

DISTRICT 751

AERO MECHANIC

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Workers at United Technologies Corporation (UTC) Landing Gear Systems raise their fists in solidarity. On March 23, they voted overwhelmingly to have IAM union representation at their Everett plant. These talented individuals build and assemble landing gear for Boeing 737, 747 and 767 tanker platforms – a critical component to the airplanes.

IAM Union Yes at UTC Everett

Workers at UTC Aerospace Systems in Everett, who build landing gear for the 737, 747 and 767 tanker, are the newest members of IAM District 751. These talented workers voted overwhelmingly on March 23 for union representation and a voice in their future.

The NLRB must still certify the results, but IAM 751 is moving forward to survey members to identify issues in their workplace.

“We are excited to welcome these workers into our IAM union family. They play a critical supplier role for the 737 and other Boeing airplane lines, and we are proud to be their advocate,” said

IAM District 751 President Jon Holden. “It’s our job now to negotiate a contract that recognizes the contributions these members make toward UTC’s success and reward them for their hard work and skills. We will use all our resources to secure a contract they are proud of and ensure their collective voices are heard. Joining the Machinists Union gives these workers the dignity and fairness they deserve at work and allows them to plan for their future.”

Workers at the UTC Everett plant approached IAM 751 about representation after news that UTC is buying out Rockwell Collins in a deal

worth more than \$30 billion. After several multi-billion dollar acquisitions, workers felt they needed protection and security for their families. Media reports highlighted that executives “change in-control” clause in their employment contracts would provide millions to the executives, but there were no guarantees for the workers.

Adrian Perez has worked for the company 14 years and worked in the landing gear shop for 5 years. “There have been a lot of changes, and a lot of them for the worse. With all the billions spent on buyouts, no one is looking out

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Safety Awareness in Blue Streak Shop Results in More Than 13 Years Injury Free

‘Safety First’ is a slogan we often hear, but rarely does that become reality as members are pressured to do more with less, learn additional tasks and technology and ensure production remains on schedule.



Union Stewards Martin Schmidt (l) and Bobby Buechler (r) talk with Business Rep Rich McCabe on how they have made the blue streak shop safer with a conscious push for safety. See page 7 for shop/crew photo.

In A-3934 Blue Streak Emergent Operations in Renton, safety has become ingrained into every aspect of their workday. This amazing crew has gone more than 13 years without an injury or to put it another way collectively these members have worked more than 645,000 hours without an injury.

In March, Business Rep Rich McCabe, along with representatives from IAM-Boeing Joint Programs, recognized the 29-person crew for this impressive record. The crew

was presented union t-shirts and a banner commemorating the achievement to hang in the shop, as well as a goody bag from Joint Programs.

“With all the hazards that go along with your job as a blue streak shop and the fact you travel throughout the factory and airplane, it is amazing to hit the one-year mark without an injury. By making safety a priority, you have done much more than that,” said McCabe. “For more than 13 years, you have made sure you leave work in the same condition as you arrived. That is incredible.”

“This record didn’t happen by accident. You are working safe because you look out for each other every day and are intentionally conscious of safety procedures,” McCabe added.

Safety in the workplace is a

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Advisor Helps Member Achieve Dream Job

With guidance and support from IAM-Boeing Joint Programs Career Advisor John House, 751-member Jolene Cortel recently achieved her goal and was promoted to a 34107 Aircraft Test Technician A.

“Becoming a Functional Test Technician was a dream of mine since I first came to Boeing and worked as a mechanic in the shops,” she said. “It took me a long time to make this change happen, but I’m glad I didn’t let anything stop me.”

“With this promotion, I look forward to work every day and doing what I always wanted to do,” Jolene added. “I can now enjoy my life more outside of work because the Functional Test job doesn’t take the same toll on my body as working in a mechanic role.”

Jolene hired into Boeing as a 30304 Assembler Installer, but was always interested in the 34107 Functional Test job. At times when she finished her work on second shift, she would stay late to watch the third shift functional test perform the critical high blow test. She decided that was her dream job for the future, and a goal she would work towards.

“The third shift high blow team inspired me to pursue a job in functional test. After first accepting a Functional Test job in the P-8, it is so fitting that I am now working on the third shift 737 Functional Test crew performing the high blow test,” said Jolene. “I have come full circle and get to perform the test I used to only observe after my shift.”

Jolene began meeting regularly with Renton Career advisor John House to create a training plan, enroll in challenging off-hour training, clarify planning steps and explore college courses. Persistence and grit defined Jolene’s efforts toward completing required instructor-led and web-based ERT training. As her advisor, John provided electrical assessment tip sheets, recommended course lists to help her prepare and encouragement with every

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With support from a Joint Programs Career Advisor, Jolene Cortel completed training and is now a 737 Functional Test mechanic.



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REPORT FROM THE PRESIDENT

751 is Working to Make Our Communities Stronger

By JON HOLDEN
IAM 751 District President

It is shaping up to be a busy year again. Our District is focused on our proactive effort to document why the state of Washington is and remains the top contender to win Boeing's next airplane program. We have been



working with others throughout the state including the Governor's office, County Executives from Snohomish, King, and Pierce counties, SPEEA, Workforce Development Councils, Community and Technical Colleges, WSU and the UW along with a host of others who care deeply about aerospace jobs in our state and the infrastructure necessary to make building airplanes here the most successful place in the world.

While we believe and can back up with unbiased data that our aerospace manufacturing base is second to none; we can no longer simply expect that Boeing will place work here out of hometown loyalty. We will be forced to compete for every job in the future, which is one reason why we are working to raise awareness on all the advantages that come with siting a new airplane program in this region.

Our communities certainly benefit from having Boeing here in Puget Sound, and our members are better off because of these good union jobs building airplanes. We have a solid middle class here in our state, due in part to a strong aerospace manufacturing base. Other industries thrive because of this as well.

But let's not sell ourselves short as this is a two-way street. Boeing has profited greatly from the support they have received from this region through

legislation, tax structure advantages, investment in education and training, and an infrastructure that has evolved over the last hundred years. But you and the other Boeing workers who bring decades of skills, knowledge and experience are also a key factor.

We as a community have worked hard to be supportive of Boeing and their requests to remain successful and competitive in the market. We only want to make sure that those points are not forgotten or overlooked because we have made tremendous investments throughout our state to grow the aerospace industry. We are getting out in front of this decision in a positive way so that no one else can spin a narrative any other way.

In other news, we recently filed for election with the National Labor Relations Board for employees of UTC Landing Gear Division in Everett. I am proud to report that these new members voted overwhelmingly to join our Union. They made the decision that having a voice on the job and an opportunity to gain protections under federal law were important enough to stand up for. We are seeing greater activity with aerospace workers who deserve better and understand that joining our union will help them bargain for higher wages, better benefits and improved working conditions. They are highly skilled workers that build parts and assemblies for their employer who in turn makes millions in profit. They deserve to share in the prosperity they create and a union is their pathway to obtain that.

The IAM has also filed for an election again in South Carolina. This time for

Flight Line Mechanics on the field who work to deliver airplanes. I recently spoke to several of these workers who wanted to speak directly with District 751. They asked if we would support their organizing efforts. I told them that without a doubt we are ready to stand with the workers in South Carolina in their struggle to gain the same rights that we have. They perform the same work and face the same hurdles that we do. I know that these workers want the same things that we want. We are all just trying to make it in life by raising our families, trying to own a home, and saving for our future.

The South Carolina flight line workers wanted to be clear and tell others that they approached our union. They asked to be organized because they understand the value of representation. At the Local Lodge meetings in March, I asked each local if they would stand with me in supporting the workers in South Carolina and their efforts. I received applause and an audible 'Hell Yeah!'

This is important to aerospace workers and especially the members of District 751. By organizing other aerospace workers in our communities and across the country, we are ensuring a higher standard for this work. In turn, raising their standard closer to ours lessens the downward pressure so more workers in our industry are sharing the profits they create.

Every first contract we secure creates a foundation that new members can build on for generations. We have several examples over the last 10 years where the second and third contracts have expanded upon the first contract. Contracts are the building blocks for a strong future. Like our 'Nothing is a Gift' feature each provision has become stronger over

successive contracts. Members can look back and be so proud of what they have accomplished and have provided to those who come after them.

It really comes down to rights. Who doesn't want rights? These rights are empowering and are life changing. Union members have choices now and that feels great. Union members are no longer under the thumb of management. It is no longer a "take it or there's the door" choice. That is why we will continue to organize new workers, and it is why workers want to join our union. Every current member has a hand in this, and every success we have is your success as well.

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

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Report AMPP Issues to Your Union

Our union continues to focus on the goal of obtaining the maximum payout available under the Aerospace Machinists Performance Plan (AMPP). While results are reported quarterly, our Union side of the committee reviews the data monthly with Boeing and brings forward issues members have raised that are out of our members' control and should not count against us in calculating the AMPP payout.

It is important for members to be engaged in positive action that drives improvements in all areas and empowers our members to make changes. However, to be effective in pursuing a maximum AMPP payout, we need to increase members reporting issues or concerns you believe are negatively affecting the data in your shop regarding the Aerospace Machinists Performance Plan (AMPP).

In meetings with various Stewards, we are hearing increased reports of parts shortages, vendor delays, and rework – all of which cause out of sequence work and delays for our members. We need to get specifics so we can fight to have those



L to R: Union Steward Steve Decker, Business Rep Robley Evans, Union Stewards Ken Moore and James Young talk vendor issues that have caused out of sequence work impacting productivity that shouldn't count against our AMPP.

hours or NCRs excluded.

To make it easy to report, we have a permanent blue button on the front of our union's website (iam751.org) called "AMPP." This is at the top of the website if you view it on a computer or near the bottom if you are viewing it on your cell phone.

Use this link every time you witness something in your shop you believe would negatively affect the AMPP numbers that is out of our members' control. You can also use it to report when you have offered a suggestion or idea to

make improvements in your work area to ensure it is captured. Describe any events or issues in your shop/organization/job that you feel negatively impact AMPP with as much detail as possible (i.e. vendor issues, rework, NCR's generated while performing vendor rework, NCRs generated performing out of sequence work, vendor mistakes and vendor defects that were mistakenly charged back to your shop, unnecessary overtime, parts shortages, damage in transportation, or engineering changes).

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AMPP

Report any issues you believe impact productivity, quality or safety that are out of your control on the IAM website www.iam751.org, AMPP button.

751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild,
CWA #37082

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District 751 President Jon Holden talks with Seattle Mayor Jenny Durkan about jobs along with IAM and SPEEA members.

Seattle Mayor Focuses on Good Jobs

It is common for politicians to seek conversation with your union BEFORE Election Day. It is less common for politicians to reach out and ask to speak with your union leaders AFTER they are elected. But that is exactly what Seattle Mayor Jenny Durkan did on Thursday, March 22nd when she met with a group of Machinists led by District President Jon Holden and SPEEA members led by President Ryan Rule at our union's Seattle Hall.

The Mayor called on the two largest aerospace unions to get a better understanding of the needs of our members and how she can support our efforts to secure good jobs in Seattle and beyond. She clearly understood that while there are tens of thousands of Boeing and other aerospace jobs throughout the Puget Sound Region, Seattle is a critical hub because of Boeing Field and the Duwamish corridor.

When Mayor Durkan arrived, she had just left from a tour of the Renton plant. She was very impressed with the efficiency and productivity of our members building record numbers of 737s.

Mayor Durkan asked about our union's efforts to land the New Midrange Aircraft (NMA) and how she could help. We asked her to join us in expressing our desire and willingness to do the right things to keep Washington the best place in the world to manufacture passenger jetliners.

She explained her efforts to bolster college and workforce education outcomes for Seattle. She talked about the Seattle Promise, her new post high school initiative to provide all Seattle public high-school graduates access to two years of free tuition at community and technical colleges. She understands the critical need for a highly trained workforce if we are to compete for jobs.

District President Jon Holden thanked the Mayor for her commitment to work together on behalf of aerospace workers and our industry. It is gratifying to have such an advocate as mayor of Washington's largest city. She will help lead the way to make sure the benefits of a strong economy will pay off for everyone living in Seattle.

Machinists Make Our Voices Heard in Olympia

Nearly 50 delegates to the Washington Machinists Council hit the state capitol in Olympia in early March to be the voice of working families across the state.

Prior to their lobbying efforts, Washington Lt. Gov. Cyrus Habib and State Sen. Karen Keiser addressed the delegates during the Legislation and Education Session. The labor-friendly politicians shared what legislative issues were coming up in the state and how they can help fight for working families in their state.

"The delegates to the Washington Machinists Council really make a difference here in our state," said District 160 Directing Business Representative and Washington Machinists Council President Dan Morgan. "They stay educated on the issues and legislation that affect working families and march right to the Capitol to hold their politicians accountable."

"I'm very proud of the work of the Washington Machinists Council delegates and their leadership," said Western Territory General Vice President Gary Allen. "These Sisters and Brothers stay on top of legislative issues that not only affect union members, but all working families and their communities."



751 Political Director Larry Brown (r) introduces Lt. Governor Cyrus Habib at the Machinists Council.

Nothing Was a Gift – The Evolution of Education Benefits

One of the richest benefits of our IAM-Boeing contract, remains education benefits available to our members using Education Assistance and Heritage Learning Together Program benefits (the only payroll at Boeing still have these). Each benefit has been hard fought and won by those who came before us. Again, nothing was a gift from the company and our union contract is why members continue to enjoy these benefits to pursue their educational and career goals.



Prior to our 1989 contract which created the IAM/Boeing Joint Programs, the only education benefits provided to our members working at Boeing was through a Boeing policy that could be changed or altered at any time. Training at that time was limited to classes or subjects management approved for training that pertained to your current job or approved Boeing fields of study. Members paid for the classes up front and were reimbursed after the class ended, if they received a grade of C or better.

1989 – Our contract established IAM-Boeing Joint Programs and truly changed how our members obtained training.

1992 – Joint Programs introduced Education Assistance which provides our active and laid-off members opportunities for training and education to advance their personal and career goals whether it is for a different job at Boeing, a complete career change or just a subject they are interested in learning more about. The premise is to encourage members to pursue additional education they may have hesitated to take in the past by removing many of the obstacles. EA changed how Boeing looked at training. The program at that time included:

- \$2,000 a year for active members in tuition and education assistance costs for all hourly employees. At that time members had to be on the payroll six months to qualify for EA benefits or have six months seniority prior to layoff.
- Laid-off employees were eligible for \$2,500 per year up to three years after layoff, even if they find other employment.
- Tuition fees are prepaid directly to the school. This was the first Boeing initiative to pay tuition directly to the school so members did not incur out-of-pocket expenses that might have

prohibited them from taking training.

- Course required books and materials are fully covered.
- Training and course selection is employee's choice.
- Members can attend any school listed in the current "Accredited Institution of Post Secondary Education," any licensed and/or regulated institution such as vocational schools, proprietary trade schools, approved vendors, or training provided by local community agencies such as Red Cross or the Coast Guard.
- Employees are not required to provide grades and are not required to reimburse tuition costs if they drop the class or fail.

1993 - In addition to EA, Joint Programs introduced other educational opportunities that can still be utilized today, which included:

SELF-PACED PROGRAMS/COMPUTER LABS – Joint Programs has continually offered self-paced programs, computer labs and skill enhancement labs to increase educational opportunities – whether a member was looking for remedial training, learning new computer skills, or a host of other curriculum. Members can take self-paced courses on nearly every topic. Instructors are always on-hand to answer any questions, help locate a course or provide tutoring in various subjects. Joint Programs continues to develop and convert appropriate ERT curriculum available in a self-paced format to continuously deliver training our members want to fulfill their career goals. Computer lab classes include keyboarding classes, Windows, Word and Excel, as well as refresher courses in math, English and study skills.

Structured classes were also offered in the labs to help:

- Prepare to go back to school and brush up on study habits;
- Refresh your reading, writing, history, or math skills;
- Use a computer to complete homework;
- Find a quiet place to study;
- Perform a job search on the internet;
- Update your resume or cover letter.

1993 – Horizons was established to provide advising services for both active and laid-off members so members could develop a training plan and locate education programs to meet their goals. Horizons offered assessment, career-development assistance, skill enhancement, referral, one-on-one tutoring, brush-up courses, and other advising services to meet the needs of members with different interests, goals, and skill levels. Horizons began in Everett and opened at the Quality Through Training Program office in Tukwila in June 1993. Eventually this morphed into the IAM-Boeing Joint Programs Career Advisors who now offer a much broader array of services for our members.

1997 – EA eligibility changed so members are eligible as soon as they are on the hourly payroll (previously needed six months seniority).

1999 – Contract included a Letter of Understanding that remains in place today offering Heritage Learning Together Program (LTP) education benefits that are virtually unlimited. No set limit on tuition and fees for courses/classes that meet accreditation requirements. No other payroll at Boeing has these LTP Benefits. IAM Benefits include:

- NO Waiting Period! Educational benefits available on your first day of work! (Other payrolls have a 1-year or 3-year wait depending on the degree).
- NO "Preferred" schools and "Strategic Fields of Study" restrictions, but it must be at an accredited school.
- No annual funding limit making LTP benefits virtually UNLIMITED funding, including getting a Masters' Degree or PhD.
- Earn Restricted Stock Options (eliminated for other payrolls in 2010).
- Your educational plans do not need approval from management.
- NOTE: When using LTP, you must attain, for each course, a minimum grade

of C- or "Pass" for courses not graded.

1999 – EA benefit raised to \$2,500 for both active and laid-off members.

2009 – NOTE: LTP was revised for all other payrolls (salaried and non-union) at Boeing with a cap of \$15,000 per year. Courses must be in programs Boeing deems as "strategic" to its business. For non-IAM members, you have to be on the payroll a certain number of years to be eligible and also must remain at Boeing so many years after graduation or repay the tuition. (NOTE: In 2010, SPEEA members LTP benefits faced similar cuts and restrictions with only unlimited funding left in pursuing a master's degree or certificate program in computer science, physics, chemistry, math and engineering. IAM 751 LTP benefits remain unchanged.)

2012 – EA benefit raised to \$3,000 a year for both active and laid off members.

2017 – In addition to the EA and LTP benefits, starting in 2017 Machinists Union members and their families can also obtain a free college benefit through the IAM. This online program allows members and their family members to earn an associate degree (or any number of certificate programs) free of charge from Eastern Gateway College. The degree is transferrable to a four-year degree, and the program is hoping to expand to a four-year degree program in the fall of 2018. The benefit is available to IAM members, retirees and their families (defined as spouse, children, stepchildren, children-in-law, dependents and grandchildren). Learn more by visiting freecollege.goiam.org or call 1-888-590-9009.

To pursue any career or educational goals, make an appointment with an IAM-Boeing Joint Programs Career Advisor (1-800-235-3453). Advisors offer a wealth of resources to determine a plan to achieve your goals.

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IAM-BOEING JOINT PROGRAMS

Advisor Helps Activate Recall Rights After Surplus Downgrade

IAM-Boeing Joint Programs Career Advisor Jodale Brinkley was recently able to assist a member in filing his Category A recall rights so he could return to his previous higher graded job.

751-member Braeden Carnes had received a downgrade during surplus activity last June –accepting a lower-graded, third shift job in Frederickson rather than face a potential layoff.

Recently, he learned there were openings in the grade 4 job he had been surplused from. After talking to others who had been surplused and returned to the grade 4 job, he wondered why he had not received a job offer to return – especially when he had more seniority than others that were back in the grade 4 job. He scheduled an appointment with IAM-Boeing Joint Programs Career Advisor Jodale Brinkley to investigate the matter.

Jodale discovered that Braeden had not filed his Category A recall rights when he accepted the surplus downgrade; therefore, he was not on the list to be recalled to the grade 4 job.

Jodale helped Braeden file his Category A Recall Rights. She then emailed Boeing Workforce to let them know to keep an eye out for the filing and to make sure they were still hiring into this position. After Jodale worked closely with Workforce, Braeden received a job offer three days later to the 30304 job on second shift in Renton.

It is important for every member to make sure they file their Category A recall rights when they are surplused out of a job. While those who get laid-off have an exit interview



Career Advisors helped Braeden Carnes file his Category A to return to his Grade 4 job in Renton.

that emphasizes filing your Cat A recall rights, those accepting downgrades don't necessarily get that information. Members must follow through and file their recall eligibility via TotalAccess (refer to Recall Eligibility Letter to know eligible jobs). Career Advisors can help members through the process.

"I had no idea I had to file paperwork to get recall rights activated since I was still on the payroll. I assumed recall rights would be automatically filed after I accepted the downgrade in a surplus situation," said Braeden. "I believe Boeing should do a better job of communicating this and hope sharing my story helps others know this very important action they should take."

Category A rights are explained on page 98 of the contract. In addition, it is a good idea any time you experience job movement or surplus action to check your work history and make sure it is captured accurately.



IAM-Boeing Joint Programs moved from their Fort Dent location to the 9-110 building on East Marginal Way adjacent to the 9-101 building.

New Location for IAM-Boeing Joint Program Tukwila, 9-110

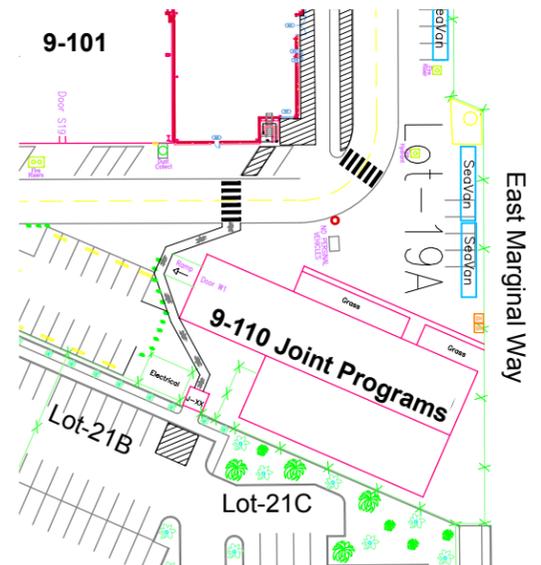
IAM/Boeing Joint Programs will be relocating all services from the Tukwila 7-68 building (Fort Dent) to the 9-110 at the Developmental Center effective March 26th.

The new location will encompass all of our Central Site Training services, Career Advising, Vocational Rehabilitation Services, Education Assistance, and the Renton, Seattle, Kent & Developmental Site Teams. Our phone numbers will remain the same 425-965-4300 or 1-800-235-3453.

Joint Programs will be located adjacent to the 9-101 building in the SE corner of the Developmental Center. Our Main entrance is on the south side of the building at door W2 (street address 9725 E. Marginal Way South, Building 9-110, Tukwila, WA 98108).

Reminder that you can also visit us at any of our other locations in the Puget Sound: Auburn / Frederickson: Work Force Readiness Center 17.75 on the 2nd Floor Everett: Factory: 40-53 Bldg 2nd floor at Col 2G7 AND

Delivery & Fabrication: 7-76 Bldg on the 2nd floor



Career Advisors Provide a Wealth of Resources

IAM Boeing Joint Program Career Advisors provide a wealth of information to members pursuing their career and educational goals. Every day these dedicated individuals are helping our members at Boeing, but many are unaware of all the aspects and resources a

career advisor can provide assistance in. They can help you:

- Assess your skills and develop a training or new career plan,
- Explain how to use the Career Guides,
- File Employee Requested Transfers

- Assist with special needs learning
- Help with resume and interviewing skills
- Computer classes and refresher materials in math, writing and more.

To schedule an appointment with a Career Advisor, call 1-800-235-3453.



Jodale Brinkley is one of the dedicated Career Advisors.

New Member Utilizes Mango and Our Education Benefits

751-Member Mike Solohubovskyy knew when he hired into Boeing in January of 2018, he wanted to take advantage of the rich education benefits available to IAM members and the unique opportunity to learn additional languages with Mango Languages.

This young man is impressive by any standards. His energy and dedication are admirable. He hired in as a 30104 Assembler Installer Electrical Systems in Everett on second shift on January 5 at just 18 years old.

Immediately he began using our Learning Together Program (LTP) and Joint Programs Education Assistance (EA) benefits to work on obtaining his Aircraft and Power Plant (A&P) License through Everett Community College. He began classes for pre-test and to fulfill his pre-requisites starting on January 8. He is already registered for a full load of classes in the spring quarter that begins in April.

In addition to the rigorous curriculum at Everett Community College, Mike also utilized another service from IAM-



751 member Mike Solohubovskyy shows the Mango app on his phone he is using to learn Spanish.

Boeing Joint Programs – Mango Languages. Mango offers a fast, effective and convenient online method to learn another language. Mike is currently using the Mango app to learn Spanish in his free time.

However, learning new languages is nothing new for Mike. Since coming to the U.S. in 2012, he has excelled in all his studies. He currently speaks four languages fluently: English, Russian, Ukraine and German. His goal is to work an AOG (Airplane on the Ground) job, which could take him around the world. Knowing additional languages he figures is a plus for that job.

Mike is excited about his new job and the endless educational opportunities it provides with our union contract.

"I plan to continue using these generous education benefits," said Mike. "I may tackle another language or two using Mango after I master Spanish. The opportunities are virtually unlimited."

Learn more about Mango languages by visiting IAM-Boeing.com or speak to a Career Advisor by calling 1-800-235-3453.

Members Can Learn a Foreign Language with Mango

IAM-Boeing Joint Programs continues our partnership with Mango Languages to provide our IAM members at Boeing a new way to learn a language. Mango offers 70 foreign-language courses and 19 English language courses to choose from – and is continuously adding to their library of languages. You also have Mango Premiere which is our language through full length films.

Our partnership with Mango began in April, 2014. To date, more than 2,000 members have taken advantage of this opportunity! Learning with Mango is free for active IAM-members at Boeing! If you've ever wished you could speak a different language, now is your chance.

Mango offers a fast, effective, and convenient solution for all your language-learning needs. Each lesson combines real-life conversations and audio from native speakers with simple, clear instructions. The courses also give users insight into global customs and an effective

approach that integrates components of vocabulary, pronunciation, grammar, and culture. Mango keeps language learning intuitive and encourages learners to fit pieces and sentence structures together on their own using critical thinking and repetition.

Mango is accessible online wherever there is an internet connection, and offers free downloadable apps for learning anytime on iPhone and Android devices. Mango's app is also available on iPad, Kindle, and Nook. Mango is for use on your personal computers and devices only; Boeing computers and devices should not be used for Mango.

To get started, simply email the following information to GRP Mango@boeing.com: full name, BEMS ID, contact phone number, Boeing email address.

You will receive an email back within five business days with a user ID and password to start you on your journey of learning the language of your dreams.



751 Earns Best Overall Union at Labor Oscars

The Martin Luther King County Labor Council (MLKCLC) celebrated its 130th year by hosting the first ever "Labor Oscars." The awards gala was held at the Museum of History and Industry on Feb. 24 and was attended by workers as well as labor, business and political leaders.

"If there is anything we've learned over the past 130 years, it's that when workers stand together and fight for better working conditions, there is nothing we cannot achieve," said MLKCLC Executive Secretary-Treasurer Nicole Grant. "The Labor Oscars was an opportunity for the labor community to honor our past and celebrate the great work being done to improve the lives of working people."

Labor Oscars were presented in 25 categories. District 751 received two of the awards: Best Overall Union, and the Nancy Rising Lifetime Achievement Award went to 751 Legislative and Political Director Larry Brown.

Below is the full list of winners:

Best Overall Union: IAM 751: for great leadership in tough times, bold political action, support of the entire labor movement, and devotion to our community.

Nancy Rising Lifetime Achievement Award: Larry Brown, IAM 751

Ally of the Year: Organized Workers for Labor Solidarity.

Best Rally: The Right-to-Work Rally at the State Capitol organized primarily by Ironworkers 86 and Sheet Metal Workers 66.

Best Reporter: Elisa Hahn - KING 5

Best Labor Lawyer: Dmitri Iglitzin - Schwerin Campbell Barnard Iglitzin & Lavitt

Educator of the Year: Michael Tamayo - Seattle elementary school teacher and vice president of the Seattle Education Association and Rosa Powers - Garfield High School teacher.

Best Faith Ally: Michael Ramos - Executive Director of the Church Council of Greater Seattle.

Best Civil Rights Organization: The Ingersoll Gender Center for supporting trans workers including leading the conversation on apprenticeships.

Best Union Communications:

The Stand - the daily union newsletter published by David Groves of the Washington State Labor Council.

Best Labor-Friendly Small Business: Plum Restaurants - a woman-of-color-owned vegan restaurant chain that has supported progressive worker legislation like high wages and paid sick days.

Best Union Construction Company: Hoffman Construction

Labor's Worst Person of the Year: Donald Trump

Best Social Media Drag: Lindsey Grad of SEIU Healthcare 1199NW for calling out a sexual harasser on Facebook.

Best Union Tattoo: Clint Bryson IBEW 77



751 members were proud to accept the Best Overall Union labor Oscars at an event commemorating the MLKCLC's 130th anniversary.



751 Legislative and Political Director Larry Brown was proud to be honored with the "Nancy Rising Lifetime Achievement Award" at the labor Oscars for his decades of dedication.

Best Organizing Campaign: Teamsters 117 for successful organizing of paratransit, taxi cab, and app-based drivers.

Best Non-Profit Organization: The Puget Sound Labor Agency.

Best Political Consulting Firm: Christian Sinderman

and Erin Schultz of Northwest Passage for their work on Teresa Mosqueda's successful city council campaign.

Best Elected Official: Congresswoman Pramila Jayapal.

Best Political Campaign: The Burien Fantastic Four - consisting of Pedro Olguin, member of Teamsters 117, Jimmy Matta, member of Carpenters 41, Krystal Marx, and Nancy Tosta and ran by Guillermo Mogollan-Diego.

Best Political Director or Lobbyist:

Dale Bright - Laborers Local 242

Volunteer of the Year: Theresa Purtell of IAFF 27 for personally calling every firefighter in Seattle City limits up until election day reminding them to vote for Jenny Durkan and Teresa Mosqueda.

Best Strike: Teamsters 174 - for the strike at CalPortland Sand and Gravel Seattle, which maximized leverage and achieved major wins for those workers and the First Student Bus Driver strike in Seattle, which won drivers expanded health care benefits for themselves and their families.

Shop Steward of the Year: JR Herrington - Carpenters Local 30

Best Principal Officer: John Searcy: of Teamsters 117 for his principled and strategic leadership of the Uber and Lyft organizing campaign, the unity in his diverse ranks, his intentional decision to hire staff from immigrant communities and communities of color, and constantly working his ass off for his members.

Advisor Helps Member Achieve Dream Job

Continued from Page 1

step. With this support, she completed and passed the challenging Electrical Trouble Shooting Assessment and filed her ERT.

"It took me a long time to get this job, but I made it. John was my career advisor throughout. Without his support, I don't believe I would be where I am today," Jolene said. "Every time I contacted him, he was always there helping me to access study materials and resources to overcome any obstacles and providing motivation to complete the ERT process. When I would get distracted, John would check up on me to see how I was doing and ensure I was still going in the right direction."

"When I hired into Boeing, I was the only female mechanic on my crew. I hope my story inspires other women to pursue their goal and to not give up because you may not always feel comfortable. Stay there, don't give away your power, keep moving forward and lean on career advisors if you need support," said Jolene.

"If we didn't have career advisors, I don't think members would have the resources they need to change their career or the support and motivation to keep going when you feel you can't go on," Jolene added. "John was always an instant message or an email away, and ensured I achieved my goal."

"Working in Functional Test now means a secure future for years to come and will get me to retirement doing a job that I love," said Jolene.

If you are thinking about moving to a new job within Boeing, contact an IAM-Boeing Joint Programs Career Advisor to explore your options, create a training plan and begin working on your future. To schedule an appointment, call 1-800-235-3453.

Career Advisor John House, along with other advisors, are there to help members achieve their career and education goals. Call 1-800-235-3453 to schedule an appointment.



751 Attracting Future Members into Aerospace Manufacturing Jobs

On March 22 and March 23, Machinists Union District 751 took part in Women Fly at the Museum of Flight. The event was designed for youth who are interested in aviation, aerospace and STEM futures. Area middle school and high school girls participated in a day of motivational and career-oriented activities that allowed them to meet and learn from professional women working in a variety of STEM careers.

District 751 took part in the resource fair setting up a booth with useful information on potential jobs and touting the rich, education benefits our members at Boeing receive through our contractual benefits and union benefits.

The resource fairs allowed the students to connect with out-of-school STEM learning opportunities, colleges, aviation groups and local industries. Hopefully, many of the 400+ students will choose the path to a brighter future in aerospace and become future Machinists Union members.

751 Union Business Reps Grace Holland and Dena Bartman, Joint Programs Administrator Heather Barstow, Communications Rep Connie Kelliher and Career Advisor Lindsay Ruf distributed information about manufacturing jobs in aerospace emphasizing the rich education benefits Machinists Union members get at Boeing.

"There is nothing more energizing than talking to the next generation of aerospace workers," said Business Rep Grace Holland who worked 751's booth at the event. "We encouraged students to pursue manufacturing jobs at Boeing that have union representation, which in turn provide rich, contractual education benefits while earning a good wage."



Above: Joint Programs Administrator Heather Barstow talks with local high school students.



Left: L to R: Business Reps Dena Bartman and Grace Holland, along with JP Administrator Heather Barstow provided packets of information at the Women Fly event to encourage students to consider aerospace manufacturing jobs.

Below: BR Grace Holland talks to students.



SERVICE TO THE COMMUNITY

Volunteers Visible Throughout the Region

Machinists Union volunteers were out in force over the past month to help area residents and build better communities. Volunteers built four wheelchair ramps for area residents from Puyallup to Arlington.

In addition, our MVP's prepared and served meals at both the Everett Gospel Mission and Rescue Mission in Tacoma, sorted food at Northwest Harvest and collected thousands of diapers for area children in our annual drive. The peanut butter drive to provide protein for area children this summer continues through early May.

Machinists Volunteer Program Awards Banquet
Saturday, April 14
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.



Volunteers take a group photo on the finished Arlington ramp at the home of one of our retirees.



MVP's pose with the Lakewood residents after building a ramp.



Above: MVP's working on the Puyallup ramp.



Fred Harmon builds a hand rail.



Above: Securing the railing for the Arlington ramp at the home of one of our retirees.



Left: Building the frame at the Everett home that wrapped around two sides of the house. Below posing on the finished ramp for member Dirk Strange's wife.



Volunteers pose on the completed ramp in Puyallup.



Peanut Butter Drive Continues

After wrapping up the diaper drive in March, MVP's continue to collect peanut butter through the first week of May. Peanut butter collected will be distributed to help feed hungry children in their communities this summer. South end jars will go to the Emergency Food Network while those collected at the north end will be used at food banks in Snohomish County. Jars can be dropped at any union hall or local lodge meeting.



Union Steward Karen "Katie" Finnegan took up a collection from her crew and delivered more than 200 jars of peanut butter to help area children.

Business Rep Rich McCabe thanks member Diana Ward for her efforts and a collection that resulted in thousands of diapers and more than a case of peanut butter to help area children. "It breaks my heart to think there are babies who need diapers," said Diana.



L to R: Mike Hill and Carter Wolbaum assist a cook at the Everett Gospel Mission.



Two from the Rescue Mission pose with MVP's Matt Hardy, George Braun and Rob Curran after serving breakfast.

Safety Awareness in Renton Blue Streak Shop Results in More Than 13 Years Injury Free

Continued from Page 1

cornerstone of trade unions and one of our core values. Despite the crazy schedule and incredible production pace in Renton, this crew keeps safety a top priority. While nearly every job at Boeing has some sort of inherent danger, the blue streak shop has more than most and many unique situations, which makes this safety record even more impressive.

“We have a family-type atmosphere. Everyone looks out for each other all the time so we all go home safe. Everyone cares and keeps safety in the forefront of each and every task,” said Union Steward Martin Schmidt.

These talented machinists have such a variety of work as they fabricate parts and assemblies by hand to support production, AOG or critical spares requirements. This requires using drill presses, saws, mills, presses, forming equipment, heat treatment operations at over 920 degrees, plating processes using acid, an electro magnetic dent puller and working with liquid nitrogen – to name just a few of the duties they perform.

“The nature of our work demands we work as one big safety team. We don’t rely on one person to push safety, and we are not afraid to speak up if we think something is wrong,” said Union Steward Bobby Buechler.

“As blue streak mechanics, we work in unfamiliar areas often so we are more aware of being safe and



The Union recognized A-3934 Blue Streak shop in Renton for their amazing safety record. The crew of 29 (covering multiple shifts) has gone more than 13 years without an injury. The fact that they often work in different locations throughout the factory or on an airplane performing dangerous work makes the record even more impressive. It is a conscious effort to look out for each other and always put safety first.

following procedures. This makes us less complacent. We don’t have a routine since we work so many unique jobs so we are very safety conscious,” said 751-member Justin Caprye.

“You can force ear and eye protection, but this is really about the things you can’t enforce, that’s what got us here without injuries. We see the guy next to us and are aware of what is going on. It is an accumulation of everything,” said Steward Martin Schmidt. “We write many near misses and SHEARs, that are

helpful.”

“We keep personal safety at the forefront and often use humor so we keep it light but still make a point. Also we are never afraid to stop work until it is safe and are fortunate to have managers that encourage this practice so we don’t feel pressured to get the job done at any cost,” said 751-member Gary Valvoda.

“Another unique practice of this shop is we select any new person coming in to be the safety focal. That ensures the new person will find ways to do the

job safely,” said 751-member Enrique Montoya.

Management is also appreciative of this phenomenal safety record and awarded each employee with a \$250 safety award, as well as putting them in for the Fabrication EHS Safety award.

This crew is hopeful their story will inspire other Machinists Union members to make safety the top priority so no one is injured as we perform the dangerous task of building these airplanes each day.

IAM Union Yes for Workers at Sasquatch Printing & Embroidery

In March, District 751 gained union representation for nine workers at Sasquatch Screen Printing and Embroidery. This unit covers all full time printers, embroidery operators, screen technicians, press assistants, graphic artists and shipping and receiving leads.

Workers here were unanimous in their decision to be represented by the Machinists Union so the employer granted recognition effective March 8.

Our union is now working to survey the membership to identify issues to

be addressed in their first collective bargaining agreement. Business Rep Dena Bartman and Chief of Staff Richard Jackson will serve on the Union Negotiating Committee.

“We are proud these workers chose the IAM for representation. They recognize the value of having rights on the job and their wages and benefits in writing,” said IAM District 751 President Jon Holden. “We look forward to serving as their advocate and helping them to build a stronger future together.”



Workers at Sasquatch Screen Printing and Embroidery are now represented by the IAM. Our union is surveying the workers to identify issues they want to see addressed in a first contract.

Administering the Oath of Office

Local A President Jason Chan (l) administers the oath of office for Local A Communicator Bridgette Hardy.



Retirement planning workshops offer sound advice to plan for your golden years. Above members at a recent workshop at the Seattle Hall.

Financial Planning Workshops in April and June

District 751 members who work at Boeing can learn how to maximize their retirement benefits at free retirement-planning workshops. The workshops will cover a range of topics to help you calculate your real post-Boeing income, including:

- Options for your Boeing VIP, potential taxes and penalties;
- Maximizing your Boeing pension options;
- Tax-favored investing and proper asset allocation;
- Creative budgeting techniques and dealing with debt.

See schedule below for times and locations. The workshops are offered by Money Management Educators. Jan Larsen, a financial advisor, has given free financial education workshops several times a month at union halls to District

751 members for years.

“The time to get started on retirement planning is the week you start with the company,” he said. “If you wait until the week before you’re ready to retire – you’re not ready.”

Each individual has his or her own retirement needs, Larsen said. But in general, to live in retirement, you’ll need to have 60 to 100 percent of your current working income coming in from Social Security, your own savings and – for some – Boeing pension benefits they have already earned.

Larsen also urges all Boeing workers to put at least 8 percent of their pre-tax income into their VIP accounts, so that they qualify for the maximum possible 401(k) match and “get all the money that Boeing will give you.”

Auburn Union Hall (201 A St SW)

9:30-11:30 am & 2:30-4:30 pm
Wed, April 18
Wed, June 13

Renton Hall (233 Burnett Ave N)

Noon - 2 pm & 3 - 5 pm
Tues, April 24

Everett Hall (8729 Airport Road)

11:30 am -1:30 pm & 2:30-4:30 pm
Thur, April 19
Thur, June 14

Seattle Union Hall (9135 15th Pl S)

Noon - 2 pm & 3 - 5 pm
Tues, June 12

To reserve a seat, call (888) 223-8311 or e-mail mmepugetsound@mmeducators.org.



District 751 President Jon Holden poses with Renton Union Stewards at the ceremony commemorating the 10,000 737, which set a new world record with Guinness Book of Records. Our members continue to build the 737s at the incredible rate of 52 airplanes each month.

737 Workers Set New Guinness World Record

Since 1967, 10,000 737s have been proudly built by members of IAM District 751. In March, the stunning accomplishment was recognized by the Guinness Book of World Records for the most commercial jets ever built.

Guinness first awarded the “most produced” title to the 737 back in 2006 when the 5,000th airplane rolled out of the Renton factory. Remarkably, it’s taken only 12 years to build as many of the planes as it did during the first 39 years of the 737’s existence.

“Congratulations to the generations of Machinists Union members who have built these incredible airplanes for decades,” said District 751 President Jon Holden, who was on hand for the event. “Our members are proud of the efficiencies they have helped create working closely with SPEEA engineers and techs and other Boeing employees. Together, these efforts have made Renton the most efficient airplane manufacturing

facility in the world – showcasing their tremendous skills and talents, as they currently build 52 airplanes a month. They are truly amazing.”

“Congratulations to the generations of dedicated and skilled Boeing Machinists who share this accomplishment,” said Western Territory General Vice President Gary R. Allen. “I applaud all the men and women of District 751 not only for setting this record, but continuing to be a beacon of light in Washington State. Your work makes life better for your families and for so many families throughout the nation.”

The initial 737 made its first flight in 1967 and is now on display at Seattle’s Museum of Flight. Boeing’s best-known single-aisle passenger jet has gone through several design iterations since then, culminating in four different variants of the super-efficient 737 MAX with the first 737-MAX9 delivered in March.

Guide Dogs Fundraisers: Fun for a Great Cause



Our union will once again host a series of fundraising events to support Guide Dogs of America.

District 751 is one of the top fundraisers for the California-based

charity, which provides service dogs -- and training in their use -- free of charge to people who are blind or have impaired vision from across the United States and Canada. The charity was founded by a Machinists Union member.



Flight for Sight

The 17th annual Flight for Sight fun run will be Saturday, June 2, at the Everett Union Hall, 8729 Airport Road.

The race course circles Paine Field with limited traffic lights and street crossings.

Flight for Sight includes two timed races -- 5K and 10K runs -- on a USA Track & Field certified course. There will

also be a non-competitive one-mile walk.

Race check-in will be from 7:30 to 9 a.m. at the Everett Union Hall. Racing will begin at 9:30 a.m.

Registration costs \$30 in advance, or \$35 on race day. Runners will get a t-shirt. Registration fee waived, if runner collects more than \$30 in donations. Prizes will also be awarded to the top three fundraisers.

Registration forms are available at all District 751 union halls in Puget Sound, or you can go online at www.flightforsight.com and follow the links to the online registration form.

Flight for Sight is sponsored by the Women’s Committee at District 751.

Harley XL1200C Raffle

This year the Puppy Putt Committee is raffling off a Harley Davidson Sportster XL1200C. Raffle tickets are \$5 each and available at all union halls or local lodge meetings. A maximum of 5,000 tickets will be sold. Drawing to be held Saturday, Sept. 8, 2018 at the Puppy Putt event. You need not be present to win the motorcycle.



Save the Date: Membership Fairs June 23

751 Membership Appreciation Fair Day will be Saturday, June 23 from 10 a.m. to 7 p.m. at both the Evergreen Fairgrounds in Monroe and Western Washington Fairgrounds in Puyallup.

This is a day of fun for members and their families. Both locations will provide rides, activities,



and music. The only cost will be games of chance and food, but feel free to bring a picnic lunch. Look for additional details in the June *AeroMechanic* newspaper, but mark your calendar now for a day of fun and solidarity with your Union.

Tickets will be mailed to each member’s home in early June.

Report AMPP Issues to Your Union

Continued from Page 2

While we encourage you to provide your contact information so we can get additional details on what you believe should be excluded, rest assured your union will keep contact information confidential. The contact is simply in case our union needs additional details in arguing for an exclusion.

Recently, Richard Jackson who chairs the union side of the AMPP Committee, was in the Everett Modification Center and met with several Stewards who were concerned regarding the issues they felt might impact AMPP. In particular, they believed unnecessary designated overtime would hurt AMPP and the company. In the EMC, members feel that designated

hours of overtime are assigned but not necessary. This is exactly the type of issue that should be reported in detail on the union website for discussion in the AMPP committee.

The information you provide will be used to challenge the data for AMPP payouts and presented in our AMPP committee discussion to highlight specific actions/events that we believe should be excluded.

For the 2018 performance year, the targeted performance improvement for a maximum payout for Quality decreases from 10 percent to 8 percent. The safety and productivity metric weightings, measurements and goals remain the same in 2018 as they were last year.

Results will continue to be reported quarterly in April, July, October and February 2019 to help avoid confusion over month-to-month fluctuations in performance results.

Working together, we are striving for the highest possible AMPP payout for our members.



Union Steward Adrian Camez (r) tells Chief of Staff Richard Jackson (l) about issues he believes impact AMPP in the EMC.

IAM Union Yes at UTC Landing Gear Everett

Continued from Page 1

for us. We knew we had to unionize now,” said Adrian. “The only way to protect our interests was speaking with one voice through our union. UTC is looking out for their executives and shareholders, the IAM is looking out for us.”

“The executives always get their share. We were told that our individual voices meant nothing,” said Adrian. “However, now we are union. We will be one loud voice that demands their attention. This is about us standing up for ourselves with the backing of the IAM, and that is what makes this great.”

“Throughout this battle, the company referred to the union as a third party. That was their mistake. The union is us. It is an investment in ourselves for a better future,” said Adrian. “Now that we are unionized, we are confident that our negotiations will benefit our members, and ensure that we continue to deliver a quality product to our customers for many years to come.”

Joshua Whitcomb, who has worked at UTC building landing gear for 12 years, echoed those sentiments. He takes tremendous pride in his work, has continually given 110 percent and is proud whenever a Boeing plane takes flight knowing he played a role in making the plane safe.

“The workers who generate the profits should share in the prosperity we create. This is very skilled labor and not just anyone can perform our work. With the IAM, I believe we will prosper too,” said

Joshua. “We have a big merger coming that has many workers unsure about their future after giving our blood, sweat and tears to this company. It is discouraging not having peace of mind, but union representation changes that.”

“They had the opportunity for years to take care of their people, but didn’t. I’m tired of constantly sacrificing, giving my all to a company, and it’s never good enough. It has been a one-way street since they started with mergers and acquisitions,” Joshua added. “They made it sound like we were disrespectful for wanting a union. This isn’t about causing trouble, but about gaining rights. With the Union, we now have a collective voice and are standing up for our rights, for each other and for the future. The time has come to value us as employees, with a union we can get that. This is my livelihood; I grew up here, I love this industry and want to be sure both the workers and the company prosper for years to come.”

The collective strength of these workers standing together should give courage to workers at other suppliers to come together for a better future with IAM representation. If you or someone you know works at a non-union company and would like to form a union, please call Jesse or Loren in the Organizing Department at 1-800-763-1301, ext. 3305 or go online at www.YourPowerInside.com.

RETIREMENT NEWS

751 Retirement Club Business Meeting Minutes

The meeting was called to order on March 12 by President Jackie Boschok. She led the club in the flag salute and singing of God Bless America and T.J. Seibert led the Lord's Prayer.

Roll Call: All officers were present or excused.

Minutes: The February meeting minutes were approved.

Executive Board: no action

Financial Report: none

Communications: none

Legislative Report: Carl Schwartz gave the report. He spoke about the state legislature session that just ended on schedule. Measures were passed to increase school funding, improve some health measures, ban so-called "bump stocks" on guns and even enact a small tax cut. He said it makes a difference when there is a Democratic majority.

May 15 is the date for the state convention of our Alliance for Retired Americans. It will be held at the Washington Education Association offices in Federal Way. Carl read a motion to send ten delegates from our Retirement Club to attend the convention at a cost of \$30 each for a total of \$300. The motion was seconded and passed. President Boschok said to contact her if you would like to be one of the delegates.

Since the new Republican budget proposes a one trillion dollar deficit, House Speaker Ryan has already indicated that some of this deficit should be made up by cutting Social Security benefits. We stand strongly opposed to this plan. The Social Security system is separately funded, is sound economically and does NOT contribute to the budget deficit.

Carl said congratulations to the teachers of West Virginia for standing together and demanding a long overdue pay increase. In unity they achieved a measure of justice.

Health and Welfare: Vice President Helen Lowe read the following list of deceased members: Local A: Bonnie Anderson, Diane Blondin, Hubert Dennis, Richard Hill, David Holland, Shirley Jones, Claudette Olson, Vera Secrest, Jack White, Marvin White, Raymond Wisdorf Local C: Clara Atkins, Robert Burns, T.P. Charbonneau, Quong Louie, Donald Mang, Donald Niles, Robert Simons, Lawrence Thornton, Walter Willanger, Harold Woodall Local E: Jack Korsten, Thomas McAnn, Local F: J.R. Bruce, Jean Deering, Richard Dunn, Lucille Hill, Larry Kuebler, Michael Nobel, Medora Kessner, John Prince, Francis Remington, Carrie Smith. A moment of silence was observed. Sympathy cards were sent to the next of kin. President Boschok spoke about Clara Atkins and her many accomplishments and encouraged everyone to read her obituary in the March Aero Mechanic.

Good & Welfare: Jim Hutchins spoke about the class he took that was offered by the International called Retirees Education & Strategy Program.



L to R: Vera Doss, T.J. Seibert, Ann Rose and Carl Schwartz celebrated birthdays in March.

There were about 25 people from all over the United States. The main reason for the class was to get seniors involved in what is happening in Washington DC and being aware of legislation that impacts seniors. They also met with three representatives and three senators. Ron Bradley (retired Bus Rep and retired Jt. Programs Co-Director) also attended the class. President Boschok said she will ask him to come to the Retirement Club and along with Jim Hutchins go into more detail about the class. She said the class is held two times per year and if anyone else is interested in attending to let her know.

Helen Lowe and Vennie Murphy spoke briefly about their experience at Senior Lobby Day in February.

President's Report: President

Boschok spoke about new Medicare cards that will be mailed out starting April 1 this year until April 1 of 2019. They will be removing Social Security numbers and assigning a new ID# to prevent fraud, fight identity theft and keep taxpayer dollars safe. To prepare, beneficiaries should contact Social Security to make sure your current mailing address is on file.

Unfinished Business: None.

New Business: None.

March Birthdays & Anniversaries: Vera Doss, Ann Rose, Carl Schwartz and T.J. Seibert celebrated their birthdays. The club sang happy birthday to them.

The Fred Meyer gift card was won by Max Templin.

Meeting was adjourned at 11:45p.m.

RETIRED CLUB OFFICERS

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

Retirees Plan Strategy to Mobilize Seniors for Action

In March, two 751 retirees attended the Retirees Education and Strategy Program at the W3 training center in Maryland, along with 25 other retirees from across the country. While 751 has one of the first Retirement Clubs (established over 60 years ago), many districts and locals are just in the process of setting up their retirement clubs.

Jim Hutchins and Ron Bradley represented 751 and offered advice on setting up a retirement club. Jim emphasized it takes a lot of calling retirees and inviting them to attend club meetings and social activities.

The class focused on the role retirees play in our union, how to remain active on legislation important to seniors, and how to mobilize retirees. The class prepared seniors to lobby in preparation for meeting with legislators in our nation's capitol. Jim and Ron met with several legislators including Senator Maria Cantwell, who is very supportive of senior issues.

Class participants were part of a live video taped broadcast providing advice to workers who are about to retire and those who already retired explaining the many benefits the IAM provides to its retirees. The 30-minute video can be viewed on the District 751 Retirement Club Facebook page.

"Retirement clubs offer a unique opportunity for union members to remain active and involved. I would encourage more of our retirees to get involved with our club," said 751-E Retiree Ron Bradley.



In Wash. DC, 751 Retirees Jim Hutchins (l) and Ron Bradley spent a day lobbying on senior issues.

Upcoming WSARA 2018 Annual Convention

When: Tuesday, May 15 from 9 am to 3 pm

Where: Washington Education Association (WEA) Union Hall, 32032 Weyerhaeuser Way S, Federal Way

What: Registration and check-in will open starting at 9 am outside the Fern Room. Continental breakfast and buffet lunch are included. Featured speaker is Lisa Brown, candidate for Congress in the 5th Congressional Race.

Our 751 Retirement Club is an affiliate of the WA State Alliance for Retired Americans. A motion was passed to send 10 delegates to the 2018 Annual Convention with the theme of Engage at any Age! We are seeking retirees interested in attending that may not be currently active as a Club member. Please contact President Jackie Boschok at 206-890-1009 or jackieboschok@hotmail.com for more information.

RETIREES

Congratulations to the following who retired from the union:

Lester Alexander	Dan Green	Ronald Price
Timothy Allen	Joseph Haas	Kathleen Raske
Patricia Barber	James Holloway	Mark Richards
Dennis Bardsley	Randy Johnson	Alan Sams
Brian Bessey	Paula Jones	Lorraine Schloer
Lori Bettinson	Kathryn King	Walter Schoenbachler
Dean Blessing	Rae Klepper	Lorelei Sorentino
Loren Boehm	Donna Knowles-Sperry	Eric Stover
Arsenia Bonner	Donald Lalley	David Straight
Michael Buckau	Stephen Landers	Leo Thayer Jr
Timothy Catlett	Jessica Leung	Robert Torres
Roman Ciabiada	Robert Lisk	Terry Townsend
Carl Clyde	Wayne Lisonbee	Loren Whitney
Ronald Coen	Robert Luedke	Gregory Williams
Aaron Coleman	Rick McKinney	George Woodard
Catherine Corrigan	John Mikos	Michael Youngberg
Mark Costa	Philip Miller	Local 86
William Craig	Randy Millus	Monica Dalton, Triumph
Steven Damon	Michael Murphy	Don Grubbs, Triumph
Cerilo Diligencia	Mark Nash	Local 1951
Joseph R Dixon	Lydia Neumann	Steve Agenbroad, East
Brenda L Donar	Duc Nguyen	Irrigation District
Paul M Edwards	Bruce Ojala	Jerry Allen, Battelle
William Finnie	Catherine Olsen	(Hanford)
Bennie Freiss	Dana Parks	William Barthlow,
Lauren Gauch	Jerry Payne	Republic Services
Kurt Gobel	Margaret Potter	
Tish Grace		

Correction Louise Burns Initiated 1944

The March *AeroMechanic* reported long-time Retirement Club Officer Louise Burns passed away in February after serving the club for several decades. The story noted she hired into Boeing in 1951. Since then, we learned

she hired into Boeing in 1944 as a Rosie the Riveter during the war. Her niece, Amber Oelund, who is also a member, saw her grandma on a B-17 poster from World War II in the 40-56 building in the Everett plant and brought it to our attention.

FREE WANT ADS

FOR MEMBERS ONLY

ANIMALS

BEAUTIFUL MINI POODLES must find them a home, can't care for them anymore. I have cancer. Various colors, white, cream, black puppy, white female pup, brown female, white pup with black on eye. Rehoming fee \$300.00 each. 360-691-5890

AUTO PARTS & ACCESSORIES

ORIGINAL FORD BOSS 302 block, oil pan, oil pump pick up all nos in original Ford boxes \$5,000. 1965 Ford 427 center oiler block STD bore, never any damage date code Nov 1964 \$3,500 call 360-563-2422

1 SET, CONSOLE, HEADREST, front and rear seat covers by Marathon. Waterproof. Digital camo pattern. Cost \$600. Never used. Sell \$300. Fits 2006-2009 Dodge Ram 360-893-0237

TOOLS

MIG WIRE FEED WELDER with argon tank, helmets, wire portable stand. \$100 OBO 425-902-1399

A&P TOOL SET, 12 drawer Husky box, side box, calipers, pneumatics, socket sets, combo wrench sets, bucking bars, many extras. \$850 call 206-859-7734

10 horsepower Troybuilt rototiller \$300. 10" DeWalt radial arm saw \$100. 12 airless paint sprayer \$50. Canopy top boat loader \$25. 253-833-6436

MACHINIST TOOL BUCKET with tools. \$200 call 425-409-8904

COTTAGE INDUSTRIES

MAPLE POINT AFH in Bonney Lake has private pay openings specializing in dementia and mental health deficiency. Free call 253-447-8306 to schedule a tour.

Plan your vacation now around a GUIDED FLY FISHING TRIP FOR TROUT in Montana or Red Fish in Louisiana. Call All Water Anglers at 424-327-9343

Retired or not. If you are interested in BETTER HEALTH AND WEALTH, give me a call. If not then don't call me. Thanks, Jerry. 253-389-8384 or 253-208-5530

FUNPIX - Seattle's Premium Fun Photo Station! We do all business and special events. We're not your typical photo booth. Check us out at www.funpixnw.com or Facebook. 1-800-768-0617

USDA CERTIFIED ORGANIC GROUND BEEF, very lean Scottish Highland beef, dry aged 21 days, shrink wrapped and flash frozen. One pound packages \$6.00 per pound. Call Brocc at 253-332-8612 Enumclaw

NEED A REAL ESTATE AGENT? I would be honored to help you buy/sell a home. I'm passionate and dedicated to helping people with their real estate needs. Jamie Hanson, Person Real Estate Group. Cell 253-332-3816 (call or text) JamieHansonHomes@gmail.com

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
April 13th**

WANT A FUSSY HOUSEKEEPER? Call Barbara at Beefussy House Keeping in the late afternoon. Works mornings and early afternoon. 206-909-2196

You want the best NUTRITIONAL SUPPLEMENTATION you can get. No competitor has a more trusted name in the industry than SHAKLEE. Call Joe at 206-819-7924.

JIM'S CUSTOM ROTOTILLING serving Marysville, Arlington, Stanwood. Large area tilling, blackberry removal, etc. email to jcrotogetz@yahoo.com. 425-971-4764

DLP LAWN SERVICE. Landscaping and yard maintenance. Serving Maple Valley, Covington, Kent, Auburn and Black Diamond. Give me a call DLP Lawn Service. Lee 206-484-9746

FOR GOOD VAN MOUNTED CARPET CLEANING in South Puget Sound area please call or text 253-535-2433. Licensed, bonded and insured.

READY FOR A NEW CAREER AFTER RETIREMENT? Unable to advance in current job? Get your FCC commercial radio licenses. GROL, Radar, GMDSS, military MOS + marine. Call Mark at 513-604-4054

HOME & RV MATTRESS CENTER - home, RV, special size mattresses. Aero Mechanic's discount. Call 425-640-7891 or hrvmc.com

BUY - SELL - CLOSE. Call your real estate professional Von Provo is available to help you buy or sell. Call at 425-359-0165 or email at von@skylineproperties.com

RECREATIONAL VEHICLES

1989 HOLIDAY RAMBLER motorhome. Crown Imperial 35' basement model. Hydraulic jacks, Onan generator, 454 Chevy engine, loaded. Under Cover. Excellent condition. 89,000 miles. \$14,500. 206-276-6584.

2015 ARTIC FOX 811 CAMPER, short box fit. Generator, like new. Bath shower, slide out. Used about 6 times. Health issues forces sale. \$26,000. 425-220-0262

HOUSING

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See 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

LARGE UPDATED MOTHER-IN-LAW UNIT in Seattle, Seward Park, 10 minute drive to Boeing Renton. \$1995/month + \$115 utilities. Max 2 tenants, no pets. 206-669-4770

VIEW HOME, 4 bedroom, 3 bath, full basement, attached 4 car garages, 3600 sq. ft. 4 acres. Culbertson, MT plus 30x40 shop. \$450,000. Opt. on 10 more acres attached. 406-787-5242 or 406-790-0383

MISCELLANEOUS

JEWELRY PENDANTS \$3, earrings \$5, ready to wear. Agate, quartz, black marble and much more. Hand ground by Brizzy. Call 406-961-0162

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

FENDER STRAT GUITAR American made, beautiful, like new, hardly played. Sunburst finish with maple neck. Paid \$1,700 sell \$1,200. Hard shell case. Call for details. 253-770-2399

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

WANT TO LIVE CHEMICAL FREE and get healthier? 90-95% of cancers are caused by environment. Try the best essential oils on earth! Details at YLesentials4u@gmail.com

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.

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

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

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

RETIRES 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

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

ONE ACRE LOT, flat, sparsely treed, gated community with paved road. Available power and phone fronts lot. Any type of home is welcome. \$50,000. 253-213-2472

FOR RENT: 2 bedroom condo. Peterson's waterfront, Lake Chelan time share, week 24, unit 221, June 15-21, 2018. \$255-\$395/night. All or part. 509-682-4002

VIEW BURIAL LOTS Poulsbo First Lutheran Church Cemetery. 360-275-4872

2 SIDE BY SIDE CEMETARY PLOTS at Greenwood Cemetery in Renton, WA. \$8,500 for both in the F. Garden. 206-914-1682

CAMPING LOT \$7,200.00 near lodge and lake. Private gated, pool, beach, fishing. Lake Trask Timber Trails Assoc. 425-344-3379 text only

VEHICLES

2013 MAZDA-MX5, \$15,000 43,000 miles, always garaged. It's like new, soft top, automatic or manual. Many other extras. 206-243-1278

1988 HONDA GOLDWING GL 1500 67000 miles. Well maintained, always garaged, grey in color. Reverse, center stand, AM FM cassette radio CB, extra chrome and lites. Good tires and brakes. Ready to ride 425-902-1399 \$3,200 Firm

2005 HONDA ST1300 Sports Tourer. 15,000 miles, one owner, foot pegs, motorized windshield, removable bags, extended fairing kit. Red color, always garaged. \$7,000. Firm. 425-902-1399

ORIGINAL FORD BOSS 302 block, oil pan, oil pump pick up all nos I original Ford boxes \$5,000. 1965 Ford 427 center oiler block STD bore, never any damage date code Nov 1964 \$3,500 call 360-563-2422

1984 FORD F150 4x4 5.8L engine. New tires and wheels, new brakes, dual exhaust, storage bed, bed liner, backup camera. 116,000 miles. Automatic, new batteries, camper special. \$3,500. Firm 425-902-1399

1991 BUICK REGAL custom 4 dr. 94,000 miles. New brakes, battery, wheel bearings. Well maintained great family, work or student's car. \$2,500 Firm 425-902-1399

2002 TAHOE LT, 154,000 miles. Three row seats, all in excellent shape. Most records available. \$7,000 or offer. 206-713-8833

33 PLYMOUTH, 5 window coupe street rod, Mustang front end, Ford 302-C-4, Ford 9" glass fenders, Red exterior, black inside. \$33,000 206-243-6723

2007 MAZDA CX-7, only 85,000 miles. All leather, all wheel drive, great condition. Heated seats, brand new tires, just changed oil, Asking \$7,500. 253-833-7756 home or 253-951-3363 cell

LABOR HISTORY HAPPENINGS

April Labor History

- April 1 - Eight hour days in Mines - 1897
- April 8 - Truman orders seizure of US Steel mills - 1952
- April 15 - Seattle Cigar Makers Local 188 - 1887
- April 27 - Seattle Postal Workers Union - 1908
- April 28 - Worker's Memorial Day OSHA - 1971
- April 6, 7, 8 - 2018 50th Annual PNLHA Conference SeaTac, Washington



Information taken from the PNLHA Labor History Calendar

- Circle One: ANIMALS
- BOATS
- TOOLS
- HOUSING
- AUTO PARTS & ACCESSORIES

- ELECTRONICS & ENTERTAINMENT
- FURNITURE & APPLIANCES
- RECREATIONAL VEHICLES
- MISCELLANEOUS

- PROPERTY
- RECREATIONAL MEMBERSHIP
- SPORTING GOODS
- VEHICLES
- COTTAGE INDUSTRIES

Ad (25 word limit. Please print).

Phone (or Address)

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

Name _____ Clock Number _____

Address _____ Shop Number _____

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is April 13!

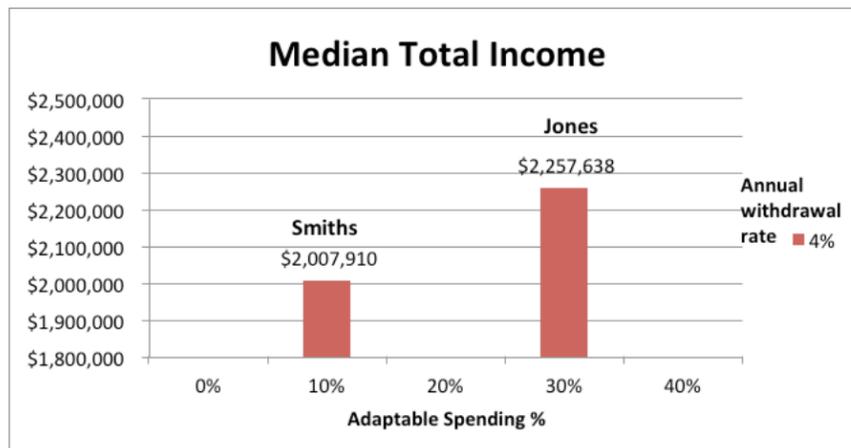
FINANCIAL \$ENSE: Help Retirement Savings Last Longer with Flexible Spending Strategies

A key question most pre-retirees wrestle with in deciding when to transition into retirement is, “How do I know if my retirement savings will last through my lifetime?” An important first step in answering this question is to get a good handle on what your expenses will look like in retirement.

You may be familiar with one rule-of-thumb that suggests your expenses in retirement will be approximately 80% of your pre-retirement expenses. This may be a good starting point, but as you begin to think more seriously about retiring, it’s important to get more precise in planning your budget and expenses. You can ask your Financial Advisor to provide you with a budget worksheet, or there are sample worksheets available online. You can also create your own list. The most important thing is to be thorough in your analysis of your current and projected expenses.

Once your list is complete, bucket your expenses into two main categories – essential (i.e. mortgage, food, medical expenses, etc.) and discretionary (i.e. travel, charitable contributions, entertainment, etc.). This will help you determine what percentage of your entire expenses you could either eliminate or delay if you were faced with an unexpected large expenditure or your investment portfolio experienced a meaningful decline. This is referred to as your adaptable or flexible spending percentage.

You can help mitigate the risk of



depleting your assets too early in your retirement by adapting your spending. Reducing how much you are withdrawing from your portfolio in difficult market periods to help preserve the value of your assets that could potentially rebound when the market recovers is generally referred to as adaptable or flexible spending. Implementing adaptable spending strategies involves revisiting your essential and non-essential expenses, adjusting your discretionary spending, and delaying major purchases. On the flip side, adaptable spending allows you to increase your spending when market returns are strong. This strategy helps extend how long your savings might last as well as increase the total income generated over time.

The hypothetical example below illustrates the power of adaptable spending. Both the Smiths and the Joneses have a \$1.5 million initial

portfolio. They plan to take annual income of \$60,000 from their portfolio and are withdrawing 4.0% annually to fund their retirement spending needs. The only difference between these two couples is the flexibility of their spending — while the Jones have 30% spending flexibility, the Smiths’ is only 10%.

When these couples were faced with unexpected expenses over the years, their spending flexibility required them to react differently. The Jones’ higher percentage of spending flexibility enabled them to reduce their discretionary spending whenever needed by postponing trips and not eating out. But because the Smiths had less spending flexibility, they were forced to liquidate more of their savings during a down market. As a result, the amount of savings left in their portfolio wasn’t able to make up the difference even when the market recovered later.

As illustrated in the graph below,

the Jones’ portfolio generated nearly \$250,000 more than the Smiths’ in income over the course of their 30-year retirement that can be attributed exclusively to spending flexibility.

Building flexible spending into your retirement spending is likely to help you end up with greater retirement income over time and to reduce the chances of outliving your savings. Whether you want to go it alone or work with a Financial Advisor, conducting a detailed inventory of your projected retirement expenses, determining what percentage of spending flexibility is right for you, and adjusting your spending as circumstances change can go a long way to help ensure your retirement savings last throughout your lifetime.

Proudly Serving the I.A.M.A.W. for over 30 years. This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group in Portland, OR at 1-800-923-6399 or www.scottwealthmgmt.com.

Investments in securities and insurance products are:

- NOT FDIC-INSURED
- NOT BANK-GUARANTEED
- MAY LOSE VALUE



Again, Washington State Leads the Nation with Equal Pay Opportunity Act

By DAVID GROVES, Washington State Labor Council

Washington was one the first states in the union to address the wage gap by passing the Equal Pay Act in 1943.

On March 21, 2018 the state made history again by adding addi-

tional provisions aimed at closing the gap between what women and men are paid as Gov. Jay Inslee, surrounded by lawmakers, advocates and supporters, signed the Equal Pay Opportunity Act into law.

Legislators from both sides of the aisle, community members, business leaders, students and representatives from supporting organizations including MomsRising, Washington Technology Industry Association, Economic Opportunity Institute, Legal Voice, UFCW, and the Washington State Labor Council attended the bill signing ceremony.

“With this bill, Washington state is not only updating our 75-year-old equal pay law, but once again leading the country with equal pay policy,” said Rep. Tana Senn (D-Mercer Is.), prime sponsor of HB 1506 and longtime advocate for women’s rights. “Protecting women from bias in career advancement opportunities is a new step to help battle equal pay disparities.”

Today, a white woman working full time in Washington state makes 76.5 cents to the dollar that her male counterpart earns. Women of color fare worse: African American, 61.1 cents; Native American, 59.8; and Latinas, 46.3. **Keep in mind that a union contract is still the best equalizer in pay since most rates are set by the job performed, not the person in the job.**

“It’s unfortunate we have to even have this debate and legislation that makes it clear that equal pay for equal work is the right thing to do and, thanks to this bill, now it is the law,” Inslee said.



On March 21, Governor Jay Inslee signs the Equal Pay Opportunity Act surrounded by lawmakers from both sides of the aisle, labor, business and community leaders. The bill aims to close the gap between what women and men are paid.

HB 1506 will allow employees to talk about their earnings with co-workers and ask for equal pay, without fear of backlash or retaliation. The measure offers remedies for employees who are paid less for similar work on the basis of gender.

The legislation also ensures employees receive access to equivalent career advancement opportunities, regardless of gender. Providing fair access to career growth opportunities will help put women and men on equal footing for promotions within a company and further women’s upward mobility.

“This legislation was a long time in coming,” said Lynne Dodson, Secretary Treasurer of the Washington State Labor Council, AFL-CIO. “It isn’t perfect, but it addresses wage and opportunity gaps in ways that haven’t happened in this state, or in most states, before.”

“Our heartfelt thanks go to Representative Senn and the other state legislators who persistently pursued this historic legislation,” she added.

Rep. Tana Senn introduced and successfully passed a version of this bill in the House only to see it die in a Republican-led Senate three years in a row. This year, the House passed it on a 70-28 vote and, with Democrats back in the majority, it passed the Senate on a 36-12 vote.

During the legislative process, advocates were concerned that the legislation could be watered-down by adding preemption provisions. Fortunately, the final legislation signed by the governor does not prohibit local governments from adopting and enforcing their own anti-discrimination measures.

Fun to Spare at Bowling Tourney

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, April 22.

Five-person teams will bowl from noon to 3 p.m. at Secoma Lanes, 34500 Pacific Highway S., in Federal Way, and from 1 p.m. to 4 p.m. at Glacier Lanes, 9630 Evergreen Way in Everett.

“Two locations allows more people to participate closer to home,” said Local F President Terri Myette.

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. For information on the Federal Way tournament at Secoma Lanes, call Trevor Riddle (206) 779-3506 or Jeremy Coty at (253) 350-1516.

There will be fun to spare...so sign up today!

**Join Us for a Day of Fun
Local F Unity Bowl
Sunday, April 22 – Two Locations:**

**Noon to 3 p.m. at
Secoma Lanes, Fed Way
OR
1 p.m. to 4 p.m. at
Glacier Lanes, Everett**

**Choose your location for a day
with fun to spare!**

EASTERN WASHINGTON



751 Organizer Jesse Cote (left) and Business Rep Steve Warren (right) meet with URS workers John King and Dan Carroll, who work on the C-26 platform and recently gained IAM representation.

IAM Yes for URS Workers at Fairchild AFB

Workers at Fairchild Air Force Base in Spokane working on the C26 platform at AECOM/URS recently gained IAM union representation. These talented individuals work as Mechanics and Electronic Maintenance Employees on the C-26 platform.

The three members will join workers at five other sites nationwide in gaining IAM representation. The employer agreed to grant recognition since support for the union was unanimous.

Since recognition was achieved, Business Rep Steve Warren has been talking with the members to identify issues that are important in a collective bargaining agreement, as well as filing information requests with the employer so we have an accurate picture of the current wages, benefits and working conditions. We are also exploring the

possibility of incorporating these workers into a master agreement that is already in effect for similar work at five other sites nationwide.

“We are excited to represent these members and give them the protection of guaranteed wages, benefits and working conditions,” said Business Rep Steve Warren, who will cover the members in Spokane. “Gaining union representation gives them an advocate on the job and provides continuity should their employer change in the future when the government bid comes up. We hope to be successful in adding them into the current national agreement, which would provide them the benefits and protections that their brothers and sisters performing the same work at other sites receive in a more seasoned contract.”

First Contract Ratified for Spokane Valley Fire Dept.

Congratulations to the Mechanics at Spokane Valley Fire Department. After three years of bargaining with Spokane Valley Fire Department, union negotiators received the Department’s last, best and final offer on March 15.

On March 20, the members voted and ratified their first Collective Bargaining Agreement. Throughout this lengthy process, the bargaining committee remained focused and committed to getting a first contract, which was not easy. The department pulled out many time delay tactics during negotiations.

From the very beginning, the Fire Department challenged the Machinists Union through legal, recognition,

jurisdiction, classifications and other tactics. Throughout this process, District Lodge 751 President Jon Holden ensured the necessary resources were provided including having staff attorney, Spencer Thal available at all times.

The first contract outlined pay, deferred compensation including company match, medical and dental coverage and sick leave. The agreement will expire Dec. 31, 2019.

“I welcome this new group of mechanics into District 751, Local Lodge 86,” said District 751 President Jon Holden. “I feel this unit is a good fit for Local 86. The first contract provides a base we can build upon for the future.”



Members voted to approve a first contract on March 20.



Business Rep Steve Warren (l) reviews first contract highlights with Spokane Valley Fire Department mechanics.



L to R: UPS Stewards Cory White and David Bakken and Business Rep Steve Warren review upcoming negotiation preparation materials.

Local Leaders Prepare for Upcoming UPS Negotiations

Our union negotiating committee for UPS Eastern Washington met at the Spokane Union Hall with Business Representative Steve Warren for the upcoming negotiation preparation classes. Preparation classes are being held at the Machinists Training Center in Placid Harbor Maryland July 8–13, 2018. The class will consist of committee members from Seattle, Portland and Utah preparing for upcoming negotiations on their Local Agreements.

The Eastern Washington group met to discuss specific issues for members at the Spokane hub and discuss the health and welfare benefits. From the Spokane Hub, Union Steward Cory White, who works as a Trailer Mechanic, and Union Steward David Bakken, a PE Mechanic, will represent Eastern Washington, along with Warren.

The Negotiations Prep Class at the WWW Center will provide the UPS committees with training in the areas of bargaining strategies, contract costing, strategic planning and contract labor regulations and law. The committees will also receive training and guidance from representatives of the IAM’s Strategic Resources Department and IAM Communications Department.



Machinists Union members, family and friends turned out to take part in the Spokane St. Patricks Day Parade.

Machinists Presence in St. Patrick’s Day Parade

Nearly 50 Machinists Union members and their families took part in Spokane’s St. Patrick’s Day Parade. As crowds lined the streets, the Machinists Union assembly took up nearly an entire city block marching with American, Irish, Canadian, and Machinists Union flags, as well as the Machinists Union banner and our trailer. Member Jim Roy walked while his wife Jodi rode their parade horse, Moe, carrying the Machinists flag.

Local 86 Member Tony Wade organized our participation to raise visibility of our union in the community. Our group was loud, proud and very patriotic, handing out candy, waving flags and drawing cheers from the crowd.

“This is a big event in Spokane and I thought the Machinists Union should have a strong presence. It was a success, and we raised community awareness of our Union,” said Tony Wade.



Left: Members select their flags to carry in the parade.



Above: Jodi Roy and her show horse Moe carried the Machinists flag in front of our trailer.



Left: Machinists proudly marched with flags and banners. Tony Wade carried the US flag and helped organize our group.