold 'Em Tournament promises to be a fun deal on Saturday, Feb. 23, at the Muckleshoot Casino in Auburn. Registration will start at Noon, and the tournament begins at 1 p.m.

Registration is \$100 per player. There will be a \$3,500 payout to the top 10 players at the final table. Players registering by Feb. 15 will receive an additional \$500 tournament chip.

All proceeds from the tournament will go to Guide Dogs of America.

### Slot Machine Tournament

In addition, for those who prefer to play the slots, Local C will host a slot tournament at the Muckleshoot simultaneously with the poker tourney on Saturday, Feb. 23. Slot tournament card sales begin at Noon; tournament begins at 1 pm. \$5 per game and



individuals can purchase 1 or up to 15 slot game cards. \$850 Final payout to the top 5 based on individual's highest score.

Flyers with details about the tournament are available at all Puget Sound union halls and on the website at [www.iam751.org](http://www.iam751.org). Additional information is available from Neal Key at (206) 890-5485 and other Local C officers. Various sponsorships levels are available with all proceeds going to Guide Dogs.

Remember to bring your Player's Club Card or get one before the tournament.

It promises to be a day of fun at the casino raising green for the Guide Dogs!

## Local F Unity Bowling Tournament

Sunday, March 31 - 1 p.m. to 4 p.m.



Two Locations  
Secoma Lanes, Federal Way OR  
Glacier Lanes, Everett

Strike up a good time with food, fun, friends and prizes while raising money for the Machinists Non-Partisan Political League (MNPL).

Local F's annual Unity Bowl fundraiser will again be held at two locations, in Everett and Federal Way, on Sunday, March 31.

Five-person teams will bowl from 1 to 4 p.m. at both Secoma Lanes, 34500 Pacific Highway S., in Federal Way, and Glacier Lanes, 9630 Evergreen Way in Everett.

Registration costs \$50 per person, which includes shoes, lunch and bowling fees, plus

a chance at door prizes. Lane sponsorships are available for \$100. All money collected will go to MNPL, which is the political action arm of the Machinists Union.

For details on the Everett tournament at Glacier Lanes, call Mitchell Christian at (425) 308-6895 or Bill Langlois (801) 419-1442. For details on the Federal Way tournament at Secoma Lanes, call Charles Cesmat (206) 930-2450, Jeremy Coty at (253) 350-1516 or Donovan McLeod (253) 486-7063. There will be fun to spare...so sign up today!

## RETIREMENT NEWS

# January 751 Retirement Club Meeting Minutes

The meeting was called to order on January 14, 2019 by President Jackie Boschok. She led the club in the flag salute and God Bless America and T.J. Seibert led the prayer.

President Jackie Boschok suspended the regular order of business to swear in Mike Keller to a new three-year term as a trustee.

**Roll Call:** All officers were present.

**Minutes:** The November meeting minutes were approved.

**Executive Board Report:** President Boschok read the following motion:

1) Spend \$300 to purchase appreciation gift cards of \$50 each for six additional support staff. **M/S/P**

**Financial Report:** Tom Lux gave the report. It was **M/S/P**.

**Health and Benefits:** Vice President Helen Lowe read the deceased list: **Local A:** Lawrence Hill, James Kandior, Robert Kemmer, Matthew Lubic, Gerald Maxwell, Laurence Steffensen, Carey Young. **Local C:** Zonie Brown, David Forgey, Lloyd Gilbert, Daniel Nelson, Edwin Thomas. **Local F:** Gerald DeWeese, Justine Garrison, Edith Giacco, Leonard Mott, James M. Smith, Robert Thomas, Iva Wilsan, Hagood Zeigler. A moment of silence was observed. Sympathy cards were sent to the next of kin.

**Legislative Report:** Carl Schwartz

spoke about the national government shut down. We are concerned as many government agencies that serve basic needs are unable to meet their responsibilities, including many agencies that serve senior citizens.

Our Retiree Club is putting together plans for our activities this year. We welcome suggestions and especially seek to improve participation of our membership.

We will be setting up appointments with members of Washington State's congressional delegation to re-affirm their contact with our club and re-affirm their support for our issues and concerns. In particular we are concerned about: 1) support for Social Security in general and its future funding by removing the "cap" on taxed earnings 2) restore adequate staffing of Social Security administration offices 3) adoption of a cost-of-living index that considers senior expenses 4) passage of legislation that permits Medicare to negotiate for lower drug prices.

Senior Lobby Day will be February 26 in Olympia. We will send a full delegation. Carl then made a motion to send up to ten delegates to Senior Lobby Day at a cost of \$200. Registration fee per person is \$20. **M/S/P**

President Boschok stated she will reserve the district van which seats 25.

*T.J. and Mary Seibert celebrated their 55th anniversary in January while Joe Pinczes celebrated his birthday.*



It will leave the Seattle Union Hall at 7 a.m. Contact President Boschok if you are interested in going.

**Good & Welfare:** Vennie Murphy spoke about the Alliance for Retired Americans National Membership Meeting that took place in Las Vegas last November. He said he was in a meeting with younger people who think Social Security will not be there for them. We need to think of ways to get them involved. Maybe have them come to Senior Lobby Day with us next year.

Tom Lux said 2019 is the 100 year anniversary of the Seattle General Strike. Many events are planned to commemorate the centennial. More information can be obtained via [www.solidaritycentennial.com](http://www.solidaritycentennial.com). (Also see box on page 8).

Jim Hutchins also spoke about the ARA meeting in Las Vegas stating a workshop he attended recommended taking pictures when you meet with legislators. This can make an impact.

T.J. Seibert also attended the ARA meeting and said there were a lot of good speakers. He spoke about the need to get involved in supporting and electing Democratic candidates in the 2020 elections. Vennie added that we need to educate young people since a lot of them are not interested in voting.

**President's Report:** President Boschok spoke about the Seafarer's luncheon January 24 that will be held at the Seattle Union Hall.

She said the Executive

Board has discussed social activities for this year and are anticipating one big event this summer. We will talk about this more at the March Business Meeting. Some activities to consider are: Blake Island Salmon Dinner tour, Museum of History and Industry, the new Nordic Museum in Ballard, Museum of Flight, a wildlife refuge outing, Lake Union boat ride or the Skagit tour again. Helen Lowe also suggested Wolf Haven and Carl Schwartz suggested attending a play and getting a group discount. Some of the museums also offer free admission one day a month. Jackie Boschok said she would research costs and general information about the suggestions for further discussion at the March meeting.

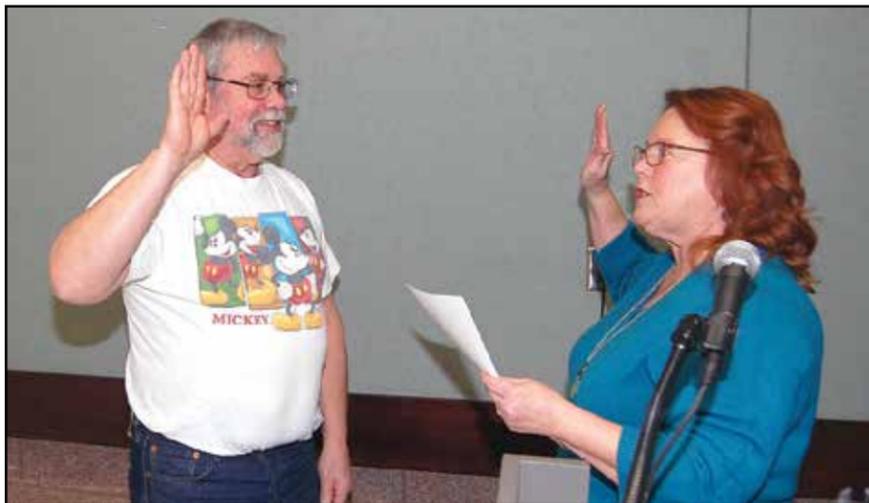
**New Business:** none

**Unfinished Business:** none

**January Birthdays:** Joe Pinczes celebrated his birthday and T.J. and Mary Seibert celebrated their anniversary. The club sang happy birthday to Joe.

The Fred Meyer gift card was won by John Robinson.

Meeting adjourned at noon.



751 Retirement Club Jackie Boschok (r) administers the oath of office to 751 Retirement Club Trustee Michael Keller at the January meeting.

## RETIREES

Congratulations to the following who retired with the Union:

Sean Aldrich	Lawrence Holland	
Margaret Armstrong	Vickie Johnson	
Perfecto Basto Jr	Dale Jonas	<i>NOTE: Eastern Washington Local Retirees are noted below followed by the name of their employer.</i>
Thomas Beaver	Alan Jones	
Kenneth Bowne	Peter Jorgenson	
George Brown	Philip Koziol	
Randal Burke	Lacy Lee	
Patrick Carioto	George Mayo	
Larry Chavez	David McPherson	
Brett Coty	Robert Merritt	<b>Local 86</b>
Kelly Coty	Erik Nicholson	Joseph Venzlowsky,
Lavonne Deveraux	Kenneth Orme	Penske Truck
William Dewald	Noly Pascua	Leasing
Lawrence Digorgio	Victor Radford	
Steven Fahrenkrug	James Reynolds Jr	<b>Local 1951</b>
Donald Fisher	Craig Sheets	James Bower Jr,
Tina Foster	Paul Snape	MSA (Hanford)
Michael Garrand	Robert Stalnaker	Michael Krouse,
Edwin Gumm	Robert Ward	Battelle (Hanford)
James Hamilton	Russell Werther	Brett Schuster,
Jay Helman Sr	Peter Wilson	Republic Services
John Hilburn	Francis Young	
Stephen Hitch		

## Beware Seniors: Social Security Scam Alert

The Social Security Administration (SSA) reported scammers are impersonating SSA employees and calling citizens. Often your caller ID will show the real SSA phone number, even though it is not the real SSA calling. The scammers use threatening language to warn unknown victims that they'll face arrest or other legal action if they fail to call a phone number the scammer provides or press the number indicated in the message to address the issue.

In some instances, the scammers switch tactics and communicate they want to help the individual with activating their suspended Social Security Number. SSA is not making these calls - these calls are a scam.

Never give any part of your Social Security number to anyone who contacts you. Or your bank account or credit card.

If you or someone you know should get such a call, do not provide any information and just hang up. Report the call to SSA's Inspector General at 1-800-269-0271 or <https://oig.ssa.gov/report>. For more information on how to report this type of activity, read the Social Security Matters blog ([blog.ssa.gov](http://blog.ssa.gov)).

## Senior Lobby Day February 26

The 2019 Senior Lobby Day will be held on Tuesday, February 26th at United Churches, 110 11th Ave SE, Olympia, WA 98501. Sign up now to attend and reserve your seat in our vans. The deadline for our 751 Retirement Club to pay members' registration is Feb. 14.

Meet at the Seattle Union Hall at 6:45 a.m. The vans will depart at 7:00 a.m. Vans will leave Olympia at 3 p.m. to return. The agenda in Olympia begins with a continental breakfast, then several speakers and panel discussions, a box lunch, and ends with meetings with your legislators. To reserve your seat or for more information contact President Jackie Boschok at 206-890-1009 or [jackieboschok@hotmail.com](mailto:jackieboschok@hotmail.com).

Join us in speaking up for senior's issues in Olympia!

### RETIREE CLUB OFFICERS

<b>President</b>	Jackie Boschok	206-890-1009
<b>Vice President</b>	Helen Lowe	206-523-9526
<b>Secretary</b>	(vacant)	
<b>Treasurer</b>	Tom Lux	206-551-1371
<b>Srgnt-at-Arms</b>	Vennie Murphy	253-985-0951
<b>Trustees:</b>	Michael Keller	206-723-4973
	Jim Hutchins	206-369-2309
	T.J. Seibert	206-909-4870
<b>Union Office:</b>	(1-800-763-1301) or 206-763-1300	

# 2019 IAM Scholarship Accepting Applications

Obtain an IAM Scholarship application and guidelines online by visiting [www.goiam.org](http://www.goiam.org) & search 2019 IAM Scholarship or call 301-967-4708 to request an application

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the United States and Canada.

Awards to members are \$2,000 per academic year. They are granted for a specific period from one to four years leading to a bachelor's degree or a two-year vocational/technical certification.

**Awards to Children of Members are:**  
College: \$1,000 per academic year. All awards are renewable each year, until a bachelor's degree is obtained or for a

maximum of four years, whichever occurs first.

Vocational/Technical School: \$2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

**Eligibility for Competition**

Any applicant must be either:

- an IAM member, or
  - the son, daughter, stepchild or legally adopted child of an IAM member.
- Child of a Member Applicant--
- Must have one living parent with two



years of continuous good-standing membership up to and including the closing date of Feb. 22, 2019.

• Must be planning to graduate during the winter or by the end of the spring 2019 school year (i.e., normally a high school senior);

- Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;
- Will be eligible if the parent died

after the son or daughter entered high school, if the parent had two years of "continuous good-standing membership" at the time of death.

For information on all rules of eligibility or to obtain an application form, visit [www.goiam.org/iamscholarship](http://www.goiam.org/iamscholarship). NOTE: Completed Application Packets must be postmarked no later than Feb. 22, 2019.

## FREE

# WANT ADS

## FOR MEMBERS ONLY

### TOOLS

ACRA vertical turret horizontal milling machine \$12,000 OBO High performance variable speed lathe model 144OV \$14,000 OBO. These tools belonged to Fred McKenzie. 206-248-0686 or 206-595-0636

### AUTO PARTS & ACC.

V.W. WORKSHOP MANUALS, Chiltons, parts book, service repair bulletins, covers 1950 thru 1981, Bugs, Ghia, Bus, & Type 3. Also, stereo receivers and record players. 509-685-1778

### COTTAGE INDUSTRIES

HEALTH - n - BEAUTY want better focus, sleep, energy, strength, fat loss? Mood! 253-358-6302 or [carlbauer.experienceketo.com](mailto:carlbauer.experienceketo.com)

NEED A MORTGAGE LOAN? I can help you get pre-qualified for a home, need to refinance and get cash out? Call me 425-977-3878 or email [Kimberly.peterson@guildmortgage.net](mailto:Kimberly.peterson@guildmortgage.net)

A HAPPY HOME. Could your home use TLC? A new deck, fence, beautiful flooring or lovely crown molding. Home remodeling and-repairs. Dennis, Hammer-n-Nails 253-686-4030

THINKING ABOUT SELLING YOUR HOME? Downsizing? Need more room? July Small will do a free market analysis. Licensed real estate broker Windermere. Call now! 206-734-7122

HEALTHY MIND, BODY, FAMILY, SOCIETY & FINANCES. Part or full time, your choice. Call me for details. Entrepreneurs welcome. Call Jerry 253-389-8384

FISH WITH A GUIDE FOR red fish in New Orleans now or fly fish for trout in Montana in the spring and summer. Call at 425-327-9343 or [www.allwateranglers.com](http://www.allwateranglers.com)

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### 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 Feb. 15th**

### REC VEHICLES

2006 COACHMAN 29+', new tires ready to roll, 2 slide-outs, 450 Ford. 253-345-0719

### HOUSING

FISHING, HUNTING, PARKING, weekend getaway playground. 3 bedrooms, 1 bath, 2 bonus rooms, 2 bay shop, 1 attached garage. As is 125K, call for viewing. 509-631-0401

MAUI - BEAUTIFUL BEACHFRONT CONDO. Your choice: 1 bdrm, 1 week \$1925, 2 bdrm 1 wk \$3500 or 3 bdrm 1 wk \$6300. Call for details. 206-246-1642

VIEW HOME, 4 bedroom, 3 bath, full basement, attached 4 car garages, 3600 sq. ft. 4 acres. Culbertson, MT plus 30x40 shop. \$395,000. Opt. on 10 more acres attached. 406-787-5242 or 406-790-0383

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See [www.konaallicove.com](http://www.konaallicove.com). Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 30 days. 10% discount to Boeing employees. \$2850-3500/month. Amenities include designated parking, DSL for Wi-Fi, pool, Jacuzzi and much more. 206-459-3444

### MISCELLANEOUS

WANTED: UNLIMITED HYDROPLANE scrap books from the fifties-sixties.. 206-557-0282

EXPERIENCE REAL WELLNESS by using pure, powerful, life-changing therapeutic grade essential oils. Relax, refresh, rejuvenate, motivate, create abundance and more through transformational oils. <https://ylessentials4u.vibrantscents.com>

USED AMTROL MODEL 255 pressure tank for well. Includes supply and outlet piping with pressure gauge. 81 gallon, perfect condition. 425-366-9442 paid \$300 cash.

TREASURE HUNT FLEA MARKET, first Saturday of every month. Located at the Eagles Club, 8201 Lake City Way, Seattle. Contact Dori Heck for information. 206-909-0916

VENDORS WANTED to participate at the TREASURE HUNT FLEA MARKET on the first Saturday of every month. Contact Dori Heck for booth rental information. 206-909-0916

AIR B&B FIDDLE FAMILY FARM on Camano Island. Beautiful location, mid island. Close to beaches and state parks. Check it out: Fiddle Family Farm [abnb.me](http://abnb.me). Bike, Boat, Crab, Fish.

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TRAINING FOR STUDENT PILOTS. Ground school for private commercial, ATP. FAA certified AGI flexible schedule. Weekend ok. All day. 310-626-3520 [nicasioarturo@yahoo.com](mailto:nicasioarturo@yahoo.com)

NEED AN AWNING COVER for your wood deck, concrete patio, carport for your car or truck, front or back porches? Call Awning Buildings 206-250-7139

ANTIQUES & COLLECTIBLES - Yard Birds in Chehalis #105. Dishes, vases, stamps, jewelry. Open Sat & Sun 253-735-1832 or 253-569-4532

GARAGE DOORS REPAIRED OR REPLACED. South of Olympia, located at 2100 N. National Ave, Yard Birds Mall space #105. Parts & tools also. Open Sat & Sun. 360-264-6319, 253-569-9532 or 253-261-4933

HOUSE PLANTS: rooted plants and planted ones \$3 to \$5 medium and large and ones. Dieffenbachia rooted and planted (dumb cane), spider plants, crown of thorns, African milk tree, ivies, split leaf rhododendron (two large), peperomia starts, planted green - nice plants - will have purple heart. 253-852-6809

PRE-1960 BASEBALL CARDS - Retired member wants to buy pre-1960 baseball cards. 206-954-3039

IRC RETIREES meet for breakfast on the 2nd Wednesday of each month at 10 a.m. at The Stump restaurant in Arlington. Come and join us.

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](mailto:clintbonnie@hotmail.com)

CLEAN PLASTIC CONTAINERS 20 oz-80 oz. peanut butter ones .25 each, metal coffee cans, clean with lids .25, plastic ice cream buckets and lids, clean .25 each 253-852-6809

RECORD ALBUMS LAYING AROUND? I will buy them! Rock and roll, blues, funk, metal, jazz, obscure. Those genres wanted. Fair price for good stuff. 206-861-6557

CHILDCARE AVAILABLE IN MARYSVILLE Building Blocks Daycare and Preschool. Educating the next generation. I have 15 plus years' experience and love watching children learn and grow. 425-244-0230

### PROPERTY

VACATION HOME FOR RENT. 2645 Rosemont Circle Davenport, FL. Has its own private swimming pool. Approximately 20 minutes from Disney World and 20 minutes from Universal Florida. Questions contact Steve Hofmann at [rosemontvillarental@gmail.com](mailto:rosemontvillarental@gmail.com)

GREENWOOD MEMORIAL PARK, Renton. I have 4 plots side by side in the Azalea Garden and 1 double headstone for sale. \$1,500 less than retail price on each plot. Great location and beautiful cemetery. Will negotiate the price of the headstone. Call to find out the price. 253-852-6809

3.20 ACRES IN SUNNY SEQUIM. Utilities to property. Ride, bike, walk to Olympic Discovery Trail. 9 Golf courses nearby. Walking distance to shopping and amenities. \$149,950. 360-461-6846

### VEHICLES

2005 FORD FOCUS ST, 4 door, 5 speed manual, only 91871 miles, sunroof, power everything, new tires, brakes, clean title. \$3900. Call 253-334-9066

1984 MERCURY GRAND MARQ sedan, \$5,000 or best offer. One owner, automatic transmission, power steering, excellent condition, always garaged. 150,000 plus miles, 8 cylinder, white exterior, burgundy cloth interior. Runs great. 253-863-8372

- |             |                          |                             |                         |
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Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Feb. 15th!

# FINANCIAL \$ENSE: Financial Lessons You Can Learn from Retirees

Does this scenario sound familiar?

- When the market is up, an investor feels good and buys stocks.
- When the market is down, that same investor gets scared and sells.

Although reacting like this may feel right at the time, the problem is this scenario is unlikely to result in a profit. In fact, the goal should be just the opposite: buy low and sell high.

**Why do investors make this mistake?** The reason may have a lot to do with us making investment choices the same way we do many important decisions: using both our heads and our hearts (i.e., logic and emotion). When there's market volatility – including both market highs and market lows – our emotions tend to take over and we may make illogical choices going against our best interests.

To avoid having your emotions control your investment decisions, you may decide to get into the market when it's down and out of the market when prices are up. This is known as "market timing."

While this approach may sound rational, the problem is this strategy is

extremely difficult, even for experienced investors, to employ consistently. There's an old saying: "No one rings a bell" when the market reaches the top of a peak or the bottom of a trough. Translated: Investors attempting to time the market usually find it tough to determine exactly when to make their move.

**Give dollar cost averaging a look.** Rather than using either of these approaches, consider a strategy called "dollar cost averaging."

Dollar cost averaging is the practice of putting a set amount into a particular investment on a regular basis (weekly, monthly, quarterly, etc.) no matter what's going on in the market. For example, you could invest \$500 each month. In a fluctuating market, this practice lets you purchase additional shares when prices are low and fewer shares when prices increase.

While you're mulling dollar cost averaging's potential merits, consider this: You may well be using the strategy already. If you participate in an employer-sponsored retirement plan, such as a 401(k) or 403(b), and contribute the same

amount each payday, you're using dollar cost averaging.

**Get help for when the going gets tough.** One of dollar cost averaging's greatest challenges is you have to stick with the strategy even when the market declines, and that can be difficult (see our previous discussion about letting emotions control your decision-making). However, during times like these, dollar cost averaging can be most useful by letting you purchase shares at lower prices.

Because dollar cost averaging can be simultaneously more difficult and advantageous when the going gets toughest, consider turning to a professional financial advisor for help. He or she should offer a voice of reason during these periods as you grapple with whether to adhere to the strategy.

Like any investment strategy, dollar cost averaging doesn't guarantee a profit or protect against loss in a declining market. Because dollar cost averaging requires continuous investment regardless of fluctuating prices, you should consider your financial and emotional ability to

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## Officers Accept the Oath of Office in January

*Business Rep Ira Carterman (far left) administers the oath of office to Local E Officers (L to R): Guerdon Ellis, Bruce McFarland, Roy Wilkinson, Linda Ramos, Randy Hamline, Chris Olafson, and Hainz Perry.*



*Past Local F President Terri Myette administers the oath of office to Local F Officers (L to R): Shane Van Pelt, Dave Bryant, Jeremy Coty, Carolyn Romeo, Dorothy Lambert, Charles Cesmat, Travis Kendrick, Tom Keller and Dominic Patton.*



*Below: Local F President Shane VanPelt administers the oath of office to Local F Audit Katie Eagleson.*



*Local A Vice President Matt Hardy (l) administers the oath of office to Local A Audit Brent Scott and Jon Voss.*

*District President Jon Holden (l) administers the oath of office to Local A Council Alternates Cam Griffin and Bridgette Hardy.*



# EASTERN WASHINGTON

## Summit Brings Eastern Washington Leaders Together

In late January, leaders from our three Eastern Washington locals met with Business Rep Steve Warren and District 751 President Jon Holden. The summit gave leaders a chance to discuss issues, upcoming contract negotiations, fundraising and community service projects. The leaders also strategized ways to bring the benefits of union membership to other employers in Eastern Washington.

It was positive to share information and see the locals working together on a number of projects.



Local Lodge leaders from 86, 1123 and 1951 met at the Spokane Union Hall with Business Rep Steve Warren and District President Jon Holden to share information and work more closely going forward.

## Bargaining Committees for UPS Gear Up for Master Agreement Talks

IAM members working at UPS remained united in their efforts to secure a new Master Agreement later this year. In January, members from across the country completed the 2019 Master Agreement Bargaining Survey.

In January, representatives from our local negotiation committee met with leaders from other sites to analyze survey results, identify top issues needing to be addressed in the Master Agreement, and review proposals.

Seattle, Spokane, Oregon, Utah and California representatives openly shared many issues along with pension rehabilitation requirements, health care, wages and benefits.

Overall, the proposal presentation meeting was positive, and lots of information was shared among the locations. It was good preparation for when formal bargaining begins March 11-15.



Above: Steward David Bakken and Business Rep Steve Warren meet with reps from Utah, Oregon, and Seattle to review potential proposals for the UPS Master Agreement.



Left: Staff Assistant Chris Powers, Business Rep Steve Warren, UPS Stewards Cory White and David Bakken review survey results from UPS members in Eastern Washington.

## Retirement Recognition at UPS



IAM mechanics working at the UPS Spokane hub organized a celebration for retiring member Scott Daugherty. Scott (holding his cake) worked for 33 years as a Package Car Mechanic at the CDA Idaho UPS satellite facility. Congratulations, and we wish you well in your retirement.

## A New Shop for Longtime IAM Member

Spokane Valley Fire Mechanics welcomed a new addition to their crew with Kelly Caudill.

While Kelly may be new to Spokane Valley Fire, he has over 25 years of IAM membership.

Kelly previously worked as a mechanic at Penske Truck Leasing another IAM Shop and is excited to continue working under the security of an IAM contract.



Kelly Caudill (r) is welcomed to Spokane Valley Fire by his co-workers and brings 25 years experience and union membership.

## Local 86 Officers in Spokane Accept the Oath of Office

Officers for Local Lodge 86 in Spokane began a new three-year term at the lodge meeting on January 10. The group was energized and excited with plans to try and involve additional members in the local lodge.

Local 86 Officers taking the oath of office from past local president Rick Olson (L-R) Tony Wade, Bill Nikkola, Carl Andrews, Pete Hedemark, Casey Streeter, Darrin Truitt, Jerry Purser and Allen Eveland.

