Contract Delivers a Solid Foundation for the Future

CHI Master Social Workers, Bereavement Counselors & Chaplains Overwhelmingly Approve First Contract

Solidarity and unity ensured Master Social Workers, Bereavement Counselors and Chaplains working for CHI Hospice secured a first contract that will provide a better future for these dedicated workers.

The group first approached the Machinists Union in 2020 seeking to gain rights on the job, a union contract and an advocate to ensure they can continue to provide top patient care. By standing strong and united throughout the process, members overwhelmingly ratified their first agreement on Thursday, November 18th.

Their first contract provides a strong foundation of rights, pay, benefits and working conditions that these members can build on in the future. Along with improvements in wages, benefits and working conditions, this agreement secured in writing many things these workers already enjoyed so their employer cannot make changes in the future. Changes management was making to their work prompted them to seek union representation in the first place. Membership solidarity defeated management efforts to reclassify these workers from exempt status to hourly, which was a priority of these members.

Just as important as the pay and benefits, these workers are no longer "at-will employees" meaning they can only be disciplined for just cause and it must be progressive discipline. The contractual grievance and arbitration procedure provides these members a fair and equitable system to resolve disputes.

Some of the members working at CHI Hospice as Master Social Workers, Bereavement Counselors and Chaplains gather for a group photo after the contract vote on November 18th. The overwhelming approval confirmed the decision to seek union representation means a stronger future for these dedicated workers.

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Union Leadership Changes for New Year

In December and into the new year brought movement and new faces to full-time Union Staff. While several are in new positions for the Union, each has been active in the Union for many years. Their backgrounds differ, yet each shares a commitment to the membership and brings years of union experience and fresh enthusiasm to the job.

Jonathan Shapiro – 751 General Counsel

After 751 Staff Attorney Spencer Thal retired to start his own practice earlier this year, 751 hired a new General Counsel Jonathan Shapiro who started Dec. 1. He brings experience and passion in the labor movement. Most recently, he worked at a labor law firm in New York handling collective bargaining, NLRB, and arbitration proceedings, as well as advising union leadership on internal governance issues. In that position, he took the lead on many collective bargaining agreements, and researched and drafted court documents and briefs. Before working at that law firm, he served as Legislative Director for a New York State Senator, as a Union Rep at UNITE HERE Local 100, and also worked as a Statehouse and City Hall Reporter for an Atlanta NPR station. His varied background and focus on labor law make him a good fit as 751’s General Counsel.

Jonathan is excited to help 751 in our many arbitration cases and other issues. Shane Van Pelt – Seattle Business Rep

Shane Van Pelt was appointed to fill the vacant Seattle Business Rep position after Jeremy Coty moved into Boeing in 2012. Throughout his years at Boeing, he has taken on the role of knowledge and experience after serving as a strong union advocate for members since he hired into Boeing in 2012. Throughout his years at Boeing, he has taken on many different leadership positions. Since July, Shane has served as one of our Union’s Health & Benefits Reps. Shane has a wealth of knowledge and experience after having served as a strong union advocate for members since he hired into Boeing in 2012. Shane Van Pelt was excited to help 751’s General Counsel.

Jonathan is excited to help 751 in our many arbitration cases, legal battles and defending the rights of our members.

Protecting Facilities Work

Our members who work in Facilities Maintenance are forever watchful for any attempts Boeing may make to offload work we have traditionally performed. This awareness and quick action from Union Steward Igor Mihailov ensured our Renton Facilities Maintenance would continue to perform preventive maintenance sprinkler system work.

Igor learned Boeing was seeking bids to subcontract preventative maintenance sprinkler system work that has been traditionally performed by IAM members. Alert members on Igor’s crew brought the issue to his attention – asking the Union to stop this potential offload. Igor jumped into action and gathered facts to question this activity. He brought the information to the Union officers.

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Some of the members working at CHI Hospice are Master Social Workers, Bereavement Counselors and Chaplains. The overwhelming approval confirmed the decision to seek union representation means a stronger future for these dedicated workers.
Union Ensures Member’s Pension Vesting is Fixed

With help from our Union’s Health & Benefits Office, a 751 member was able to retire on his time frame and collect his full pension with no reductions. This would not have been possible without assistance from our Union’s Health and Benefits Rep Shane Van Pelt in October. The member filled out his paperwork to retire at age 59 with the assumption he would have no reduction. He was stunned when he was told that he would have to wait to collect until age 62. He then contacted our Union for help.

While serving as Health & Benefits Rep Shane Van Pelt was able to get an audit performed so a member had the proper vesting credit to collect his pension at age 59. Our H&B office regularly helps members with this type of issue. You can reach them by calling 206-764-0350.

Reflecting on the Past Year and Planning for the Future

By JON HOLDEN
IAM 751 District President

As we wrap up 2021, it is a good time to reflect on our accomplishments, current issues we face and how we are preparing for the future. But first, I want to thank all the Stewards, Officers and all our fellow IAM Staff for their commitment to helping our members. So much of the work they do goes unrecognized, but every day they are fighting for what is required. Many of these efforts are not visible unless you are one of the members impacted by unjust discipline, a misassignment, a wage issue or some other contract violation.

The fact is our Union is challenging more issues than at any time in our past – from workers coming to us and saying “Union Yes” – the Master Social Workers, Bereavement Counselors and Chaplains just ratified their first contract and have a strong foundation to build on for the future, and the Hospice RN’s are still in negotiations for their first agreement standing united and strong.

Earlier this year we also reached a first contract for workers at KIND – Kids in Need of Defense – where we represent attorneys, paralegals and support staff who provide legal support for unaccompanied children within the court system.

In 2021, technicians and service workers at Solid Ground also said yes to IAM representation and ratified their first contract in April after they watched co-workers in other classifications benefit from IAM representation for many years. For these newly unionized workers, we were able to change their lives and put real money in the pocket of folks who had never had an advocate before. They now have rights on the job and can stop their employers from making arbitrary decisions that impact their working conditions, pay and benefits. This new influx of people will make our Union stronger.

This year members working at JBLM, NAS Whidbey, Fairchild AFB and other employers throughout Eastern Washington ratified new agreements. In each contract, we were able to make improvements for our members, building on the success of previous contracts.

We will continue to organize for the future and work to give even more workers the rights and protections that come with union membership. We must also focus on organizing and educating our membership at Boeing. Today, we have a majority of our members at Boeing who have not been through a traditional contract bargaining cycle. I encourage our senior members to share their personal experience from past negotiations so our newer members understand the power they have when they stand together and speak with one voice. Everything we have today is because of the solidarity of the generations who came long before us.

We are now at the beginning of what used to be a traditional bargaining cycle with less than three years until contract expiration in Sept. 2024. In 2022, we will be surveying members at Boeing to get you thinking about your priorities for a new contract in 2023. Our Stewards distribute the surveys and getting members in the shop talking about the contract will ensure their Individual Strike Fund (ISF) is strong as we prepare for 2024.

We will offer a new class in 2022 to talk about our past struggles, strikes and battles to land airplane programs here. Understanding issues from past negotiations is key to preparing for 2024. The class will also be offered for our Union, Boeing and Continuing on Page 9

Pre-Order Your ‘751 Union Hoodie

By JOHN LOPEZ JR.

With help from our Union’s Health & Benefits Office, a 751 member was able to retire on his time frame and collect his full pension with no reductions. This would not have been possible without assistance from our Union’s Health and Benefits Reps Shane Van Pelt in October. The member filled out his paperwork to retire at age 59 with the assumption he would have no reduction. He was stunned when he was told that he would have to wait to collect until age 62. He then contacted our Union for help.

Shane explained that the member had been working and that the Company records were incorrect. He added that the member had planned to go on a leave on June 3, 2019, but it was rescinded and he has been working the past three years. Shane elevated the issue as the member’s retirement date of Nov. 1 was quickly approaching. Boeing then did further research and confirmed, what both Shane and the member knew, he qualified for full retirement with no reduction once the incorrect 3 years LOA was converted to vesting service.

“I was thankful for our Union to help get the situation straightened out. Trying to resolve it in Worklife on my own was futile. Our Union helped and through and ensured I am now retired and collecting my pension showing it pays to be Union,” said the member.

This is just another example of the value of Union membership and how our Union advocates for members and gets errors in the Boeing system corrected.

Pre-Order Your ‘751 Union Hoodie

Members can pre-order an IAM 751 Hoodie on the District 751 website. Hoodies will be $45.

Simply click on the “Hoodie” button on the home page of District 751 IAM to order yours today! Be sure to indicate which Union hall you want to pick it up at and contact information.

Wear these union-made hoodies in the shop and show your union pride!
Contract Delivers a Solid Foundation for the Future

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representation. This was a hard, but necessary decision given the changes to our employer’s opening. After voting to unionize, those of us on the negotiating committee have spent countless hours in bargaining working on our contract,” said Merrillee Royse, who is a Master Social Worker and bargaining committee co-chair. “Working together on negotiations, through the highs and lows, gave me the highest level of respect for my colleagues. On Nov. 18th, our co-workers voted to accept our first contract, which is a victory for all of us and something we can build on for years to come.”

Highlights of the agreement include:
- A Labor Management Committee that will meet up to six times a year, but at least quarterly, to discuss matters pertaining to our members and other workplace issues.
- Yearly wage increases of 4%, 3% and 3.5%.
- Established a 15% premium to employee base rate in lieu of benefits. Employees move up step by step on their anniversary date.
- Introduced a weekend work stipend for Social Workers and Chaplains, as well as an on call stipend for Social Workers and Chaplains.
- Maintained current benefit and retirement plans, as well as capturing accrual rates for PTO.
- Established “just cause” provision for progressive discipline and the right to Union Representation in any meeting that may result in discipline.
- “I’m so proud of this group for the tremendous solidarity they have shown throughout the process. The negotiating committee dedicated many hours and days working to explain their issues to management and ensure members’ priorities were addressed. Every step of the way these members were united and spoke with one voice, which we felt reflected in and delivered to the first contract. Solidarity prevailed in the first contract. Thank you all for your hard work, dedication and focus on the future.”

Members discuss the specifics of the contract.
- Members voted to approve their first contract on Nov. 18th.

Steward Ensures Member’s Pay is Corrected

Every day our 751 Union Stewards advocate for members, prevent unjust discipline, ensure proper pay is received and enforce members’ contractual rights.

Union Steward Adam Fisher, from the Renton wing panel shop on second shift, recently ensured 751-member Javier Martinez received the proper pay after he was temporarily upgraded from a grade 3 sealer job to run the AWFS machine and then the SALS machine, which are both grade 7 jobs.

After Javier began performing the machine operator job, he noticed he was not being paid for the grade 7 work he performed. He attempted to get it corrected in Worklife, but quickly recognized he needed assistance from a Union Steward and contacted Adam Fisher.

Adam aggressively pursued the issue, holding multiple meetings and conversations with management and HR, and providing the legal language supporting his case. Each paycheck when the pay was still not adjusted, Adam continued to push and elevate the matter until Javier received the proper pay for the 5 weeks he performed machine work from subcontractors.

Members voted to approve their first contract on Nov. 18th.

New Flight-Safety Contract Approved at JBLM

751 Machinists Union members working at FlightSafety Defense Corp. at Joint Base Lewis McChord (JBLM), continue to see the value of membership. In November, members there ratified a new three-year agreement that provided yearly wage and benefits improvements – reinforcing that it pays to be union.

These pilot instructors for the C-17 program approved the new 3-year contract that offered improvements in many areas. The new agreement provided wage increases each year of the contract (4%, 3.5%, 3.5%), increased second and third shift differential, provided health and welfare benefit increases each year, two additional holidays (Juneteenth and 1 floating holiday), added a new tier of vacation accrual for members with 20+ years of service. In addition, pay additves were increased for several classifications including: Lead Pay, Air Drop Certified Instructor, Simulator Certification Instructor, Check Airman and EGB Managers.

“These Machinists Union members do work that is essential to the defense of our nation,” said District 751 President Jon Holden. “They are highly skilled specialists and they deserve a contract that recognizes and rewards them for all they do.”

Special thanks to Chief of Staff Jason Chan, Business Rep Pat Baricci, Business Rep Jeremy Coty, FFSC Stewards Colin Carr and Mark Lewis who served on the negotiating committee.

Protecting Facilities Maintenance Work in Renton

Continued from Page 1

and documentation to Business Rep Rich McCabe. Because Igor raised the question immediately, this ensured there was ample time to work the issue and prevent the workload. Rich elevated the matter, educated management on Letter of Understanding (LOU) 2 in our contract, stopped the offload and ensured our members continue to perform this preventive maintenance on the sprinkler system.

“Our members in Facilities Maintenance are vigilant about maintaining their work packages and know to question if something is being put out for bid that they have traditionally done. Igor’s timely action brought a positive outcome in this case,” said Business Rep Rich McCabe. “Management agreed it was our work, cancelled the bid request, and noted in writing our members will continue to perform the work, which is a contractual obligation.”

This should serve as a reminder to all Facilities Maintenance members and craftspeople. When you hear about potential work being put out for bid that we have traditionally performed, bring it to the attention of your steward who can then challenge it with assistance from their Business Rep. Only by asking questions and making our Union aware of these situations can we effectively get them stopped and protect our members’ work from subcontractors.
District 751 leaders and Machinists Institute leaders congratulate graduates of the Machinists Institute Youth Academy. The students completed a six week pre-employment manufacturing program that introduced them to working with a number of machines, Q&H principles and other concepts important to the aerospace and manufacturing industry.

Celebrating Graduates of Machinists Institute Program

The Machinists Institute, which is the training arm of our Union, continues to expand opportunities to support education and training for our members and community residents for training in manufacturing and aerospace.

On November 22nd, the Machinists Institute Youth Academy (MIYA) program held its first graduation celebration for students completing the pre-employment manufacturing training. Two classes of students ages 16-24 completed this 8 to 10-week training and the evening was an opportunity to celebrate their success.

District 751 President Jon Holden and Machinists Institute Executive Director Shana Peschek addressed the graduates - congratulating them on their accomplishment.

The Machinists Institute provided the training, in conjunction with Partner in Employment, to provide youth from the immigrant and refugee community skills to gain entry-level work and a pathway into the aerospace and manufacturing industry.

The event took place at the MI Training Center. These graduates had the honor of being in the two inaugural classes - where the program and equipment were literally built around them as the program progressed. Before the formal ceremony, those attending had an opportunity to tour the facility, where students could demonstrate what they learned on the various equipment. Students recognized the opportunities this initial training provided and were excited to showcase their skills.

For the majority of the students, this program was the first time they had been exposed to potential careers in manufacturing. The program spurred several to pursue a career in manufacturing after getting hands-on experience and touring several nearby companies who are looking to hire individuals.

At least one of the graduates plans to pursue an internship they learned about during the program. Once the internship is completed, the company will place individuals on a hiring list – giving the student a clear pathway to a career in manufacturing.

One of the parents attending was nearly in tears as she noted that this program “opened doors for my daughter and got her interested in pursuing a manufacturing career. Before this hands-on program, she was in the house doing online training and feeling very isolated.

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Members Working at C2 Approve New Three-Year Agreement

Machinists Union members working for C2 at multiple military bases ratified a new three-year Collective Bargaining Agreement in November, which included IAM 751 members working at JBLM. IAM negotiators from across the country met at the IAM 751 Seattle Union Hall in November to negotiate a new 3-year agreement with C2 for our members who work as Simulator Technicians at four military bases around the country. Serving on the 751 bargaining team: Jason Chan (standing third from right) and Jon Holden (far right). Seated: Patrick Bertucci (second from right).

IAM negotiators from Districts around the country met at the 751 Seattle Union Hall in November to negotiate a new 3-year agreement with C2 for our members who work as Simulator Maintenance Technicians at four military bases around the country. Serving on the 751 bargaining team: Jason Chan (standing third from right) and Jon Holden (far right). Seated: Patrick Bertucci (second from right).

Members Working at C2 Approve New Three-Year Agreement

Members working for C2 at JBLM voted to ratify a new 3-year contract.

The new agreement provided

- Members Working at C2 Approve New Three-Year Agreement

Members Working at C2 Approve New Three-Year Agreement

Members Working at C2 Approve New Three-Year Agreement
A sanding robot in the IRC works on one side of a sidewall panel while members of the Everett HS Site Committee looks on. A sanding robot in the Everett IRC was obtained with the help of the Right Sized Equipment team.

Triumphant Despite COVID-19 Challenges

Career Advisors Help Member Navigate ERT to New Career Position

Within two weeks of getting hired as a Factory Service Attendant in January 2020, Trang Granville had an appointment with an IAM/Boeing Joint Programs Career Advisor. Although she was very thankful for her new position, she had a desire to develop new skills and advance her career with The Boeing Company. Fortunately, the Employee Requested Transfer (ERT) system’s numerous training and job transfer opportunities make advancement possible for all interested Boeing IAM members. Trang decided to put in the off-hours work to complete the needed training for a chance at a better future within the company. Her hard work and dedication paid off. In August of 2021, Trang received and accepted an offer for the 34107 Aircraft Test Technician, which she started in November 2021, just a year after she filed for it.

To become an eligible candidate for a different hourly ERT job, employees must complete specified training outlined in the Career Explorer system (http://careerexplore.web.boeing.com). Once all “red light” courses have been turned green, employees are eligible to file an ERT for the shifts and locations they’re willing to work. ERTs are required to be filed in partnership with a Joint Programs Career Advisor to clarify the process and ensure accuracy.

In one of the first meetings with the Joint Programs Career Advisor, Trang was surprised to learn she could submit documentation from prior education and training, such as college courses, vocational training, certificate courses, licenses, and military training records to name a few. Career Advisors evaluate completed training in order to approve credits to ERT course requirements and the employee can ultimately receive equivalent credit for select green lights.

“I was really glad when Joint Programs Career Advisor, Lindsay Ruf, asked me about my prior schooling and had me bring in my transcripts from Tacoma Community College and University of Washington because I was able to get some green lights from them,” Trang said.

After discussing her career advancement opportunities, Trang and the Career Advisor developed ERT training plans for several hourly jobs with the goal of landing one of her desired target jobs. In February 2020, Trang immediately started working on required classes. Then, the COVID-19 global pandemic unexpectedly changed everything. Suddenly, employees experienced temporary shutdowns and canceled or modified class schedules. Unfettered, Trang adapted to the ERT labs’ shortened hours and more limited class availability as COVID-19 surged in the spring of 2020. All of her determination and hard work paid off because by April 2020, she was able to file her first ERT.

Even as Joint Programs Career Advisors worked remotely due to COVID-19 restrictions and could only provide services via phone, IM, and email, Trang took the initiative to regularly call and email Advisors with questions whenever she needed assistance. “I only met with the Career Advisor twice in person before the COVID-19 restrictions went into place; after that all my contact was by phone or email. Even during the pandemic the Joint Programs Career Advisor always responded to me quickly and answered all my questions each time. This was very good customer service and made it easier for me to stay on task along the way,” said Trang.

In November of 2020, the same year she was hired, Trang was able to file for a 34107 Aircraft Test Technician position, which was the job she wanted. And by January 2021, she had completed even more training requirements and was able to file for an additional six hourly ERT jobs.

In August of 2021, Trang reached her goal – she received and accepted an offer for the 34107 Aircraft Test Technician. Trang started her new job in November 2021, just a year after she filed for it.

Trang’s story is one of overcoming challenges and persisting during a time of great uncertainty as a result of COVID-19. The speed with which she rose seven grade levels is inspirational and a testament to her determination. Trang wants other employees to know, “If you try your best and keep working towards your dreams it can happen with hard work. You need to check with the Joint Programs Career Advisors so they can help you make your plans, then the rest is up to you – even in the COVID-19 pandemic.”

If you’re interested in learning more about how the ERT process can help you to achieve your goals like Trang, plan to reach out to an IAM/Boeing Joint Programs Career Advisor today. To schedule an appointment, call 1-800-235-3453.

For more information about any other IAM/Boeing Joint Programs contractual benefits visit IAM/Boeing Joint Programs website which can be accessed internally or externally.

Internal: http://IAMBoeing.web.boeing.com
External: http://www.iam-boeing.com

To contact IAM/Boeing Joint Programs via phone, call: 1-800-235-3453.

IAM/Boeing Joint Programs Career Advisor Lindsay Ruf helped Trang submit documentation from prior education and navigate the ERT system to transfer to a functional test job.

751 Member Trang Granville used the ERT system to transfer to a functional test job.

Joint Programs Career Advisor today. To schedule an appointment, call 1-800-235-3453.
Service to the Community

751 Volunteers Offer Helping Hands for the Holidays

November and December offered opportunities for Machinists volunteers to help on holiday projects that included a one-day turkey drive for area missions, multiple days of helping Snohomish County Toys for Tots, multiple days of sorting, pick up and distribution for Salvation Army Toy n Joy. In addition, volunteers helped build smaller, incremental steps at the home of a 751 retiree – making access into and out of their home much easier.

To learn about upcoming volunteer opportunities, visit www.iam751.org, then click on the calendar link.

Above: Adrian Camez and Wes Heard delivered donated turkeys to Volunteers of America in Everett.

751 retiree Melvin Hoage (center) and his wife, Becky (l) appreciated Jim Hutchins and Larry Hagen (not pictured) rebuilding their steps so they were smaller and easier to navigate.


Photo left: Adrian Camez and Wes Heard delivered donated turkeys to Volunteers of America in Everett.

Above: L to R: Rob Caron, Gary Perry volunteering at the Rescue Mission in Tacoma.

Photo right: Local A President Matt Hardy (far right) shared an emotional story of why he is so passionate about volunteering to help others at Christmas with KIRO 7 reporters.

Above: Jerry Banks, Matt Hardy, Wes Heard, Rich McCabe, Marnie McCabe, and Adrian Camez at the Salvation Army Toy N Joy event.

Above: Jerry Banks, Matt Hardy, Wes Heard, Rich McCabe, Marnie McCabe, and Adrian Camez at the Salvation Army Toy N Joy event.

Above: Carter Wolbaum helping sort toys at the Toys for Tots warehouse in Everett.

Right: Union Steward Basham Grove helped sort toys at the Everett Toys for Tots warehouse.

Left: Jerry Banks, Matt Hardy, Wes Heard, Rich McCabe, Marnie McCabe, and Adrian Camez at the Salvation Army Toy N Joy event.


Photo left: Adrian Camez and Wes Heard delivered donated turkeys to Volunteers of America in Everett.

Above: L to R: Ricky Dicks, Cliff Balka and Dan Hubble volunteering at Toys for Tots event.

Above: L to R: Amber Roastl, Carolyn Romeo, Diana Noinala, Michael Fields helping at the Seattle Salvation Army Toy N Joy distribution event.

Above: L to R: Amber Roastl, Carolyn Romeo, Diana Noinala, Michael Fields helping at the Seattle Salvation Army Toy N Joy distribution event.

Above: Chris Black volunteering at Toy N Joy Salvation Army event.

Photo below: Chris Black volunteering at Toy N Joy Salvation Army event.

Above: L to R: Amber Roastl, Carolyn Romeo, Diana Noinala, Michael Fields helping at the Seattle Salvation Army Toy N Joy distribution event.
Murphy Receives President’s Lifetime Achievement Award

751-C Retiree Vennie Murphy has always had a passion to help others and regularly volunteered for a variety of community service projects through our Machinists Volunteer Program when he was working at Boeing. After he retired in 2012, rather than slowing down, Vennie increased his volunteer activity giving even more time to help others at the Rescue Mission in Tacoma fixing and serving meals, building wheelchair ramps, assisting with turkey drives, sock drives and other activities. His unwavering dedication to community service recently earned him “The President’s Lifetime Achievement Award” for his lifelong commitment to building a stronger nation through volunteer service by volunteering more than 4,225 hours.

District 751 President Jon Holden presented Vennie the award at the year end District Council meeting. “Vennie has continually shown he is committed to our motto of building better communities. His volunteer efforts have made a difference and improved the lives of countless others,” said Holden. “Vennie stepped up helping others after retirement and has made it a way of life. Thank you for all you do for our Union and to help others. I am proud to call you my Union brother.”

The letter from President Biden read: “By sharing your time and passion, you are helping discover and deliver solutions to the challenges we face – solutions that we need now more than ever...On behalf of the American people, I extend my heartfelt appreciation to you for your volunteer leadership.”

Congratulations Vennie on a well deserved Lifetime Achievement Award for volunteering more than 4,225 hours on community service.

Members Donate Socks Across the State

Throughout the state members donated socks to help the homeless and underprivileged keep their feet warm and dry in the winter months. The socks and other donations were delivered to various agencies for distribution in Auburn, Seattle, Everett, Spokane and Tri Cities.

Kim Gifford delivers additional socks to the Rescue Mission.

Local 86 members presented socks to Union Gospel Mission (UGM) in Spokane. L to R: Jerry & Deonna Purser, a rep from UGM, Darrin Twigg, Allen Eveland and Ida Auckerman

Local 1951 President Jim Henle hands over some of the socks being donated to the Tri Cities Union Gospel Mission (UGM).

Local 1951 Bryan Johnson, Jim Henle and Tommy Eldhardt delivered turkeys, rice, canned goods and spices to UGM.

Union Leadership Changes for the New Year

Continued from Page 1

many leadership roles within our Union – serving as a Steward for more than 9 years, holding multiple officer positions in Local F working up to the role of Local F President. He has also been a voice about keeping members safe at work and served for years on the IAM Everett Site Safety Committee, District Safety Committee, as well as teaching safety classes through Joint Programs. As a Business Rep, he will be the BR Focal for the Seattle/Renton Flightline, Paint Hangar, Military Flight Center, Delivery Center, Spares Distribution Center, Victorville and several other buildings in the Seattle corridor.

“I am honored to have the opportunity to serve the members as a Business Rep. I look forward to meeting the Stewards and members in my new area of assignment,” said Shane.

Travis Kendrick – Health & Benefits Rep

Travis Kendrick was appointed to fill the Health & Benefits position when Shane moved to Business Rep. Travis initially hired into Boeing in 2007 as a structures mechanic before moving to QA a year later. He worked in Auburn as a machine parts inspector before transferring back to Everett as an intank inspector. For the past two years, he has served as a Verification Optimization IAM Rep – where he evaluated the

Health & Benefits Rep Travis Kendrick is excited to help members in his new job.

rationable Boeing used to implement VO in areas and challenged if inspections should have been removed. The VO Reps have been a critical position to maintain the integrity of the build process by trying to not only stop the removal of inspections but get many reinstated as well.

Travis has held many leadership positions within Local F – most recently serving as President and as a District Council Delegate, but he previously served as Recording Secretary, Trustee and Communicator. He was an active and vocal Steward for many years on the 787 line, has served on the District Finance Committee and Legislative Committee, is a delegate to the MLK County Labor Council. Recently, he completed his Masters Degree at City University using our lucrative contractual education benefits. “I am excited to be helping members every day to ensure their benefits are administered properly and assisting with issues members encounter in Worklife. There are many aspects to our Health & Benefits Office, and I am honored to get to serve our members in this capacity,” said Travis. “My goal is to ensure our members have access to all of their benefits, both as active members and as retirees.”

Donny Donovan – Legislative/Political Director

Effective January 4, Donny Donovan will become our Legislative/Political Director. Donny brings a wealth of other union and leadership experience from 35 years of excessive work experience and over 14 years of leadership positions within various labor organizations. He is passionate about building better communities. His volunteer efforts have made a difference and improved the lives of countless others.”

Local 751-C Retiree Vennie Murphy has always had a passion to help others and regularly volunteered for a variety of community service projects through our Machinists Volunteer Program when he was working at Boeing. After he retired in 2012, rather than slowing down, Vennie increased his volunteer activity giving even more time to help others at the Rescue Mission in Tacoma fixing and serving meals, building wheelchair ramps, assisting with turkey drives, sock drives and other activities. His unwavering dedication to community service recently earned him “The President’s Lifetime Achievement Award” for his lifelong commitment to building a stronger nation through volunteer service by volunteering more than 4,225 hours.

District 751 President Jon Holden (l) presents Retiree Vennie Murphy with the President’s Lifetime Achievement Award for volunteering more than 4,225 hours on community service.

District 751 President Jon Holden (l) presents Retiree Vennie Murphy with the President’s Lifetime Achievement Award for volunteering more than 4,225 hours on community service.
Quick Action Saves Another Union Member's Life After Leaving Work

You don’t have to be a doctor to save someone’s life; often times you just have to take action. In fact, quick responses by 751 members saved a fellow union member’s life earlier this year. The incident occurred outside the Renton factory following second shift. 751-member Oudom Khaphongbhan left work as he did any other night. On the way to his car, Oudom suffered a heart attack, fell to the concrete, hit his head and lost consciousness.

Thankfully, 751-members, who were also leaving work around that time, found him on the pavement and jumped into action. 751-member Dustin Roads recognized that time was of the essence and immediately began administering CPR, which he continued until the first responders arrived. 751-member “Lilliy” Chhoeup Thorng, called 911 and Boeing security and stayed on the scene until Oudom was transported to the hospital. If Dustin and Lilliy had not stopped to help, Oudom might not have survived, and his ability to recover as quickly as he did is solely because of the courageous efforts two members took to help a stranger.

Oudom spent three days in a coma before regaining consciousness and remained in the hospital ICU six additional days. Once discharged, he remained home for several months doing speech, occupational and cardiac therapy. Oudom returned to work initially just part time while he continued rehabilitation on his road to a full recovery. When he returned to the Renton factory, one of his first priorities was tracking down Dustin and Lilliy to give his personal thanks.

“I am so grateful Dustin and Lilliy found me within minutes of my heart attack and jumped into action without hesitation. Their quick thinking saved my life and ensured there wasn’t more damage,” said Oudom. “I was very lucky, Dustin was there and performed CPR. He was at the right place at the right time. I think about that a lot and what might have happened if I had been driving my car at the time.”

Dustin credits CPR training from his last job at an aerospace company as noted, “This was the first time I have actually performed CPR on someone in a life and death situation. Thankfully, I did well under pressure. I knew once I started CPR, I couldn’t stop and had to keep going until the first responders took over. In the heat of the moment, you just have to trust you will do it correctly because there is no other choice. I’m glad I was able to help.”

Our Union is submitting Dustin and Lilliy for Red Cross Hero Awards for their quick action that saved Oudom’s life or at a minimum ensured he did not have permanent damage. According to the Red Cross, more than 350,000 people suffer from cardiac arrest every year and only 10% survive. Dustin’s training in CPR and willingness to jump in to help someone in need allowed him to save the life of a stranger who turned out to be a union brother. Hopefully other members will take first aid classes to be prepared should they find themselves in a similar situation.

Oudom Khaphongbhan thanks Lilliy Chhoeup Thorng for calling 911 and her part in saving his life.

Boeing VIP Transition to Fidelity Investments

IMPORTANT: Boeing VIP transition to Fidelity Investments® and will be renamed The Boeing Company 401(k) Retirement Plan or Boeing 401(k) for short.

- Participants will have their accounts moved to the new Plan during a blackout period, starting from December 29, 2021 and ending sometime the week of January 2, 2022.

- December 20, 2021 is the last day to return paperwork for transactions that require spousal consent.
- December 29, 2021 is the last day to complete all other transactions.
- Blackout period is slated to end sometime during the week of January 2, 2022 (meaning most VIP features and transactions will be unavailable during this time to accommodate the transition).

Transition Reminders:
- The investment options in the Plan will not be changing and your account will remain invested throughout the transition.
- Current VIP beneficiary designations on file, outstanding loans, and contribution rates will transfer over automatically.
- No action is required on your part for your account to transfer to the Boeing 401(k) at Fidelity; when the transition is complete, you will need to set up a Fidelity username and password for online access if you don’t already have an account with Fidelity. The new website will be netbenefits.com/boeing.

Additional details and answers to FAQs: [https://boeingretirementchanges.com/]

Who to Contact:
- Fidelity’s Boeing Financial Benefits Service Center: 866-422-3539 (Mon-Fri, 8:30am to midnight ET), Worklife: 866-473-2016 – request “savings” to reach Fidelity’s Boeing Financial Benefits Service Center (Mon-Fri, 8:30am to midnight ET).

Celebrating Graduates of Machinists Institute Program

The Machinists Institute Executive Director Shana Peschek (l) congratulates the graduates.

Another aspect of the training, introduced students to metrology, depth gauges and radius gauges to gain understanding of manufacturing processes, equipment, and principles. Batholomew Kimani, who taught the course, is very knowledgeable and has great rapport with the students – getting them engaged, asking questions and understanding the relevance of each activity as it pertains to manufacturing and industry standards. His love of the topic is evident – making him a great fit to help encourage others on the pathway to manufacturing careers. This is just one of the exciting programs the Machinists Institute is delivering to serve the aerospace, manufacturing and automotive machinists industries. Established by IAM District 751, the Machinists Institute proudly serves current and future workers to reach their career goals and provides cutting edge education and training to build a highly skilled and diverse workforce to meet employer demand.

Dr. Steve Addison, Program Director for 401(k) Retirement Plans, Institute, talks with students about skills they learned in the program.

Finally, the program also incorporated a segment on worker rights to educate students on the advantages of Union membership – something missing from most other training programs.

The class gave the students great exposure to a variety of manufacturing processes, equipment, and principles. One of the students demonstrates the skills he learned in the program to drill parts. Students were able to showcase skills on multiple machines at the graduation.
751 Retirement Club Legislative Report

By Carl Schwartz, 751 Retiree Legislative Chair

The US House of Representatives passed the Build Back Better Bill. This measure could have significant impacts on retirees and senior citizens all across America. One item will make it possible for seniors to stay in their homes longer – rather than be institutionalized by providing for home care help. This is a win-win. It is a deep concern for people and actually costs the taxpayer less. Lowrie wish to add all items to Senate all across America of all political views support this – by wide margins. The many parts of this bill will impact all of us for years to come AND it must be noted that the measure includes payment and will NOT raise taxes on workers making less than $400 per year.

Unfortunately, the Senate will not take action on this past year. Seniors need to do their part by signing the online petition from the Alliance for Retired Americans at https://tinyurl.com/5xc47wam

As we begin the Christmas and New Year holidays, this is the time of year that we will reflect on all that we learned in 2021, and look forward to an active and productive New Year.

Abdul-áleem Ahmed

Over the years, Abdul-áleem worked in various capacities at 751 helping the members and working to bring the benefit of union membership to other workers. He worked as an Organizer and also in our Union’s Health and Benefits office before retiring in 2014. He was active in our community and served on the Martin Luther King Jr. Commemoration Committee (MLKJCC) for over 20 years. He loved serving our members and was proud to be a Trade Unionist serving and representing District 751.

A Message from 751 Retirement Club President Jackie Boscoh

On behalf of the 751 Retirement Club officers, I am writing this to wish everyone a relaxing, healthy, and joyful holiday season. We hope that you get some well-deserved time off with family and friends. As we look back at this year’s traumatic upheavals over vaccines, and the new waves of COVID, it’s time to look forward to a better 2022.

And we must keep up the pressure to pass The Build Back Better Act which would make a huge difference for retirees. The Build Back Better Act would reduce prescription drug prices. We pay more than any other country for the same prescription drugs. This bill finally gives Medicare the authority to negotiate drug prices with Big Pharma, and also cap insulin copays at $35/month for Americans with insurance.

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AD RULES
Each ad must be 25 words or less. Use a separate piece of paper or an ad blank for each ad, as they are pre-classified physically. Ads are free to members - active, paid-off, or retired. For best response, include phone number. Members’ “cottage industries” will be OK on ads, but no commercial ads. When using ad paper, include information on the ad blank.

Deadline For Next Issue Jan. 18th
PRE-RETIREES: Is rolling over your 401K or pension right for you? Complement- ary Assessment, know your op- tions. Phone or email for an appointment. Joe at 206-819-7924

COME BY FOR A PHOTOSHOOT in our wide range of size 8, new, never worn. Sleeping bags; OUTDOOR GEAR: Hip boots, men’s

1900 EASTLAKE ICE BOX. Very or- nate brass, 1960’s era. Two compartments, white interior, all oak, on wheels, easy moving. 35” H – 28” W – 19” D, pictures. $2,100 253-215-0016

SPEED QUEEN ELECTRIC DRYER. Model SDE6070WF 5750 watts, 28“ deep, 27” wide, 36” tall. Made in USA, $75. 253-318-6385

HAPPY HOME! Could your home use TLC? A new deck, fence, beautiful flooring or love your current home, just needs TLC. Call 253-734-3822

NEED A HOME? Need to downsize? I’m your gal! Email for info in free- ing information! Jo at 206-819-7924

PHYSICIAN: General practice. Call Bay Surgery Building 206-250-7139

Cottage Industries
SOMETIMES THE KEY TO HAPPINESS is finding the key to the right house. Whether you rent or buy, or compromise. Antoni- no Liberta, Keller Williams: 206-399-2005, antonio.liberta@kw.com Keller Williams

OUTDOOR GEAR: Boot, men’s size 8 new, never worn. Sleeping bags; nice sleeping bag, large warm, too much to mention. 253-875-8571 call for prices.

Circle One:
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IAM Free college began as a two-year associate degree program through Eastern Gateway Community College in Ohio and has expanded to include a four-year bachelors degree program, as well as short-term certificate programs to help members find ways to change careers quickly after a job loss. The four-year bachelor’s degree through Central State University in Ohio offers four areas of study: teacher education, criminal justice, business administration and interdisciplinary studies-humanities. To take classes at Central State students need 60 credits or an associates degree. Class size is limited to 30.

2022 Monthly Dues at Boeing is $93.15

The IAM Constitution requires dues rates be adjusted each January 1st according to the District Bylaws. The monthly union dues for District 751 Machinists members at Boeing will increase $6.45 a month to $93.15 during 2022. Under the formula approved by members in 2010, the 2022 dues are calculated at 2.25 times the weighted average hourly earning ($37.91) for bargaining unit members as of Aug. 31 – excluding bonus pay – plus any IAM Grand Lodge per capita assessment increases.

2022 Labor History Calendar Just $5

Solidarity at District 751 is featured in the Labor History Calendar for $5 at any of the 751 union halls. With the calendar, you can get your labor history all year long for just $5.

Nearly every day of this full-color calendar features photos of events from labor’s history, including pictures from our 2068 contract rally (see photo right).

Your 751 Labor History Committee wants you to know more about our working class history. One easy way to do this is by purchasing a Labor History Calendar for $5 at any of the 751 union halls. With the calendar, you can get your labor history all year long for just $5.

Obtain in IAM Labor History Committee application and guidelines online by visiting www.giom.org/iamshistory. NOTE: Completed Application Packets must be postmarked no later than Feb. 12, 2022 and received no later than Feb. 23, 2022.

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

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

Awards to Children of Members are:

College: $1,000 per academic year. All awards are renewable each year, until a bachelor’s degree is obtained or for a maximum of four years, whichever occurs first.

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

Eligibility:

Any applicant must be either:

• an IAM member, or
• the son, daughter, stepchild or legally adopted child of an IAM member.

Child of a Member Applicant—

• Must have one living parent with two years of continuous good-standing membership up to and including the closing date of Feb. 12, 2022.

• Must be planning to graduate during the winter or by the end of the spring 2022 school year (i.e., normally a high school senior); Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;

• Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of “continuous good-standing membership” at the time of death.

For information on eligibility or to obtain an application form, visit www.giom.org/iamshistory. NOTE: Completed Application Packets must be postmarked no later than Feb 12, 2022 and received no later than Feb. 23, 2022.

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Members Ratify New Contract at Safeway Distribution Center

In November, Machinists Union members who run Safeway's Spokane Distribution Center overwhelmingly accepted a new five-year contract. The contract delivered improvements in several areas including:

- General Wage Increases each year of the contract: 9 percent in the first year; 3.5 percent in the second year, 4 percent in the third year, 4 percent in the fourth year and 3 percent in the fifth year.
- Increased on-call pay for Truck Mechanics and Maintenance Mechanics from $40 to $100.
- Maintain full benefits first two years, then increase employer contribution by 6% a year in last three years.
- Continue employer paying full pension rebates.
- Increased new hire rates.
- Increased pay for certifications from 50¢ an hour to 75¢ an hour. Employees can receive up to $3 an hour in certification pay.

These members have been represented by IAM since 1980. Keep in mind this facility processes nearly all the products for more than 40 Safeway stores in Eastern Washington, North Idaho and Western Montana. Our eight members keep the 280,000 square foot facility and all its equipment in operating condition.

Members are split into three classifications: diesel truck mechanics to keep the semi trucks in top running condition, material handling equipment, which covers all the electric equipment including pallet jacks and forklifts used to move the products throughout the center; and building maintenance, which encompasses building upkeep including boilers, plumbing, electrical, refrigeration and carpentry skills.

Their solidarity throughout the negotiation process ensured they received a contract that addressed members’ top priorities.

New Two Year Agreement for Members Working at DRG

IAM members working for DRG at six locations around the country recently approved a new two-year agreement. The largest group of workers covered by the agreement are at Fairchild Air Force Base in Spokane.

The agreement included a 2.5 percent General Wage Increase in the first year and a 3.5 percent General Wage Increase in the second year. Site focal pay increased from $2.50 to $3 per hour and Site Security at Fairchild had a $2 increase in their base rate. Health & Welfare remains the same in the first year and increases 3 percent in the second year. In addition, employees shall be given a 30-day calendar notice if switched full time to part time; previously it was one week’s notice.

These talented members work as Simulator Maintenance Technicians and Pilot Instructors at six locations. Representing Fairchild was Business Rep Steve Warren and Tiffany Pence.

Helping Others at the Holidays

Machinists in Spokane helped ensure many area families will not go hungry during the holidays with a food and donation drive. Local 86 members raised $840 in cash donations, which translates into 4,200 meals! Members also donated 110 pounds of canned and non-perishable food.

Local 1123 Congratulates Glen Bennehoff on Upcoming Retirement

L to R: Keith Faul, Mitch Gates, Paul Farnman, James Braun, Levi Mitchell, and PeeWee Wallace congratulate Glen Bennehoff on his upcoming retirement. Glen has been a Machinists Union member for over 27 years. He hired in at Grand Coulee in 2004, but was a Machinists Union member for 9 years prior at District 160. Glen currently served as Conductor-Sentinel for Local 1123. He was one of the original officers when the local moved from Wentachee to Grand Coulee Dam in 2016.

At a lunchtime meeting, Machinists members who run Safeway's Spokane Distribution Center discuss top contract issues. The members accepted a new five-year agreement on Nov. 16th.


Accepting the Oath of Office

Local 1951 President Jim Henle administers the oath of office to Trustee Nolan Picket (from Monarch Machinery) and Vice President Bryan Johnson.