Ideas to make our union stronger going forward

How can we effect change to make our Union stronger for the future? That was the question IAM 751 members turned out to answer in October at nine workshops throughout Puget Sound.

We have often been told that the Machinists Union is one of the most democratic unions in America. But democracy is a muscle that must be exercised or it will atrophy.

Members and retirees exercised their rights and took part in the workshops to help determine the direction our Union takes going forward.

Candid discussion, brainstorming ideas, sharing proposed concepts for Constitutional revisions, as well as general question and answer sessions provided informative two-way interaction between Union members and Union leadership.

The ideas are leading up to the IAM Constitutional amendment process, which happens every four years at the Grand Lodge Convention as elected delegates from across the U.S. and Canada gather to debate programs and rules governing our Union.

District 751 President Jon Holden is leading the effort to energize our members, inspire participation and encourage members to take more ownership in our Union.

“The goal of these workshops was to have good
Continued on Page 3

United for a fair contract at Cadence

Solidarity is alive and well for Machinists Union members working at Cadence Aerospace-Giddens in Everett. On Oct 26, pouring rain couldn’t dampen the spirit of these workers determined to win a fair contract with their employer.

Bolstered by support from more than 40 IAM 751 members from Boeing, Cadence workers marched through the parking lot on their lunch time and at shift change to demand fairness at the bargaining table and for the company to end their illegal tactics that caused our Union to file unfair labor practice charges against them.

This was the second strong showing by members at Cadence in October. On Oct. 15, members were unified with an overwhelming 95 percent ‘YES’ vote to authorize strike sanction.

The overwhelming support demonstrates members are serious about getting a first contract that addresses their issues and sent a strong message to company negotiators that members support their IAM Negotiating Committee.

District 751 filed formal complaints with the National Labor Relations Board (NLRB) on Oct. 6. From the start Cadence management has engaged in activity that violates the workers’ rights, the union charged in its complaints to the NLRB. The charges included:

• Cadence illegally withheld 401(k) matches that were due to the workers, in retaliation for their vote to form the union.
• Managers refused to do employee evaluations that were necessary for the workers to receive raises, also in retaliation.
• Cadence kept enforcing rules laid out in an employee handbook that violate the rights of workers under the National Labor Relations Act.
• Cadence negotiators delayed the negotiations by refusing to provide information union negotiators need to bargain on behalf of the workers. Information the union has a right to see under NLRB rules for collective bargaining.
• Cadence made repeated statements to discourage workers from getting involved in the process for negotiating a contract, and interfered with, coerced and restrained workers by indicating that unionization harmed the company and workers will lose benefits due to unionization.

“Workers at Cadence have a right under federal law to form a union, free from interference, coercion and restraint,” said Richard Jackson, the union’s lead negotiator. “All employers -
Continued on Page 7

Union ensures member’s job is secure while on LOA

IAM 751-member Steve Kaes can breathe a little easier thanks to assistance from his Union. After having a lung removed in his battle with lung cancer, Steve was threatened with potential termination for what was “perceived” as him not following the proper leave process.

When his pleas for an appeal fell on deaf ears, he turned to his Union for help. Health & Benefits Rep Rod Sigvartson and Business Rep Dena Bartman immediately contacted a Boeing HR General, who provided a letter to reopen his case, and reversed the potential termination within two days.

“If I didn’t have our Union to help with my case, I would be terminated from Boeing today. No one at Aon Hewitt would listen to the facts or even consider deviating from their process. They insisted there is no appeals, period,” said Steve. “I appreciate our Union being there to help. When I explained what happened, our Union immediately jumped into action and ensured the matter was corrected.”

“It was so frustrating and stressful to literally be fighting for my life and having to fight to save my job, as well,” Steve added. “TotalAccess insisted I should have reported back to work July 7. I explained I was still in the hospital. Even now months later I have an open cavity where they extracted the lung, when the nurses change the bandages daily they look around inside with a flashlight. There is no way I could have returned to work in July or even in October.”

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Members brainstorm Constitutional changes at an Everett workshop.

District President Jon Holden asked for input on how to make our Union stronger going forward.

At a Seattle workshop, David Wyatt discusses Constitutional changes.
Meetings give members more knowledge of our union

Knowledge is power and our newer members now have another avenue to harness that power by attending “new member introduction meetings” that will be held monthly.

The idea is to help new members learn what it means to be Union. The 90-minute meetings will be held monthly starting in January beginning the week of the fourth Tuesday of every month. Next meetings are as follows:

• Jan. 26 - Auburn Hall 11 a.m. & 4 p.m.
• Jan. 27 - Seattle Hall, 11 a.m. & 3 p.m.
• Jan. 28 - Everett Hall, 11 a.m. & 3 p.m.

“This is another way to provide new members with access to Union leaders, but they’re specifically targeted for brand-new union members, but they’re open to everyone working at an IAM 751-represented shop. To RSVP for a January class, send an e-mail to either: au@iam751.org, se@iam751.org or ev@iam751.org.

Our new members at Cadence Aerospace-Giddens in Everett also stepped up in October. Contract talks with their employer have been hampered by unfair labor practices, so the negotiating team there asked for volunteers to post an informational picket outside the company’s two plants.

We got a great turnout of volunteers, but what was most impressive was the way that so many of the Cadence-Giddens Machinists themselves came out on their lunch breaks and at shift change, grabbed picket signs and union ponchos and staged their own marches and rallies inside the gates exercising their right to concerted activity. We believe that their willingness to get involved and be accountable to each other will pay off. They sent a very strong message that day, and I believe their managers heard it.

While all this was going on, many of our long-standing activists and officers gathered in October for a series of meetings to prepare for the upcoming Grand Lodge Convention. Every four years, representatives from every local lodge in the International Association of Machinists & Aerospace Workers, from all across both the United States and Canada, come together to discuss changes in our union’s constitution.

Next year, the Grand Lodge will meet in Chicago, and our meetings in October were designed to start the process of preparing constitutional amendments that our local lodge delegates will propose at the convention.

The IAM 751 members who attended our October meetings spent most of the night brainstorming on how to get members more involved.

Grievance filed on new Boeing installed job

Recently the Company notified your Union that they had created a new job classification called a Machinists Maintenance job #87706, which they implemented effective Oct. 2. To date, Boeing has not populated the new job, but we wanted to let you know the actions your Union is taking to challenge this.

Let’s be clear. Your Union Reps did not have input on this new job. The Company did not seek agreement from the Union in order to install the job so there was no agreement or input when the job was installed.

Per the contract, our Union has 45 days to evaluate the work being performed in order to challenge the labor grade assigned, but our concerns go far beyond just the labor grade.

Our concerns are multi-faceted regarding the installation of this new job classification and we intend to challenge the Company to address our concerns by filing a grievance. Concerns with this new job include:

• This job classification would be used to erode important seniority rights within our contract and result in job erosion reducing the number of members working in currently populated Grade 9 and Grade 10 classifications today.

• This job destroys the Category B inline promotion and seniority process in existing job families contained in Article 22.

• There are “new or substantially changed requirements” in the work being performed as defined in Article 13.5. This job contains work that is already performed in other classifications. We question the right to install the job at all.

• The job description reflects Grade 9 and 10 work rather than Grade 6.

Business Reps and Stewards representing members currently in these classes will meet to give additional input to ensure we have strong possible evidence in filing the grievance.

Our Union and our strength begin with YOU
Ideas to make our union stronger going forward

Roger Walker shares his ideas to promote solidarity:

Workshop focusing on a ‘Members Bill of Rights’ to make our Union more democratic and empower the members. Many other concepts were also introduced that will be explored by the local lodge committees. Members also brought ideas outside of the Grand Lodge convention to promote solidarity and visibility in the shop – all with the goal of building a stronger union for the future.

The workshops included an explanation of the Grand Lodge Convention, its importance, deadlines for submissions, changes and how delegates are elected. Look for an article in a future Aero Mechanic on this topic to educate additional members on the subject.

Each Local Lodge will be appointing committees to develop the Constitutional amendment proposals in early 2016. If you would like to serve on the committee, please email Kay@iam751.org to provide your name and BEMSID or last 4 digits of your Social Security Number, and local lodge.

Our local lodge leaders will be putting out a survey in January to get additional input from members on revisions/suggestions to make our Union stronger.

Members appreciated the invitation to provide input, discuss policies and get questions answered.

Retired member Pam Harris gives her ideas at a Seattle workshop.

Seward Nick Marmolejo talks changes he would like to see in the IAM Constitution.

Members at an Auburn workshop discuss suggestions for change going forward.

Adam Smith stands with workers

In recognition of his years of supporting workers’ issues, District 751 hosted a fundraiser for Congressman Adam Smith at the Seattle Hall on Oct. 12. Congressman Smith had the courage to vote against Trade Promotion Authority for the TPP. He continually fights to stop corporate greed that is hurting the middle class in this country.

Local lodge officers elected for 2016

In September, Local 751-E and Local 751-F officers were nominated without opposition and elected by acclamation for three-year terms beginning in January. Local 86 in Spokane held an election for the office of President with other positions being nominated unopposed. Below are the results of the Local 86 election on Oct. 8, as well as the Local 751-E and 751-F officers.

Local 86:

President (only contested office): Richard (Rick) Olson – 131
Gary Lee Szwartz, Jr. – 80
John Kofol – 3

Vice President: Kenya Conway

Recording Secretary: Carl Andrews

Secretary-Treasurer: Peter L. Hedemark

Conductor-Sentinel: Allen Eveland


Audit (2 elected): Ida Auckerman, Rene Ochoa

Local E:

President: Ira J. Carterman

Vice President: Gordon Ellis

Recording Secretary: Roy Wilkinson

Secretary Treasurer: Bruce McFarland

Conductor-Sentinel: Travis Oney

Trustees (3 elected): Haine Perry, John Cowin, Chris Olafson;

Audit (3 elected): Craig Kassian, C. Lee Verfaillie, Ross Veenker

Local F Officers:

President: Robley Evans

Vice President: Terri Patyke

Recording Secretary: Christine Fullerton

Secretary Treasurer: Dorothy Crace

Conductor-Sentinel: Denise Strike

Trustees (3 elected): Terry Castle, Shannon Pruitt, Melissa Allen;

Audit (3 elected): Charles Cesmat, Luizane Chiv, Shane Van Pelt

Patric Boone shares his ideas for the IAM Constitution at the third shift meeting in Everett.
Machinists make Halloween sweeter

District 751 members did their part to make Halloween a little sweeter for kids in one South Seattle neighborhood.

Union members collected close to 600 pounds of candy, which was donated to the Salvation Army of White Center for its annual Halloween party.

“ar was enough candy left over to cover their Christmas party too,” said IAM 751 Business Rep Rich McCabe, who was the union’s focal for the candy drive.

The Salvation Army’s annual Halloween party provides a safe alternative to trick or treating for children in a rough neighborhood.

This year’s party was a lot of fun for everyone, thanks in large part to Machinists Union members, said Maj. Raymond Erickson-King, the Salvation Army’s senior officer in White Center.

“Lots of kids and families bene-

MVPs plan one-day turkey drive

District 751’s MVP Committee is organizing a one-day turkey drive to help homeless people in Everett and Tacoma have heartier holiday dinners.

The committee will collect frozen turkeys – no fresh ones – between 8 a.m. and 4 p.m. Friday, Nov. 20, at all IAM 751 Puget Sound union halls.

(The Auburn, Everett and Renton union halls all close from noon to 1 p.m. for lunch.)

Turkeys donated at the Everett Union Hall will be given to the Everett Gospel Mission. Turkeys donated at Auburn, Renton and Seattle will be donated to The Rescue Mission in Tacoma.

“It will be a friendly competition to see which group of union members can do the most good for the most people in these communities,” said MVP Committee Chairman Rob Curran.

More holiday events

Volunteers from our union will take part in a number of other holiday-themed community service events during December.

You must sign up in advance to participate in these events. To do that, call the Seattle Union Hall at (206) 764-0335 or e-mail KayM@IAM751.org.

Salvation Army bell ringing, Dec. 4

Machinist Union members will ring bells and encourage shoppers to fill the red Salvation Army kettles from 6 to 8 p.m. Friday, Dec. 4, at Westlake Center in Seattle.

Toys for Tots, Dec. 11-12

Members of the MVP Committee’s North-end Subcommittee will help the U.S. Marine Corps Reserve unload, collect and sort donated toys for Snohomish County children on Friday, Dec. 11, and Saturday, Dec. 12.

On Dec. 11, volunteers are needed from 1 to 5 p.m. to help unload a semi-trailer full of toys.

On Dec. 12, volunteers are needed from 9 a.m. to noon and from 1 to 4:30 p.m. to unload collection boxes, sort and distribute toys.

All the work will take place at the Foundation Church at 2730 Oakes Ave., Everett.

In addition, volunteers who have large trucks or vans are needed from 1 to 4:30 p.m. to pick up toy collection boxes around Snohomish County and return them to the church Oakes Avenue.

Toy & Joy, Dec. 15-16

MVPs will help the Salvation Army put on its annual Toy & Joy event at the CenturyLink Field Event Center, 1000 Occidental S., Seattle.

The Toy & Joy event gives low-income Seattle parents a place to “shop” for free Christmas gifts for their children.

On Tuesday, Dec. 15, volunteers are needed to help set up for the event from 10 a.m. to 1:30 p.m. or from 1 to 4 p.m.

On Wednesday, Dec. 16, IAM 751 volunteers will help distribute stocking stuffers. Volunteers are needed to fill four shifts: 8 to 11 a.m., 10:30 a.m. to 1:30 p.m., 1 to 4 p.m., and 3:30 to 6 p.m.

Northwest Harvest, Dec. 29

MVPs will help sort and repackaged donated food during the year’s last community service event, from 10 a.m. to noon on Tuesday, Dec. 29 at the Northwest Harvest warehouse, 22220 68th Ave S, Kent.

Union gives to North Whidbey Help House

I AM 751 Union Steward Greg Ringelstetter, who works for URS Corp. at Whidbey Island Naval Air Station, and Chief of Staff Richard Jackson present a check for $4,037 to North Whidbey Help House Executive Director Jean Wieman. The money was raised by District 751 members who work at Whidbey Island Naval Air Station, who hosted their third annual benefit golf tournament this summer.

Union volunteers build better communities

Above: Volunteering at the Toy Rescue Mission; Rob Curran, Brenda Brannan, George Braun, Vennie Murphy.

Above: Chris Dofredo, Jeremy Coty, Brett Coty, and Robley Evans (not pictured) built a ramp for a resident.

Right: Vennie Murphy, George Braun, and Rob Curran collect donations for NW Harvest at a Seahawks game.

George Braun and Rob Curran recently prepared meals at the Rescue Mission.

Machinists helped with Project Homeless Connect and pose with event coordinators. Helping out were Vennie Murphy, George Braun, Adlian Camez, Cam Griffin, Rob Curran, Jason Chan, Dallas Anderson, Brian Butler, Prince Stewart, Terri Myette, and Hazel Powers.
District 751 is teaming once again with Northwest Harvest and KING-TV to fight hunger in western Washington.

Our union is collecting food at all Puget Sound union halls as part of KING-TV’s annual Home Team Harvest food drive. Donations of non-perishable food will be taken through Dec. 4.

In addition, as many as 150 IAM 751 volunteers will take part in the Home Team Harvest food drive on Dec. 5, taking donations of food and cash and helping to load semi-trailers with donated food at sites around Puget Sound.

Last year, more than 120 union volunteers took part in Home Team Harvest, bringing with them more than 500 pounds of donated food and checks totaling $3,100 from District 751, Locals A, C and F and from the Washington Machinists Council.

This will be the 14th consecutive year for IAM 751 volunteers to take part in the Home Team Harvest food drive. Organizers said the Machinists Union is a major part of the event’s success each year.

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

The need this year is as great as ever: The U.S. Department of Agriculture this fall reported that 13.7 percent of Washington state families – roughly 1-in-7 – struggle to put food on the table, while 55 percent regularly go to bed hungry.

That means more than 371,000 Washington State families aren’t getting enough to eat.

“There are a lot of working people – even in the aerospace industry – who work in non-union jobs that have low pay or irregular hours,” said MVP Committee Chairman Rob Curran. “Because of that, they rely on food banks to feed their families. We’re here to help them, and any money we could ever raise.”

Members of our union raised more than $6,200 for a union brother who lost his wife, Joshalynn’s burial.

“More than 100 people attended the dinner, which was held Oct. 17 at the Everett Union Hall. Volunteers – many of whom had walked in the breast cancer walk that morning -- cooked and served the meal.

“I really appreciate everyone who came out to the dinner, and all the volunteers who helped put it together,” said Local A President Les Mullen. “The money we contributed will help our brother as he tries to rebuild his life, but the show of support from so many people probably means more than any money we could ever raise.”

Team 751 makes strides in Everett against breast cancer

More than three dozen members of District 751, plus friends and family, took part in Making Strides Snohomish County -- the American Cancer Society’s breast cancer walk in Everett on Oct. 17.

The union members raised more than $2,100 for the charity, which helps fund breast cancer research and provides mammograms for women who can’t afford them.

Team 751’s participation in the event was part of our union’s Women’s Committee’s annual breast cancer awareness campaign.

“Great strides have been made to ensure that more birthdays are celebrated each year,” said IAM 751 Business Representative Grace Holland. “But the battle is not over.”

The Cancer Society recommends that women older than 40 should get annual mammograms and breast cancer exams. In addition, everyone can reduce their breast cancer risks by maintaining a healthy weight, being physically active and by limiting alcohol consumption.

Helping a brother: Everett spaghetti dinner raises $6,200

Team 751 members pose for a group photo at the starting line at the Port of Everett. Right: IAM 751 volunteers help carry bags of food donated at the Everett Mall.

Above: Some of the food collected by Machinists in last year’s food drive. Right: IAM 751 volunteers help carry bags of food donated at the Everett Mall.

everyone else. Nobody should go hungry in America.

IAM 751 volunteers are needed at the Everett Mall, Kenmore Safeway, Northgate Mall in Seattle, Southcenter Mall in Tukwila, US Bank in Puyallup and the LeMay Car Museum in Tacoma.

To volunteer for the Home Team Harvest food drive, call the Seattle Union Hall at (206) 764-0355. Donations can be dropped at the Auburn, Everett, Renton or Seattle union halls.

Above: IAM 751 joins ‘Home Team’ in fight against hunger

IAM 751 joins ‘Home Team’ in fight against hunger

Team 751 makes strides in Everett against breast cancer

Helping a brother: Everett spaghetti dinner raises $6,200
2016 medical plan update from BlueCross BlueShield of Illinois

In November, we are reminded that once again, Annual Enrollment is here! At BlueCross and BlueShield of Illinois (BCBSIL) we strive to provide you with the information you need to make the best healthcare decisions for you and your family. We wanted to remind you about BCBSIL’s online and telephonic resources available to you and your dependents at no cost. These resources can help you manage your benefits and get the most out of your benefit plan. Please also take the time to read through your annual enrollment materials so you can become familiar with your 2016 benefits.

If you have any questions about your plan, you can talk with a Health Advocate at 888-802-8776 from the hours of 5:00 AM to 5:00 PM Pacific Time.

Primary Nurse Program

The Primary Nurse Program provides members with access to a Registered Nurse who can assist you with managing your health care needs. A BlueCross and Blue Shield of Illinois Primary Nurse can help if you are living every day with an ongoing health condition, have any health concerns or when you:

• Are going into the hospital to seek treatment
• Are being discharged from the hospital and need help
• Have any questions about your care or a medication you are taking
• Need assistance with any other health care concerns
• Need help understanding your benefits

Our Primary Nurses are trained to work with you, your doctor and your caregivers to find the best ways to help you manage your care and health. Working with a Primary Nurse is confidential and included in your medical benefits package at no extra cost. If you have questions about this program, please call Nursing Support at 888-802-8776 from 5 a.m. to 5 p.m. Pacific time and ask to speak to a Primary Nurse.

Online Tools

Did you know that BlueCross and BlueShield of Illinois provides you with a number of online tools that can help you become a better healthcare consumer? Blue Access for Members (BAM), is a secure website that allows members to review balances, claims status, benefits, coverage details, and more. You can also print a temporary ID card and securely chat online with customer service through BAM.

Blue Access for Members can also be used to locate a network doctor, hospital or urgent care center. BAM is a great resource when you want to get personalized cost estimates for tests, treatments and procedures from your plan’s providers. You can also find a provider by accessing your Benefits Summary (EOB) online instead of having them sent to your line. Just use BAM to sign up for paperless EOBs. BAM is accessible at www.bcbsil.com/bcmo.

Choose the best plan for your smile

Delta Dental PPO vs DeltaCare®

Smiles are powerful and Boeing offers two great plan options to help keep your smile healthy—Delta Dental PPO (Network Dental Plan) and DeltaCare (Prepaid Dental Plan). Both plans make taking care of your smile easy and affordable. They also come with excellent customer service and support from Delta Dental of Washington. However, they’re designed very differently. Here are the key features of each plan’s design:

Delta Dental PPO Plan

• It’s a preferred provider organization (PPO) plan whose member dentists agree to provide services at discounted rates
• You get the flexibility to see any Delta Dental PPO dentist or specialist without referral
• You have set co-insurance levels for dental services
• You must reach your annual deductible before your benefits pay
• Annual maximum applies to your plan and your benefits stop paying once this dollar amount is reached

A Delta Dental PPO plan is a great fit if you want greater flexibility in your choice of dentist or if your smile requires routine care and maintenance (cleanings and fillings). DeltaCare plan (prepaid plan)

• It’s a managed care dental plan, like a medical health maintenance organization (HMO), whose member dentists agree to provide services for set fees
• You must select and see a primary care dentist (PCD) from the DeltaCare network or your benefits will not work
• Your PCD manages all of your dental care needs and must refer you to specialists when needed
• There’s no deductible or annual maximum limit for most services which gives you greater financial protection.

A DeltaCare plan is a great fit if you want your primary care dentist to handle all of your care. It’s also a great fit if your smile requires more than routine care because it offers greater financial protection.
United for a fair contract at Cadence

As a Boeing employee, you’re doing your part to help build something better. We are, too. At Group Health, our job is to build the best health plan possible to help you stay healthy and on the job. In fact, keeping you healthy is part of our plan.

Convenient care and plenty of it

With Group Health Medical Centers’ 25 locations statewide, there’s probably one close to where you live or work. Boeing members also have easy access to the 16 locations that make up The Everett Clinic. Plus, we have another 9,000 community providers* to choose from within the Group Health service area.

In addition, we offer walk-in care through CareClinics at Bartell Drugs in Ballard, Bellevue Village (opening Nov. 9), Crossroads, Greenwood, Sammamish, and University Village, with plans for others to come. Staffed by board-certified physician assistants and nurse practitioners, CareClinics provide after-hours access for minor medical needs such as sore throats, cuts, and more. Prescriptions can be offered right on the spot, too.

Better care from better doctors

From pediatrics to obstetrics to cardiology, Group Health physicians have received more than 90 top doctor mentions in Seattle Met magazine this year. And more than 700 in area magazines since 2008.** All of which helps explain why we’re the highest-ranked medical group in the state!** Nominees are voted on by doctors all around the region—peers judging peers. It’s validation of the quality of care Group Health patients receive everyday—even for the most serious medical conditions.

Care built to keep you healthy and save you time

We’re not just concerned with treating you when you’re sick. Thanks to our emphasis on preventive medicine, we work to keep you from getting sick in the first place. If by chance, you do need care, our evidence-based approach relies on the latest and most proven avenues of treatment to get you back on your feet as soon as possible. If you need to see an optician, physical therapist or pediatrician, there’s a good chance that he or she is right in our clinic. And with our coordinated care, your prescription could be ready before you even reach the onsite pharmacy.

Online access that makes a world of difference

As a Group Health Medical Centers patient, you can easily manage your care at ghc.org. You can e-mail your doctor, check your online medical record or test results make an appointment anytime, day or night. Need a prescription refilled? Do it online and get free delivery. All from your computer or—with our free mobile app—your iPhone or Android smartphone.

Simplified payments

Group Health care means predictable costs. Boeing members pay one low copay for each office visit. Preventive care is covered in full. There’s no deductible. There’s no pile of bills to tackle.

A better approach to care

We’ve made our health plan easier to use. Because the more you use your health plan, the healthier you’ll be. And that’s the shared goal we have at Group Health: better health for everyone. To see how Group Health can help you live a better, healthier life, visit ghc.org.

Reminder: Boeing’s Annual Enrollment period is Nov. 6 through Dec. 1.

*Source: OIC Provider Network Form A
**ghc.org/topdocs
†2014 Community Health Checkup, Washington Health Alliance
‡2014 CIGNA Top 100
§2014 Best Doctors®

Best Doctors offers expert second opinions

Best Doctors offers you an Expert Second Opinion Service like no other. With Best Doctors, you can have your diagnosis and treatment plan reviewed by a leading specialist from the comfort of your home. Best Doctors services are provided at no cost and are confidential.

How it works

Contact TotalAccess at 866-473-2016. When prompted, say, “Best Doctors” A dedicated Member Advocate Nurse will have an in-depth discussion with you about your medical condition and obtain a full health history. With your written approval, Best Doctors will collect all appropriate medical records, images and pathology samples on your behalf. The files are reviewed; the images are re-read and the pathology samples are retested.

The Best Doctors clinical team will conduct a comprehensive analysis of your case and select the most appropriate experts to review your information.

The expert will review your case and provide Best Doctors with a detailed report that includes his or her recommendations. Best Doctors then shares the report with you. Best Doctors can also send the report to your treating physician if you would like.

The Treatment Decision Support program connects you with a Best Doctors clinician who will help you understand all your treatment options. You’ll get access to personal health coaching, online interactive decision aids, and the latest information about your medical condition and treatment alternatives.

Common conditions for the Treatment Decision Support service include:

- Cervical or lumbar disc disease
- Degenerative hip or knee joint
- Early stage breast or prostate cancer or enlarged prostate
- Coronary or carotid artery disease or stable angina


cadence.localhealthgroup.org

"We need to get back to the bargaining table," union President Sam Gehrke said. "The union deserves a contract that recognizes and rewards them for all they do to make Cadence a profitable corporation," he added. "We have

Members from Cadence showed their solidarity with informational picketing at lunch and shift change.

in May to join District 751. Talks on a new collective bargaining agreement began in July. These Cadence workers produce precision-machined aerospace components, sub-assemblies and kits, and do sheet-metal forming. The Boeing

Members from Boeing stood in solidarity with Cadence members.

Co. is a major customer for Cadence-Giddens, but parent company Cadence Aerospace also sells parts to Airbus, Lockheed Martin, Northrop Grumman and Fokker, along with providing parts to other aerospace suppliers.

Members from Cadence lined up on Oct. 15 to approve strike sanction by 93 percent.

United for a fair contract at Cadence

Continued from Page 1

including Cadence management – need to accept this truth and know that these laws apply to them.”

“The millionaires who run Cadence do not seem to realize they have a

lab, X-ray, and pharmacy all under one roof at most

get you back on your feet as soon as possible.

relies on the latest and most proven avenues of treatment to

by chance, you do need care, our evidence-based approach

to accept this truth and know that these

lab, X-ray, and pharmacy all under one roof at most

regions—peers judging peers. It’s validation of the quality

care Group Health patients receive everyday—even for

region—peers judging peers. It’s validation of the quality

state.† Nominees are voted on by doctors all around the

explain why we’re the highest-ranked medical group in the

700 in area magazines since 2008.** All of which helps

healthier life, visit ghc.org.

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**ghc.org/topdocs
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- Degenerative hip or knee joint
- Early stage breast or prostate cancer or enlarged prostate
- Coronary or carotid artery disease or stable angina


cadence.localhealthgroup.org

"We need to get back to the bargaining table," union President Sam Gehrke said. "The union deserves a contract that recognizes and rewards them for all they do to make Cadence a profitable corporation," he added. "We have

Members from Cadence showed their solidarity with informational picketing at lunch and shift change.

in May to join District 751. Talks on a new collective bargaining agreement began in July. These Cadence workers produce precision-machined aerospace components, sub-assemblies and kits, and do sheet-metal forming. The Boeing

Members from Boeing stood in solidarity with Cadence members.

Co. is a major customer for Cadence-Giddens, but parent company Cadence Aerospace also sells parts to Airbus, Lockheed Martin, Northrop Grumman and Fokker, along with providing parts to other aerospace suppliers.

Members from Cadence lined up on Oct. 15 to approve strike sanction by 93 percent.

United for a fair contract at Cadence

Continued from Page 1

including Cadence management – need to accept this truth and know that these laws apply to them.”

“The millionaires who run Cadence do not seem to realize they have a

lab, X-ray, and pharmacy all under one roof at most

get you back on your feet as soon as possible.

relies on the latest and most proven avenues of treatment to

by chance, you do need care, our evidence-based approach

to accept this truth and know that these

lab, X-ray, and pharmacy all under one roof at most

regions—peers judging peers. It’s validation of the quality

care Group Health patients receive everyday—even for

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Common conditions for the Treatment Decision Support service include:

- Cervical or lumbar disc disease
- Degenerative hip or knee joint
- Early stage breast or prostate cancer or enlarged prostate
- Coronary or carotid artery disease or stable angina


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Delivering the Green for Guide Dogs of America

Recent fundraisers delivered big for Guide Dogs of America. The Eastern Washington locals more than doubled their best previous year by raising more than $18,000. L to R: Dist. Sec-Treasurer Susan Palmer, Howard Carlson, Mark Clark, John Lopez, Chris Schoo, and Dist. President Jon Holden.

The District 751 Golf Tournament delivered more than $13,880 for Guide Dogs. L to R: District Sec-Treasurer Susan Palmer, Howard Carlson, Mark Clark, John Lopez, Chris Schoo, and Dist. President Jon Holden.


District Sec-Treasurer Susan Palmer (l) and Dist. President Jon Holden (r) accept a check for $3,372.15 for the Local E Horseshoe Tournament from Roy Wilkinson and Ira Jay Carterman.

Tips for LOA at Boeing
You must call TotalAccess at 1-866-473-2016. Be sure to document time of phone call and who you spoke with. Have your BEMSID, as well as:

- Last day worked and first day of absence
- Expected return to work date
- Treating Physician’s full name, specialty, phone number, fax number. If more than one doctor, this information is needed for all.
- Request that documents be faxed timely to your doctor and you directly.

For a checklist on employee responsibilities for various LOA’s go online to Total Access, then:

- Click Leave & Disability
- Click “More Information” link. “Checklists” is one of the links near the top of that page. Select the type of leave and download the specific checklist for your leave.

Keep a copy of ALL paperwork for yourself, as well as all fax transaction receipts. As the employee, it is your responsibility to ensure all paperwork gets to Aon Hewitt. If you have problems with your LOA, call the Union Health & Benefits office at 206-764-0350.

Union ensures member’s job is secure while on LOA

Continued from Page 1

Steve is tough and a fighter who likes to handle things on his own. He has been battling aggressive lung cancer for several years with radiation and chemotherapy. When his cancer returned earlier this year, he was told they would have to remove a lung through a hole in his back, which requires extensive healing time. Steve made the necessary calls, filled out the paperwork for his leave of absence and even called to verify the leave was approved prior to going into the hospital for surgery.

“When I called TotalAccess, they said my leave was approved through Oct. 7. I said great and assumed it was fine. That was a mistake,” Steve recalled.

By the time Steve learned his leave was denied, Aon Hewitt was already proceeding with termination paperwork. Even after hearing they had mistakenly told him the leave was approved through Oct. 7, Aon Hewitt insisted there are no appeals under any circumstance and refused to reconsider their decision. It was then, Steve called his Union for help.

“This is not the only member who has run into this type of problem. Our Health and Benefits Office is here to help members with their leave process. No one should face possible termination because of an administrative error,” said Rod Sigvartson. “Since Aon Hewitt began managing Boeing’s leave process, we are hearing of more and more issues with the LOA process and FMLA approval process. If members need help, please call the Union’s Health and Benefits Office at 206-764-0350.”

Steve has beaten the odds with his lung cancer and is steadily improving. He makes sure he pays his monthly premium to keep his health insurance current.

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“The last thing I need is to have my medical insurance cancelled while I’m recovering. Our union-negotiated insurance has provided great benefits that have covered my entire bill eliminating that financial worry,” said Steve. “I look forward to getting back to work in the 48 section on the 767 and want to say hi to the 767 final body join crew and thank them for all the good wishes.”
The meeting was called to order by President Jackie Boschok. Carl Schwartz led the prayer which was followed by the flag salute and the singing of God Bless America. The regular order of business was suspended in order to present a short video about Social Security.

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

Minutes: It was M/S/P to approve the September minutes.

Financial Report: Tom Lux noted he had not received the September bank statement but gave an overview of expenditures. The report was M/S/P.

Health and Welfare: Helen Lowe gave the report. A moment of silence was observed for the following deceased IAM officers and considered resolutions.

Legislative Report: Carl Schwartz asked retirees to sign the following petition, which will be sent to U.S. Representative Adam Smith: Dear Representative: I am outraged by the fact that, while solely for personal profit, was able to raise prices of a number of medically necessary drugs from about $13 a pill to over $500 per pill. There is no justification for this, except for greed. I want you to know what I will do to stop this. Please let me know. Thank You.

Carl encouraged everyone to send a note of encouragement to their representative or another member of Congress and to send a copy to your local legislators.

Ballots for local elections have been mailed and will be counted on the October 14, 2015, meeting.

The state convention of the Alliance for Retired Americans will be Oct 14 in Federal Way. The club is sending 10 delegates, but any member is invited to attend. One of the resolutions to be considered will address drug prices.

Carl also invited retirees to attend Grand Lodge Convention workshops at the various halls to determine changes in our Union for the future.

There will be no increase in Social Security next year – no cost of living. We will be meeting with Congressman Denny Heck to discuss senior issues with him (see article below).

Carl announced there will be an interactive workshop titled Making Retirement Security Real for Everyone led by the Puget Sound Advocates for Retirement Action on Friday, October 30 from 10 a.m. to noon at the Washington State Labor Council offices.

The Trans Pacific Partnership is in the process of being adopted. It will negatively impact drug prices.

John Guevara recommended sending a letter to your congressman about this and then send a copy to your local legislators.

Heath and Benefits Report: Rod Siggsvirtan reported the open enrollment period for Medicare is October 15 until December 7, 2015.

Business Rep Report: Dena Bartman gave the report.

Executive Board Report: Lucia Raum read the following motions recommended by the Executive Board.

Motion: To pay for the Washington State Senior Citizens Foundation 2015 Annual Fall Conference that will be held on October 28, from 8 a.m. to 3:30 pm, at the Hotel Murano in Tacoma. The conference will cover topics such as: Long Term Care, Fraud Abuse, Transportation, Guardianship, Medicare, Report on the 2015 White House Conference of Aging and the Budget. For more info, visit www.womenslobby.org. Cost $60. The motion was M/S/P.

Motion: To spend up to $4,500 for the Christmas Luncheon on December 14. Approximate costs will be as follows: $400 union musicians, $2,000 food, and $2,000 for raffle prizes and decorations. The motion was M/S/P.

Motion: To spend up to $25 for one turkey for the Puget Sound Labor Agency Operation Turkey Drop. There was discussion and T.J. Seibert amended the motion to increase the number of turkeys to three at a cost of up to $75. After further discussion the amended motion was M/S/P.

President’s Report: Jackie Boschok noted John Pompeo has been picking up the food for lunch for quite a while but cannot continue at this time. We need a volunteer who can take over this task. Let her know if you would like to help. Helen Lowe suggested ordering pizza for lunch and having it delivered. Jackie said she would look into that.

The meeting was called to order by President Jackie Boschok. Carl Schwartz, 751 Retirement Club On October 15, the Legislative Committee of our 751 Retiree Club met with Representative Denny Heck in our Seattle Union Hall.

Meeting with Congressman Denny Heck were John and Robin Guevarra, Ron McGaha, Carl Schwartz, T.J. Seibert, Lucia Raum and Max Templin.

Carl noted that Representative Denny Heck was supportive of senior/retiree issues and asked him to support efforts to change this. Representative Heck supportive of senior/retiree issues

Heck was supportive of our concerns and indicated his support. We also thanked IAM 751 Political Director Larry Brown for arranging the meeting.

751 delegates attend state ARA convention

By Carl Schwartz , 751 Retirement Club

The Washington State Alliance for Retired Americans annual convention on October 14 attracted more than 45 delegates, including 10 from our District 751 Retirement Club.

The delegates listened to educational speakers, elected officers and considered resolutions.

Rich Fiesta, national director of the Alliance, gave an update on senior issues and provided information that there will be no cost-of-living adjustment to Social Security payments in 2016. He noted the new national President of the Alliance is Robert Poarch, past General Secretary-Treasurer of the Machinists Union.

Lynne Dodson, Secretary-Treasurer of the Washington State Labor Council, spoke about the proposed Trans-Pacific Trade Partnership and noted it will create problems for retirees, especially with drug prices. Representative Adam Smith also spoke and pledged his continued support for senior issues.

The convention passed a resolution calling for full staffing of Social Security offices and for maintaining offices in local community centers. We also adopted a resolution submitted from our IAM 751 Retirement Club calling for Medicare to have the power to negotiate for lower drug prices. The convention voted to change the Alliance from a 501(c)3 to a 501(c)(4) tax code. This will make it easier to endorse political candidates and issues, especially on senior issues.

IAM 751 Retirement Club President Jackie Boschok was re-elected president of the State Alliance, Kathy Wallentine was elected secretary, and Jim Brandley was elected Treasurer. Thanks were given to WEA for making their hall available to us.

Mary Seibert and Betty Ness celebrated October birthdays while George and Julie Braun (Julie not pictured) celebrated an anniversary.

The meeting was adjourned at 11:30 p.m.

Annual Retirement Club Christmas Luncheon

Monday, Dec. 14, 2015

Doors open at 11 a.m. Lunch served at noon

Seattle Union Hall

$10 for members/assoc. members $15 for guests

Lots of fun and a chance to wish each other a happy holiday season. Purchase tickets by Dec. 7 at Retirement Club Meetings or send your check, made payable to: District 751 Retirement Club, 1915 15th Place S. Seattle, WA 98108

Congratulations to the following members who retired with our Union:

Richard Agarwzno
Demetrio Almachar Jr
Bobby Jones
Richard Artis
John Baker
Leonard Fredale
Daniel Brown
Rolf Krueger
John Butrick
Robert Lind
Ofeilia Caguiano
Timothy Marshall
Allan De Aisis
Kathy Martini
Freda Donat
Gary Megia
Kim Duvall
Harman Middleton
Clifton Ellison
Randal Ordorff
Judith Ferguson
Sandra Ozentenio
Eman Fields
Michael Peltier
Patrick Ford
Rodney Phelps
Martin Foglasted
Bruno Pinaquy
John Goerz
Craig Smith
Jeff Gould
Kenneth Strickland
Julie Hammert
Lehong Tram
John Pompeo
Rolf Krueger
James Howe
Michael Patrick
Jeffrey Jackson
Edward Valkenaar

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The Everett Massacre Remembered

By Andy Dennis, with excerpts from “The Everett Massacre” by Scott Wilson.

On Nov. 5, 1921, 260 men packed aboard the steamship Verona and sailed from Seattle to help striking shingle workers in Everett win back pay cuts. Five of them were killed, one of them by murder, but no one was convicted of the crime.

The business leaders in Everett, fearful of the IWW lay down their tools, had the sheriff and some 200 “deputized” and armed men confront the union men at the docks. Undercover by the hundreds of guns pointed at them, they prevented any dispute from getting out of hand.

“We is your leader,” shouted Sheriff Donald McRae.

“We are all leaders here,” came the reply.

Labor History Calendar $5

You can get your labor history all year long by purchasing a 2016 Labor History Calendar for just $5. Nearly every day of this full-color calendar features photos of events from labor’s history. The District 751 Labor History Committee has these calendars available for purchase at the Local Lodge meetings and the Everett, Seattle, Renton and Auburn Union Halls.

2016 IAM Scholarship Open

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

The maximum scholarship amount is $2,000 per academic year. You are granted for a specific period from one to four years leading to a bachelor’s degree or a two-year vocational/technical certification.

Awards to Children of Members are:
- College: $1,000 per academic year.
- Vocational/Technical School: $2,000 for up to two years. Awards are renewable each year, whichever occurs first.

Must plan to graduate during the winter or the end of the spring 2016 school year (i.e., normally a high school senior); must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades.

More information is available online at www.GOIAM.org/iamscholarship.
Does the thought of asking your aging parents about the way they handle their household finances—or how they’d feel about moving to a nursing home—fill you with anxiety? You are not alone. However, you can’t afford to delay this conversation. As your parents get older, it’s important to sit down with them and talk about their health and financial well-being—before urgent decisions are forced on you or your family.

You want to be as prepared as possible to make sound medical and financial choices when Mom or Dad has an emergency. There are ways to make this process easier. The most important is to plan ahead. Starting these discussions early and revisiting them regularly will help you and your family handle lifestyle-changing issues concerning your parents.

How to Start the Conversation

If only there was an easy way to speak to Mom and Dad about their health and finances. That does not exist, but you might bring up the topic around the time the older parent turns 70. Once you start the conversation, you’ll have laid the groundwork to continue it in the future.

Make sure to involve everyone from the family. Also include your parent’s tax advisor, lawyer and financial advisor.

Medical

On the medical side, you might ask your parents what they’d like to happen if their health starts to fail. Do they want to stay in their home, or are they open to moving to an assisted living or long-term care facility? If acute care becomes necessary, is there a hospital they prefer? How much medical intervention do they want if their condition becomes dire? How would they like to handle end-of-life issues?

A meeting with their physicians can also help address some of your parents’ issues concerning their health.

The answers to these questions will play a critical role in helping you create a realistic and well-thought-out plan that includes everyone’s wishes and values.

Finances

Conversations about finances can be just as challenging, especially for families not used to discussing money. At some point, parents may need help with day-to-day financial tasks such as paying bills and balancing the checkbook, or with larger issues like investing. It’s important to clearly understand your parents’ goals for their wealth, from being able to afford the retirement lifestyle they envision to supporting charities they care about. A meeting with your parents and their financial advisor can be a forum to discuss their goals and wishes.

Having these discussions as early as possible helps establish the rationale for estate planning decisions. For example, if parents have spent more on one child’s education or provided funds to help start a business, they might decide to compensate the other siblings later on with larger shares of the estate.

This discussion can be difficult and immediately jumped into action. One started chest compressions while the other called 911. Anthony kept Brad’s airway clear the entire time while Randy and Darren traded off performing chest compressions. Mark McGarrity immediately jumped into action. Brad had suffered a major heart attack.

The emergency room doctor told them later it is extremely rare for someone in his condition to live. But thanks to their quick action, Brad is alive today and back at work. Congratulations on the recognition and for taking the initiative that saved a co-worker’s life.
Strong solidarity in contract talks at Republic Services

The 157 Machinists Union members working at Republic Services in Goldendale are united and strong in their efforts to obtain a fair contract. The current four-year agreement expires on Nov. 21.

On Oct. 3, our members demonstrated their overwhelming support for union negotiators by casting a 96 percent vote to approve strike sanction authorization. The strong vote sent a message that members are united and determined to get a fair contract.

In late October, union negotiators finished the three days of formal negotiations with Republic Services. Union negotiators presented a comprehensive proposal to address the issues members identified as important through membership input and surveys. Progress has been made on several issues. However, specific details are not being released since ultimately all proposals are only tentative agreements until the final agreement is reached.

District President Jon Holden and staff assistant Ken Howard toured the entire facility on Oct. 26 and met with various groups including container maintenance mechanics, container maintenance repair, landill, and intermodal. Many of the truck drivers had finished for the day, which gave them an opportunity to meet with the night shift mechanics to hear their concerns and what they would like to see addressed in the upcoming contract.

The next bargaining sessions are scheduled for November 13 and 14. An all member meeting will be held on Sunday, Nov. 15 at 1 p.m. at the Goldendale PUD Building. The plan is to present members with Republic Service’s last, best and final offer at the meeting and give members an opportunity to ask questions. To allow members to discuss the offer with their families, the vote will take place on Thursday, November 19 from 3 a.m. to 10 p.m. at the Goldendale Quality Inn.

Thanks to our negotiating team for all their hard work and efforts: Rich Fahlenkamp, Rick Porter, Jake Campbell, Tom Barrett, Mike Ell, Matt Olson, Steve Warren, and Ken Howard.

Training arms stewards to better represent our members

Stewards from Local 86 and from Grand Coulee Dam are better prepared to take on management and represent members, thanks to a one-day training class held recently at the Spokane Union Hall.

IAM Grand Lodge Rep Kevin Cummings along with Business Rep Steve Warren gave indepth information on investigating and filing grievances, complete with a Steward’s checklist, ten steps to a proper investigation, ground rules for processing grievances, presenting the case, past practice, and Weingarten rights. Various laws including the National Labor Relations Act, OSHA laws, and FMLA were also discussed.

“This was a fantastic day. We had stewards from the federal sector, from the public sector and from Service Contract locations. It was an open discussion and each steward shared experiences and asked questions. I don’t know how it could have gone better,” said Cummings.

“Special thanks to Business Rep Steve Warren for putting it all together. The high level of the questions and comments were proof that he has done a great job of working with them. With the talent and energy of this group, I am confident the IAM members are in good hands.”

Talks continue for new contract with South Irrigation District

On Nov. 2, Alcoa announced it will idle its Wenatchee Works plant as part of a company-wide plan to shut down smelting operations that are losing money amid low world prices for aluminum. The plant employs 428 people with about 40 of them being Machinists Union members.

Since the announcement to idle the Alcoa Works plant in Wenatchee, District 751 has reached out to local and state government agencies to develop the best plan going forward to protect the interests of our members.

We are working closely with the Washington State Labor Council to apply for Trade Adjustment Act benefits, which have provided a safety net for such job loss in the past.

The Union, through the Aluminum Trades Council, will enter into effects bargaining with the company.

Our goal remains to assist our members in any way possible during this difficult time of transition. We will also continue to work to create conditions that will allow Alcoa to operate profitably in the future, which would restore these family-wage jobs in Wenatchee.

At Lee & Eastes, District President Jon Holden talked with member Dennis Gleich about issues in their plant.

Shop floor talk

District 751 President Jon Holden, staff assistant Ken Howard and Local 1951 President Chris Powers met and talked with members at several of the central Washington employers to get input from our members.

After touring the Hanford facility following a HAMMER steering committee meeting and nuclear advisory board meeting, Union leaders visited members at Pexco, Monarch Machine, Edwards Equipment and Lee & Eastes.

“We want to ensure members have access to Union leaders to discuss issues and concerns in their particular workplace,” said Ken. “Since our District President was here, it was a good opportunity to talk to our members.”

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Photos:

- Overview of the Goldendale PUD Building. The plan is to complete with a Steward’s checklist, on investigating and filing grievances, present members with Republic Service’s last, best and final offer at the meeting and give members an opportunity to ask questions.

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