Standing Strong at CHI!

Solidarity with CHI hospice workers was alive and well on Monday, June 7th. More than 100 people turned out on short notice to ensure these dedicated workers know they are not alone in their struggle for fairness from their employer. Participants included Union Stewards, RN’s from St. Joseph and other medical facilities, families of patients who have utilized their outstanding hospice care, and other concerned citizens.

The rally was held across the street from St. Joseph Medical Center in Tacoma because CHI Company negotiators work in that building. It would have been hard to miss the chanting crowd and compelling speeches. Our Union negotiating committee organized the rally to show CHI leadership these workers are united and strong in their conviction to provide better patient care after CHI leadership decisions continue to negatively impact their very important work.

You can show your support by signing our online petition (https://tinyurl.com/mxseb7ja) that will be presented to CHI so they understand that others in the community are watching and support these workers in their struggle for a fair contract.

Those attending the rally were energized by the positive atmosphere (see rally video on YouTube at https://www.youtube.com/watch?v=7YJmUAFspE). CHI Franciscan Hospice Master Social Workers (MSW), Bereavement Counselors, Chaplains and RN’s voted for IAM representation to gain a voice and have a say in delivering top-notch, end of life patient care. Since voting for IAM representation, this group has selected and trained their negotiating committees, formulated and delivered proposals, and pushed to have emergent issues addressed, as they move toward securing a first collective bargaining agreement that lays a strong foundation for the future.

By gathering the CHI Hospice Workers together (who typically treat patients in their home and are rarely together), they drew strength from their collective power, gained inspiration from speaking with one voice and understood they are not alone and have an army of Machinists supporting their efforts and standing by to help.

Unity Works: Past Success Displayed in Union Quilt

After 751-member Ron Stevens retired, he wanted to help educate our newer members who haven’t been through a traditional bargaining cycle at Boeing on some of our past successes using our ultimate weapon—membership solidarity. During his career, Ron spent several years as a Union steward and always appreciated having rights on the job and the ability to make improvements through collective bargaining. Ron decided a unique way to tell the story of our solidarity success was to have his wife, Lori, make a quilt of previous Union t-shirts and display it at the Union Hall. Each shirt represented a different time in our history when members came together, spoke with one voice and focused on a common goal.

The rally emphasized CHI Hospice workers want to be empowered to decide on the best care to provide and focus on patients over profits.

Unity Works: Past Success Displayed in Union Quilt

Then COVID hit and Union meetings switched to Zoom so his plan was put on hold. In June, Ron delivered the Union quilt and requested that it be displayed in the Seattle Hall behind the podium. When lodge meetings again happen in person, Ron hopes the quilt will spark conversations so all understand the tremendous power our members have when we stand together to take on The Boeing Company.

“I’m proud to have been a part of our history. The shirts promoted solidarity and union pride on the shop floor. This quilt highlights the various struggles we have had and how standing together we were successful. The benefits we have today were because members in the past were united and demonstrated solidarity,” said Ron. “Following the last forced contract extension, we learned how easy it is to lose what we gained. Members need to share our history with their co-workers and realize the collective power we have to bring justice on the job.”

He added his personal favorite was the shirt with a rattlesnake and the slogan “I’ll Strike if Provoked” since Boeing’s actions and proposed takeaways were typically what triggered our strikes.

Ron joined the Machinists Union when he hired into Boeing in 1989 working in 747 J&I. Fellow union members began talking about issues for upcoming contract talks and front and center was overtime (at that time Boeing could designate members 4 weekends in a row). After voting to strike, members stood together and only then did Boeing agree to improved overtime limits, which included provisions limiting mandatory overtime.

Inset pics speaking at the rally L to R: Patrick Bertucci, Merrillie Royse, and Gina Gwerder, as well as union leaders District 751 President Jon Holden, Chief of Staff Jason Chan, and Business Rep/Lead Negotiator Patrick Bertucci.

The messages crafted by the negotiating committee on signs emphasized these workers are not focused on wages and benefits, but patient care is their top issue. Signs read: Dignity Over Dollars; United for Positive Change; Empower Us, Don’t Prevent Us; CHI – Do the Right Thing! and We Put Patients First – Does CHI Hospice?

“What we do is not measured in productivity, what we do is part of humanity. In order for us to give to our patients, we need to share our history with our co-workers and that will achieve a mutual understanding. Together, we will have a voice and a say in delivering the best patient care.”

“20 years ago, I had horses and a farm in a small town where the people I interacted with were working class. I learned that their main goal in life was to provide for their families. When you are working class, you know that you are fighting for your kids and your future. I learned that working class individuals are different than the people who live in the pasture. Working class people have a wholeness. They are people of integrity, and I believe in integrity. I believe in people who work. I believe in the working class. I believe in their dreams and that they have the right to pursue their dreams, and that we have a responsibility to help them in that pursuit.”

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Unity Works: Past Success Displayed in Union Quilt

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By JON HOLDEN, IAM District 751 President

I want to convey how invigorating it was to be engaged in discussions with everyone this weekend as we engaged in the membership survey. I know when we speak with one person with union power and helped inspire him to become a steward. Each negotiation cycle brought issues to the forefront and slogans like: “Union Power” in 1999, “Doing the Right Thing for All the Right Reasons” in 2005, and “It’s Our Time This Time” in 2008. The “We Cower to No One” shirt was in response to comments from Boeing CEO Jim McNerney in a press interview that “The employees are the bosses.” He was wrong! I have witnessed our members who have decades of experience reach out to the new generation of workers and create relationships that will carry us through.

Over his decades as a Machinists Union member, Ron saw first hand the power of solidarity – sometimes it brought peaceful contract resolution and our issues were addressed, but there were times it required collective action and withholding our labor. Ron walked the line in 1989, 1995, 2005 and 2008, and is proud of the success members had together. He hopes our newer members will examine our history, stand together, and know when we speak with one common voice, we are a force to be reckoned with.

Members on the shop floor talk about the reasons we need to stick together, talk about attacks we will most certainly face from our employer and the reasons we all need to get behind specific contract proposals that benefit us all.

I have no doubt that our members will take control and that will happen as it has for over 80 years. Solidarity activities spontaneously occur during the heat of contract talks. These include marches through the factories at lunch time, making noise on the hour and other solidarity activities. I remember in 2008 a 18-year-old member was so excited to take part in the lunchtime rallies. He understood that when everyone marched together, it was protected activity and was very empowering. He had commented it taught him what solidarity was.

Nothing will stand in our way. We have been knocked down, we’ve gone through up and down cycles, and faced tough times, but nothing will divide our membership when it matters the most. Even those who are new to union membership understand the power of collective action. Solidarity works!

Like our new members at CHI Hospice, every bargaining unit is stronger when members stand together and speak with one voice.

On another topic, COVID rules at Boeing and other employers are changing as the state releases mask mandates and other pandemic protocol. Pay attention to these changes to ensure you are aware of your employer’s current policies.

Finally, I want to get lots of questions about the new Washington State Long Term Care employee payroll tax. While our state’s law is Boeing is not eligible for the state plan until our contract expires, we have many questions around this new law and we are working to get the answers. When we have more information, we will post it on our website, send out the information via email and report it at the Zoom local lodge meetings.

I hope each of you have a happy and safe 4th of July holiday and get to celebrate with family and friends.

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

Jon Holden
President, District 751

Matt Hardy
Business Representative

Richard Jackson
Vice President

Mike Hill
Secretary-Treasurer

Steve Warren (Eastern WA)

Dan Swank

Paul Schubert

Spencer Bussing

Rod Sigerson

Paul Veltkamp

Garth Lauck

Patrick Bertucci

Christine Fullerton

Robley A. Evans

Richard McCabe

John Lopez Jr.

André Trahan

Ira J. Cartier

Jeremy Cary

Greg Campos

Union Business Representatives

Union Offices:

• 9125 15th Pl. S., Seattle; 206-763-1300
• 201 A St. SW, Auburn; 253-833-5590
• 233 Burnett N., Renton; 425-235-3777
• 8729 Airport Rd., Everett; 425-555-8821
• 820 S. Mission, Spokane (509) 524-9690 or 1-800-763-1305

Union Business Representatives

Connie Kelliher, Editor

Member of The Newspaper Guild, CWA #37082


Toll-free from Seattle: Nationwide 1-800-763-1301
Web site: www.iam751.org
District 751 members who work at Boeing can learn how to maximize their retirement benefits at free Zoom retirement-planning workshops. The next webinars are scheduled for Wednesday, July 21st at 10 a.m. and 4 p.m. (Note: Participate in these 2-hour webinars during non-work hours — length will depend on questions). Each webinar is limited to 100 members so there is time to adequately answer all questions.

The webinars cover a range of topics to help you calculate and plan for your real post-Boeing income, including:

- **How to fill out Boeing retirement paperwork, since there are many options to select from that impact your monthly benefit**
- **Information on calculating retiree medical.**
- **Options for your Boeing VIP, potential taxes and penalties, information on beneficiaries, and making hardship withdrawals and loans.**

Health and Benefits Reps Can Help with Medical, Dental Issues

751 members working at Boeing continue to have issues with Worklife (who knew we would ever miss TotalAccess). Thankfully, our Union’s Health and Benefits Reps can help members when issues arise regarding medical, dental, leave of absence, pension or prescription coverage.

Recently, Health & Benefits Rep Jim McKenzie resolved several of these issues for members. In one situation, Worklife dropped the wrong dependent for 751-member Ann Lombardo. With assistance from our Union, Ann was able to get her daughter reinstated on her medical plan and all past doctor bills paid, which was important since her daughter was pregnant and had to go to the emergency room and was not able to go to the doctor. After that, Worklife reactivated the coverage. Without the Union, Ann might not have been able to resolve the issue, which began after she removed her son from her medical when he enlisted in the Navy. She learned her daughter had no coverage when she went for a doctor visit.

“I tried to handle this on my own, repeatedly filled out the requested paperwork but got nowhere with Worklife. I spoke to a different rep each time I called — with one even admitting it was a ‘glitch’ in their system,” said Ann. “I called our Union because I needed someone to help bring resolution. Our Union pushed to ensure that not only was my daughter’s coverage reinstated, but all her medical bills were paid during the time coverage was disrupted.”

She offered good advice to others, “It’s good to have our Union to act as your advocate. Don’t take no for an answer with Worklife, let our Union help in these situations,” said Ann.

Another member retired after taking the step-by-step process to get there, it is difficult to find and utilize. A second segment was presented by Scott Capital Advisors: Casey Scott, Shaughn Scott, Brooke Anderson and Jennifer Scott presented useful information on the VIP, planning ahead for retirement, investment strategies and more. For the past three decades, this group has worked in unions with labor organizations and their members to build stronger futures and they help manage the Machinists Retirement Savings Plan.

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- **Information on calculating retiree medical.**
- **Options for your Boeing VIP, potential taxes and penalties, information on beneficiaries, and making hardship withdrawals and loans.**

Our Health and Benefits Reps Can Help with Medical, Dental Issues

Union leaders and stewards took part in Retirement Zoom webinars that are offered to members in July. Members requested these classes to help them plan for retirement, understand pension options and retiree medical, and many other issues.

The webinars also have good information for younger folks on investment strategies and ensuring they receive company match on VIP.

• Tax-favored investing and proper asset allocation depending on your age;
• How to plan for your retirement, budgeting techniques, etc.

They cautioned members about making emotional decisions when the stock market takes a dive. They noted if you sell out following the worst days, you are more likely to miss the best days that follow. Seven of the best 10 days in the last 20 years occurred within two weeks of the 10 worst days.

They also touched on common retirement challenges, how to adopt a planning mindset, balancing risk and return, making money last, paying for healthcare and unexpected life changes.

We are also looking at presenting another webinar on Social Security and how drawing at different ages impacts the monthly benefit. The goal is to help members prepare so they can enjoy their retirement.

Sign up today and get this valuable information to start planning for your golden years.
Want to Learn a New Language? Joint Programs Offers Mango Languages

IAM/Boeing Joint Programs continues our partnership with Mango Languages by providing our Boeing IAM 751 members an opportunity to learn a new language at no cost to members. IAM/Boeing Joint Programs started working with Mango Languages in April 2014 to utilize their foreign language programs. To date, several thousand members have taken advantage of this great opportunity!

Learning with Mango is free for active IAM 751 members at Boeing, as well as on a limited basis for eligible laid-off IAM 751 members.

Mango offers more than 70 foreign-language courses and 19 English language courses to choose from - and is continuously adding to their library of languages. You also have access to Mango Premiere which is our language through full length films. If you’ve ever wished you could speak a different language, now is your chance.

The Mango desktop platform is accessible online wherever there is an internet connection. Mango also offers free downloadable apps for learning anytime on iPhone and Android devices. Once the app is downloaded, you can preload lessons onto your phone to access without an internet connection on the go and in airplane mode. It’s also available on iPad and Kindle.

NOTE: Mango is for use on your personal computers and devices only; Boeing computers and devices should not be used for the Mango Language learning program.

It’s easy to take advantage of this IAM/Boeing Joint Programs contractual benefit. Simply email the following information to Mango@boeing.com:

• Full name
• BEMS ID
• Email address

You will receive an email back within five business days with a user ID and password to start your journey of learning the language of your dreams. You can also go to the IAM/Boeing Joint Programs website and sign up for Mango. And while you are on the IAM/Boeing Joint Programs website, you can check out the other benefits available for IAM 751 represented employees. If you have any questions or need additional information about IAM/Boeing Joint Programs just contact us via phone or email. Access the IAM/Boeing Joint Programs website internally while using a Boeing work computer or externally from home.

There are no time limits on the services IAM/Boeing Joint Programs Vocational Rehabilitation Counselors (VRCs) provide to IAM-represented employees. A member’s medical recovery may continue over months, even years, and the VRCs provide support until vocational rehabilitation services are no longer needed.

IAM members also benefit from having access to the entire team of 16 VRCs across the Puget Sound and Portland. If a member changes locations, or if a VRC changes sites, other VRCs have extensive knowledge of the case to ensure seamless case management and care without restriction.

This service is valuable for all parties, including Boeing, who doesn’t have to retrain a replacement worker once a member is able to maintain employment. One example is where a VRC helped confirm Job Analysis information to ensure a member maintained their job. The VRCs also suggested the member contact IAM/Boeing Joint Programs, the Environmental, Health and Safety (EHS) organization, the IAM Union offices, and Boeing medical resources to support our member’s continued employment.

This supports the employee’s health and continued employment. The JA is completed by the VRCs in compliance with Labor and Industry standards.

A Job Safety Analysis (JSA) evaluation focuses on the safety of the employees. This can be prepared by anyone such as members of the EHS team, shop employees and safety committees – under the guidance of EHS.

From time to time, we hear references to “JSAs” and “JAs” in crew meetings, site committee, society meetings or even on the shop floor. Sometimes those terms are used interchangeably, but they are actually two different documents that represent two different processes.

The information in the chart below is an explanation and comparison of the Job Safety Analysis and the Job Analysis.

To read more about the VRC services you can pick up a VRC brochure at any of the IAM/Boeing Joint Programs visibility boards located throughout the shop.

If you think you need any of the services provided by the IAM CREST VRCs, or to learn more about what services they provide, check out the IAM Boeing Joint Programs website and click on the Vocational Rehabilitation icon:

Internal: http://IAM/boeingweb.boeing.com
External: http://www.iam-boeing.com

Understand the Terms and Difference Between Job Safety Analysis and a Job Analysis

Job Safety Analysis

A “Job Safety Analysis” (JSA) is a safety document that describes potential hazards associated with a job, task, process, or operation, and recommends procedures to be followed in order to perform the job, task, process, or operation safely. A JSA can be prepared by anyone, under the guidance of Environmental Health and Safety (EHS). Use of JSA: A JSA may be performed for jobs or tasks that have resulted in one or more accidents, injuries, or overexposures, jobs or tasks that have resulted in one or more near misses, new jobs or tasks, jobs or tasks with changes in process or procedure, or any other job or task that the supervisor or lead worker determines has potential for hazard reduction. A JSA can be used as a training tool for new or transferred employees, can provide safe work procedures to avoid injuries, and can provide supportive documentation to assist in the investigation of injury/illness/incident and near misses.

The process to prepare a JSA:

• Look at each step of a job, task or activity.
• Identify hazards associated with each step.
• Determine appropriate methods for controlling potential exposure to hazards.
• Document all information in a user-friendly format.
• Share the information with those directly affected.

Job Analysis

A “Job Analysis” (JA) is the gathering, evaluating, and recording of job-related data about the characteristics of a particular job. A JA is a document that is performed by the IAM CREST VRCs in compliance with the Washington State Administrative Code and Labor and Industries.

Use of JA: Job Analysis are developed for employees experiencing a health problem that may impact their ability to work. It is an important reference for decisions and plans about an employee’s ability to work, claim acceptance, restrictions, and medical treatment. JAs may be requested and used by Sedgwick, the third party worker’s compensation administrator, Disability Management, Boeing health services, Accommodation services, a manager, or an employee.

The process to prepare a JA:

• Identify and describe the essential functions and all other tasks required to perform a job.
• List the tools and equipment required to do a job.
• Evaluation and description of the skills required to perform a job;
• Evaluate and describe the physical demands and their frequency required to perform a job.
• Include a health problem that may impact their ability to work. It is an important reference for decisions and plans about an employee’s ability to work, claim acceptance, restrictions, and medical treatment.
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In September of 2019, a VRC received a Job Analysis request from an IAM member who had permanent medical restrictions. The VRC visited the work site to confirm the physical demands of the job in preparation for an interactive discussion of the permanent medical restrictions. The VRC discovered two of the physical demands of the job were in conflict with the imposed medical restrictions, which made it appear our member would be unable to perform the essential job functions.

The VRC had subsequent meetings to discuss the frequency and intensity of the work, as well as review accommodation ideas. The VRC involved an Ergonomist to measure and validate the actual physical demands of the job. An inconsistency was discovered between our member’s physical capacity evaluation results and what was outlined in their permanent restrictions. It was suggested our member contact the Boeing Medical Director to review the evaluation results and update the medical restrictions. The VRC followed up with calls to the Boeing Medical Director and provided additional information from the Ergonomist to help with that review.

In October the VRC had additional meetings to further discuss observations of work activities in conflict with member’s medical restrictions. After further analysis of the work activities and confirmation that co-worker assistance was available during these activities, the activities were determined to be marginal job functions. With this determination, our member was released to perform the full function of the job without any “industrial restrictions.”

In December of 2020, the original VRC retired and transferred this case to a new VRC, Melissa Riley, to continue supporting our member.

In January of 2021, our member contacted Melissa and informed her that they just obtained new permanent restrictions. Having knowledge of the previous activities applicable to this case,
Frederickson Site Partners to Update Enterprise Confined Space Refresher Training

Recently, IAM/Boeing Joint Programs partnered with Frederickson site Environmental, Health and Safety Industrial Hygienist (EHS) for a Career Advisor and Erika Stuffleben to update a training course. In 2020, the Frederickson site Confined Space refresher course was chosen as a Tier II job, which required revisions to the course to make it applicable while satisfying the needed enhancements for the training course.

Erika Stuffleben, EHS Industrial Hygienist (IH) at the Frederickson site, was tasked with helping to update the course. Erika, along with her team, worked with Michael Johnson and Erika realized that the course could benefit from the following enhancements:

1. Updating the audio script
2. Editing slide content
3. Sharing the course

After one look at the Enterprise course, Jessica and Erika realized that the course could benefit from the improvements they were making. With that, the scope of the project grew to include revising the Enterprise Confined Space refresher course and turning it into an updated narrated, eLearning format. Many afternoons were spent reviewing the audio script, editing slide content and even sharing a few laughs.

As they neared the end of this initial project, a decision was needed on where the newly revamped Frederickson site Confined Space refresher training course would live in production. It was suggested that it add it to the existing Enterprise Confined Space refresher course.

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Nominations & Election 751-E, 751-F, 86 and 1123 Local Officers

ELIGIBILITY TO VOTE ALL LOCALS:

All 751-E, 751-F, 86 and 1123 members in good standing, whose dues are paid through August 2021, and are currently virtual (but could be back in person but no one knows), we created an alternative nomination and election process similar to what was used in our District elections last year. NOTE: Local 86 is planning for in-person meetings. Therefore, Local 86 nominations for Local Lodge officers will be in the blue box below and a different process.

QUALIFICATIONS FOR CANDIDATES ALL LOCALS:

Candidates for all Union positions must be in good standing and free from delinquencies of any nature to the Grand Lodge, District or Local Lodge of the IAM.

Candidates must be a member of their respective Local at the time of nomination and must have attended at least 50% of the Local Lodge meetings during the 12-month period ending the date of the close of nominations (per requirements of the Local bylaws).

In Local Lodge 751-F, candidates are encouraged to have attended at least 50% of the Local Lodge meetings during the 12-month period ending the date of the close of nominations. Nominations for 751-E, 751-F, or 1123 must be submitted by August 30th at 5:00 p.m. by a member in good standing and a member wishing to nominate a member in Local Lodge 751-E, 751-F, or 1123, mail the form at right or deliver Form to any Union hall at the time of nomination.

Acceptance info can be emailed to volunteers@iam751.org or mail a letter of acceptance (IAM 751 Election, 9125 15th Pl. S., Seattle, WA 98108) or hand delivered to any Union Hall (Mon-Fri business hours) on or before 5 p.m. on Monday, August 30th.

Any candidate submitted for nomination in Local Lodge 751-E, 751-F, or 1123, is encouraged to submit an acceptance card at a union hall, send an email containing their name and card number as they are running for office in order to appear on the ballot. Note your name as you want it on the ballot and the position you are accepting nomination for. Acceptance information can be emailed to volunteers@iam751.org or mail a letter of acceptance to Local Lodge 751-E, 751-F, and 1123.

Acceptance info can be emailed to volunteers@iam751.org or mail a letter of acceptance (IAM 751 Election, 9125 15th Pl. S., Seattle, WA 98108).

VOTING 751-E, 751-F & 1123:

For Local 751-E, 751-F, and 1123, members wishing to receive a ballot can request one online by visiting www.iam751.org/vote or call 1-800-763-1301 and request a ballot by 5 pm on Sept. 30.

Ballots for Local 751-E, 751-F, and 1123 must be returned via U.S. mail no later than 5 p.m. on Oct. 13. If you have any questions on this process, contact Sec-Treasurer Richard Jackson at 206-764-0310.

Any candidate submitted for nomination is encouraged to submit acceptance card at a union hall, send an email containing their name and card number as they are running for office in order to appear on the ballot. Note your name as you want it on the ballot and the position you are accepting nomination for. Acceptance info can be emailed to volunteers@iam751.org or mail letter of acceptance (IAM 751 Election, 9125 15th Pl. S., Seattle, WA 98108).

Nomination Form for Local Lodge Officers (751-E, 751-F, and 1123 only)

Members from Locals 751-E, 751-F, and 1123 can nominate Local Lodge Officers for your own local only.

To submit a nomination, you must be a member in good standing and can nominate for any of the positions (per qualifications above and online at www.iam751.org/). Nominations accepted for Local Lodge Officers 751-E, 751-F, and 1123 shall be as follows: President, Vice President, Sec-Treasurer, Recorder, Conductor-Sentinel, 3 Trustees, 3 Audit. NOMINATION FORM, PLEASE PRINT (Name & BEMSD or last 4 of SSN if known). Person nominated will be contacted by their election chair and must accept the nomination to be placed on the ballot.

Nominations for Local Lodge Officers 3-year term - Locals 751-E, 751-F, and 1123 only

President (Locals E, F & 1123 only)

Voter Trustee (Locals E, F & 1123 only)

Audit (Locals E, F & 1123 only)

Conductor-Sentinel (Locals E, F & 1123 only)

Member Submitting the Nomination Form

NAME: ___________________________ Contact Phone or Email: ___________________________

Local Lodge: ________________ Union Book #: ________________ (on AeroMechanic mailing label)

City:_____________________________State:______________Zip:__________________

Any Local 86 member entitled to receive an absentee ballot (per the reasons listed above) shall make a written request, stating the reason (members can print out and use form at www.iam751.org/vote absentee.pdf). Absentee ballot request for Local 86 must be mailed singly or personally delivered by the member requesting the absentee ballot no later than 30 days before the election (received no later Sept. 14).

Free Online College a Great Family Option

During these uncertain times, your Union stepped up to provide resources for you and your family by offering a two-year associates degree completely free of charge from Eastern Gateway Community College. The two-year degree is transferrable to a four-year degree.

This unique program expanded last June to offer three online Bachelor degrees: Business Administration, Criminal Justice and Teaching K-5. Like the two-year online degrees, these new 4-year degrees are available at no cost for all IAM751 members, retirees, laid-off, and their families (up to 5 years following layoff), and their families (defined as spouse, children, stepchildren, children-in-law, dependents, grandchildren, parents and even siblings).

NOTE: Local 86 members should be sure this free online college program does not create issues with unemployment benefits or other dislocated worker benefits (including TAA if approved) before enrolling.
751 Retiree Earns Prestigious George Meany Award

751 Retired Member Claire Francis has always been passionate about helping others. Her outstanding volunteer efforts recently earned her national recognition and the prestigious George Meany Award.

This national award is an AFL-CIO Executive Council honor recognizing union members who have made a significant contribution to the youth of their community by volunteering in programs of the Boy Scouts of America (BSA). The award is named for the AFL-CIO’s first president George Meany, who strongly supported BSA.

In June at the Pierce County Central Labor Council (PCCLC) meeting via Zoom, Claire was presented this award. The PCCLC is permitted to give one award annually if there is an exceptionally worthy nominee (no awards were given in 2018 and 2019). Claire is certainly deserving.

Since joining the Machinists Union in 1988 when she hired into Boeing, Claire has generously given her time to scouting programs and to help others. Her leadership in the Boy Scouts has been multi-faceted and included being active in the Pacific Harbors Council for decades, years as a Committee member for Puget Sound and Glacier View Districts, as well as serving as a Council Training Committee member.

In addition, Claire has been involved with staffing the National Youth Leadership Training (NYLT), where the youth she instructed say she leads by example and by doing! Claire is also active with the Order of the Arrow (OA), as well as the Boy Scout Round Table Committee.

In addition, Claire has been involved in the National Youth Leadership Training (NYLT), where the youth she instructed say she leads by example and by doing! Claire is also active with the Order of the Arrow (OA), as well as the Boy Scout Round Table Committee. Her dedication earned her other recognition including: Vigil Member of the Order of the Arrow, OA Founders Award, NYLT Knot, OA Advisors Medal and OA Chiefs Medal.

But scouting is just one of her passions. She has been on the first Aid Team for Special Olympics for 10 years, tutored at Browns Point Elementary School for a number of years and was a pistol instructor/RSO with the National Rifle Association. She also finds time to serve and cook at St. Leo’s Church Soup Kitchen, providing food for the homeless and economically disadvantaged in our community. In addition, she was involved in the Boeing Good Neighbor Christmas for Families for over two decades prior to her retirement in 2017.

Claire is a fine example of a Union member giving back to the community and striving to help others. Retirement has not slowed her volunteer efforts, and she is a true friend to the youth and the community she serves.

Congratulations on your well-deserved recognition.

Machinists Help Others Throughout Our Region

Machinists volunteers were helping others throughout the region with several projects that included: building wheelchair ramps, road clean ups in Auburn and Everett, raising money for Guide Dogs of America, and preparing and serving meals at the Tacoma Mission.

Photo left: Helping build a ramp for a member’s dad in Marysville L to R: Wes Heard, Paul Richards, Garth Luark, Adrian Camez, Dominic Job, Tim Johnson and Mark Clark. Also Jason Redrup not pictured.

Above: Wes Heard and Jermar Smallwood building the platform for a ramp in Marysville.

Left: Helping build a ramp for a member’s dad in Marysville L to R: Wes Heard, Paul Richards, Garth Luark, Adrian Camez, Dominic Job, Tim Johnson and Mark Clark. Also Jason Redrup not pictured.

Rob Curran (l) and Gary Perry (r) recently prepared and served meals at the Tacoma Mission.

Taking part in our Everett adopt-a-road cleanup L to R: Adrian Camez, Wes Heard, Kevin Curry and Mic Reining.


751 Women's Committee members taking part in the Fun Run for Guide Dogs L to R: Carolyn Romeo, Kim Gifford, Jennifer Lay, Ariel McKenzie and Bridgette Hardy.

751 Retiree Claire Francis earned the George Meany Award for volunteering for decades to help various Scouting programs, and other community service activities. Medal is shown.
Machinists Custom Choices is a Supplemental Union Benefits Program endorsed by the IAMAW in 2003. We have been serving Union Members since 1997 and are proud of the work we do on behalf of our members.

Supplemental Insurance: What You Need To Know
Supplemental Health Insurance is an added layer of protection used to cover what Traditional Insurance does not cover. Some examples include:

- Important Features of Machinists Custom Choices NEGOTIATED plans:
  - Benefits paid directly to the policyholder NOT the doctor or hospital
  - Lump sum direct payments on covered Accident, Illnesses or Hospital Stays
  - Same day coverage available on most plans
  - Guarantee issue, no Health Questions but Pre-existing clause will apply
  - Enrollment conducted by Salaried, Union, Enrollment Counselors.

- Lost Income! Did you know that the disability plan provided by your employer only provides a maximum amount ranging from $280 to $330 per week! If you were disabled, unable to work and had incoming medical bills ask yourself is $280 - $330 enough for you and your family?

- Supplemental Benefits - covers not only lost income but medical expenses not covered by major medical.

SHORT & LONG TERM DISABILITY
Exclusive Coverage for IAM District 751 Members Working at Boeing

DID YOU KNOW CURRENT SHORT-TERM DISABILITY PAYS UP TO $330 A WEEK? - IS THAT ENOUGH FOR YOUR FAMILY?

**SHORT-TERM DISABILITY**

- **In addition to the Company CBA Benefit of up to $330, Members can purchase additional coverage up to 65% of base earnings.
- **Tax-free benefits paid for up to 25 weeks.**

\[
\begin{align*}
\text{Weekly Income Amount} & = \frac{\text{Weekly Wage} \times 40 \text{ Hours}}{2} \\
\text{Total Weekly Income} & = 27\% \times \text{Weekly Income}
\end{align*}
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**LONG-TERM DISABILITY**

- **Member can purchase up to $6,000 a month in coverage not to exceed 65% of base income.
- **Tax-free benefits begin after 6 months of disability and are payable for up to 5 years.**

\[
\begin{align*}
\text{Weekly Income Amount} & = \frac{\text{Weekly Wage} \times 40 \text{ Hours}}{2} \\
\text{Total Weekly Income} & = 65\% \times \text{Weekly Income}
\end{align*}
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ADDITIONAL GUARANTEED-ISSUE PLANS AVAILABLE:

- **WHOLE LIFE INSURANCE**
- **TERM LIFE INSURANCE**
- **24 HOUR ACCIDENT PLAN**
- **CANCER INSURANCE**
- **CRITICAL ILLNESS**
- **HOSPITAL INDEMNITY**

TWO EASY WAYS TO ENROLL:

**CALL CENTER**

1-833-EBS-4IAM
1-833-327-4426

- July 6th - September 10th (Monday - Friday 10a.m. - 7p.m. PST)
- Saturdays - by appointment only.
- Receive enrollment assistance from a Salaried Enrollment Counselor.

**ONLINE ENROLLMENT**

www.ebsworksite.com/boeing-seattle/

1) Scan the QR CODE with your smartphone, or visit the link above to go to your benefits landing page.
2) Follow the online enrollment instructions.

For more information, contact your Machinists Custom Choices Site Coordinators:
Joan Duck 844-973-0155
Debbie Motes 888-423-4454
JDuck@ebsworksite.com
DMotes@ebsworksite.com
As June came to a close, so did the careers of two of our union leaders and activists: Lester Mullen and Howard Carlson, as they transitioned to well-deserved retirement. Both Les and Howard care deeply about our Union and are passionate about helping the members – making each a natural for our leadership. They have selected the proper benefits for their situation, losing a loved one and much more. When Boeing switched to Worklife, Les was there to help members correct the many “glitches” pertaining to medical and dental benefits, as well as pension and retiree issues.

While he was new to the Health & Benefits role in 2017, Les had more than 40 years in our Union since joining as a member of District 160 in 1975, where he served as a Union Steward for more than 12 years. Les hired into Boeing in 1989 as a wingline mechanic and again stepped up to be a Union Steward to advocate for members in his area. Les worked his way up through leadership in Local A holding many positions before serving three years as Local President during one of the most tumultuous times in our history.

Les is proud to have been a delegate to the 2016 Grand Lodge Convention where 751 delegates helped bring about changes to our IAM Constitution that shifted power back to the membership and ensured that the forced contract vote of Jan. 3, 2014 will never happen again to any IAM member covered by the National Labor Relations Act.

He noted he is retiring from his job but not his union and should there be a strike or other collective action requiring volunteers, he will be there.

**Mullen & Carlson Retire July 1st**

As June came to a close, so did the careers of two of our union leaders and activists: Lester Mullen and Howard Carlson, as they transitioned to well-deserved retirement. Both Les and Howard care deeply about our Union and are passionate about helping the members – making each a natural for union leadership positions that require tremendous dedication and drive to support our members.

**Lester Mullen**

Les was appointed as Health and Safety Rep in February of 2017. He welcomed the challenge to assist members through some of their most difficult times – ensuring medical bills are paid, assisting with leave of absence and FMLA paperwork, helping them fill out pension paperwork to ensure they have selected the proper benefits for their situation, losing a loved one and much more. When Boeing switched to Worklife, Les was there to help members correct the many “glitches” pertaining to medical and dental benefits, as well as pension and retiree issues.

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He noted he is retiring from his job but not his union and should there be a strike or other collective action requiring volunteers, he will be there.

**Howard Carlson**

Howard held many union leadership positions over the past two decades, having been elected Business Rep. Howard hired into Boeing as a wingline mechanic before moving on to QA production testing. In both shops he became a Steward to advocate for our members and enforce the contract, as well as serving as a Local F officer and volunteering on numerous committees, and being an active leader during our strikes. In November 2016, Howard stepped up to take on one of the toughest leadership roles in our union -- serving as a Business Rep where his assignment covered members working on the 787 line and 777/77X FAUB/FAC. He built strong relationships with his Stewards, continually challenged management on contract violations and fought hard representing our members.

Throughout his career, Howard has been passionate about safety. He served many years on the HS1 Everett Site Committee and District Safety, as well as being a peer trainer for safety training including “Move Smart” and “Incident Investigation.” He continued pushing for safety in the workplace as an Everett Business Rep Safety Focal, which brought additional challenges in keeping our members safe this past year as we navigated a global pandemic.

Prior to being elected Business Rep, Howard spent 5 years working at IAM-Boeing Joint Programs to take a more active role in Safety. There he helped develop and deliver “Don’t Fear the SHEAR” classes to managers and Stewards to encourage more to use the contractorally preferred method to address safety concerns. His attention to detail and follow through made him a natural to track SHEARs filed by our members throughout Puget Sound and facilitate swift resolution to our neighbors’ satisfaction.

Congratulations to both of you on your well-deserved retirement.

---

**Guide Dogs Fundraisers: Summer Fun for a Great Cause**

Our union will once again host a series of fundraising events to support Guide Dogs of America’s Tender Loving Canines. District 751 is one of the top fundraisers for the California-based charity, which provides service dogs – and training in their use – free of charge to people who are blind or have impaired vision from across the United States and Canada. The charity was founded by a Machinists Union member.

**District Golf Tournament – July 31**

The annual Guide Dogs of America Charity Golf Tournament will be Thursday, July 31, at the Willows Run Golf Course in Renton.

The tournament will be a scramble shotgun start at 8 a.m. The cost is $100, which covers green fees, cart rental, tournament t-shirts, and a lunch at the end of play.

Cash prizes will be awarded to the first and second place teams, long drive, and closest to pin.

Entry forms are available at all District 751 union halls in Puget Sound or on the virtual board on our website [https://www.iam751.org](https://www.iam751.org). Information is also available by calling Loc 5 at the Everett Union Hall at (425) 355-8821.

**Shoes for Puppies – Aug. 7**

The 17th annual Shoes for Puppies horseshoe tournament will return to Maple Valley on Saturday, August 7. The tournament, which is sponsored by Local E, will start at noon Aug. 7 at the Red Dog Saloon, 18605 Renton Maple Valley Rd. SE. The cost is $50 per player. Entry forms are available at all District 751 union halls around Puget Sound and on the virtual bulletin board [https://www.iam751.org](https://www.iam751.org). Pit sponsorships are also available for $200.

In addition, Local E is holding a raffle for a Trager Pro Services 34 Grill. Tickets are $5 each and winning ticket will be drawn at the horseshoe tournament (need not be present to win).

**Local A Car Show – Aug. 21**

Funk, Food, Music, Cars, Bikes

The Steel & Wheel SuperShow is coming to Everett again this year. Local A’s annual show for classic cars, hot rods and custom motorcycles will be from 10 a.m. to 3 p.m. Saturday, August 21 at SnoDale Tech, 9001 Airport Road (next to the 751 Everett Union Hall).

Along with displays of custom cars and cycles, there will be food, drawings and music. Check-in begins at 8:30 a.m. with the raffle at 9:30 a.m. Registration is $25 and includes a ticket to the drawing.

**Steel & Wheel Car Show Entry/Donation Form**

Name: ___________________________
Address: _______________________
Car Club: _______________________
Car type & color: __________________
Phone: _________________________

First 50 participants will receive a draw plaque and a bag with paid registration. Make checks payable to District 751 Charity Fund. Mail entry and check to: Steel & Wheel, 9125 15th Pl. S., Seattle, WA 98108 or register online at [www.steelandwheel.org](http://www.steelandwheel.org).

**Local F Motorcycle Poker Run – Saturday, Aug. 28th**

Motorcycle riders this event is for you, the members! Saturday, August 28th Local F will hold a Poker Run starting at Sound Harley Davidson (16212 Smokey Point Blvd, Marysville) and go on a beautiful 150 mile ride through Skagit and South Snohomish Counties. All proceeds go to benefit Guide Dogs of America’s Tender Loving Canines.

Top 3 donations get first selection of prize table, then highest hand down. Questions? Contact Rosalinda at 425-235-3777.

Visit [https://www.iam751.org](https://www.iam751.org) then click on Virtual Board for the flyer and entry form.

**$1,000 Gift Card Raffle**

Local A, in conjunction with the car show, is selling raffle tickets for $5 each for your chance to win a $1,000 gift card. Only 2000 tickets have been printed so get your ticket today. The drawing will be held at the Local A Car Show on Aug. 21 at 3 p.m. in Everett. Tickets are available at all Union Halls or ask a Steward. All proceeds go to benefit Guide Dogs of America’s Tender Loving Canines.

Visit [https://www.iam751.org](https://www.iam751.org) virtual board for the flyer with more info.
**FREE FOR MEMBERS ONLY**

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<th>Auto Parts &amp; Accessories</th>
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<tr>
<td>460 FORD AML INSTAKE, 302 AML intake, 64 &amp; 65 Comet parts, 9 Track Lock 50, 21 spline. 206-819-1167</td>
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<tr>
<td>60 ELVIS PRESLEY RECORDS 33 1/3, classic western records, very good shape. Also have some 78 size jazz and 45 size early rock. 509-685-1778</td>
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<td>COMPUTER, GRAPH FISH RECORDER. 346-3699/425-268-86 <a href="mailto:coachercl@gmail.com">coachercl@gmail.com</a> JIM’S CUSTOM ROTOTILLING tractor work in Southtomah, County. <a href="mailto:JIM@jimrototilling.com">JIM@jimrototilling.com</a> or 425-971-4764</td>
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<tr>
<td>OUTDOOR GEAR: Hip boots, men’s size 8, new, never worn. Sleeping bags; nice. Fishing gear, lures, nets, too much to mention. 425-271-8571 for call prices</td>
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<td>ANTIQUE BED – headboard, footboard, side boards, springs and mattress. All original except the mattress. 130. 360-262-9335</td>
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<th>OUTDOOR CAR/BOAT/RV STORAGE</th>
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<td>4' or 6' RAISED CEDAR PLANTER. 406-431-7061 or text bending over. Call 360-431-7061 or text 253-677-9044</td>
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| BEHAVING HEALTH – it BEAUTY want better focus, sleep, energy, strength, fat loss? Must! 253-358-6302 or carbaruer.experience@gmail.com |

| HOME | MUST HAVE A NURSING HOME? Can help you get pre-qualified for a home, need to refinance and get cash out? Call me 425-977-3878 or email Kimberly.petersen@louisvillehealth.com or 425-231-5432 Distributorships available |

| 2003 HARLEY DAVIDSON 100 year anniversary 14” TROY-BILT BRONCO 17 HP automatic push riding lawn mower & 65 bushel twin bagger. New battery and new condition. Pi 1,355 used 4 times. 1,285 OBO. 425-353-7252 or cell 425-308-6148 |

| Mitsubishi 9” size 42-46, ladies Stearns size 40-42. Like new. $100 for both. 425-271-8751 |

| OUTDOOR GRILL. Used only once, includes cover. $500. 253-957-7211 |


| ONE FLAT ACRE NO WETLANDS, 855 Scenic Hwy. Located at 20391 S.W. 167th Ave, just south of Aurora and Dukin Rd. $850,000. 253-544-8231 |

| 30 x 30 444 Hobby Horse arena. Located at 8222 Augie Rd., Graham, WA. $150,000. 253-533-8500 or 253-533-0852 |

| 2100 GARDEN AVENUE, Long Beach, WA. $2,500 deposits. Beautiful 2 bed 1 bath condo plus loft. See www.konaali.com/plays/2100.html |

| CALL AWNING BUILDERS. 206-250-7139 for price. 4% down payment. Members’ “cottage court” includes cover. $500. 253-939-0477 |

| SPECIALIZING IN PARADES, MARCHING BANDS, JAMBOREES, MILITARY, COMMERCIAL, AND PRIVATE EVENTS. 253-815-5945 |

| VINTAGE SPORTS CAR. INCLUDES COVER. $1,800 OBO. 253-500-2064 |

| GRADUATED FRAMES FOR THE ELDERLY. MADE IN KENTWA. 253-686-1234 |

| #3 PIONEER STAVES. 45’ long. Great for firewood or build a fence. $12 per stave. 253-852-6809 |

| I have 3 plots side by side in Long Beach, WA. $2.500 each or take all for $3,500. I will pay for transfer of title. 253-939-0477 |

| My 1 plots side by side in Long Beach, WA. $2.500 each or take all for $3,500. I will pay for transfer of title. 253-939-0477 |

| 2 bed 1 bath condo plus loft. See www.konaali.com/plays/2100.html |

| PLEASE LEAVE MESSAGE. Thank you! 206-557-0282 |

| 206-861-6557 |
Chief of organizations rather than trusting the like outsourcing decisions to other delays in admitting and other failures Care Home Base system, autonomy in organization, management decisions on patient care, the reputation of the discussion at the bargaining table focus a member of the bargaining committee. said Gina Gwerder, a hospice RN who is standing together to change that,” and how they treat us as employees. We been stripped of our hospice – what it means, what it provides to our families patients and their families, all that we do, we have to be supported,” said Merilee Royse, who is a Master Social Worker serving on the bargaining committee. “We came here because we knew this was the hospice that provided the best care throughout the Pacific Northwest. In the last five years, we have slowly been stripped of our hospice – what it means, what it provides to our families and how they treat us as employees. We are standing together to change that,” said Gina Gwerder, a hospice RN who is a member of the bargaining committee. Issues that have prompted lengthy communication, lack of managers… That doesn’t work, excessive caseloads, poor patient care. Basically, we are trying to save CHI from more bad decisions that lower patient care. Patrick Bertucci, who is lead negotiator on the Union side, noted “Your Union committee members are doing a fantastic job of bringing your issues to the table. They understand how important your work is, patients understand how important your work is, the community understands how important your work is… we need CHI to understand how important your work is. They need to understand that their reputation is suffering, patient care is suffering because of their changes and decisions… a tablet system that doesn’t work, excessive caseloads, poor communication, lack of managers… That is why we are here! CHI I hope you are listening.” “The patients and families you support deserve better. You and your co-workers deserve better. And we are going to stand together and accomplish this together. Today you are sending a strong message that you deserve a fair contract that recognizes your expertise and dedication to the patients you serve and the organization you work for,” said IAM District 751 President Jon Holden. “We will achieve a first contract – one that improves your lives, as you improve the lives of the patients in your care.” Again, a special thanks to our Union negotiating committee who has been pushing hard to get issues addressed at the bargaining table and deal with emergent issues impacting their work. Together, we will succeed! Right: CHI Hospice Bereavement Counselor Peggy McInteer explains issues in patient care. CHI I hope you are listening.” “The patients and families you support deserve better. You and your co-workers deserve better. And we are going to stand together and accomplish this together. Today you are sending a strong message that you deserve a fair contract that recognizes your expertise and dedication to the patients you serve and the organization you work for,” said IAM District 751 President Jon Holden. “We will achieve a first contract – one that improves your lives, as you improve the lives of the patients in your care.” Again, a special thanks to our Union negotiating committee who has been pushing hard to get issues addressed at the bargaining table and deal with emergent issues impacting their work. Together, we will succeed! Right: CHI Hospice Bereavement Counselor Peggy McInteer explains issues in patient care. CHI I hope you are listening.” “The patients and families you support deserve better. You and your co-workers deserve better. And we are going to stand together and accomplish this together. Today you are sending a strong message that you deserve a fair contract that recognizes your expertise and dedication to the patients you serve and the organization you work for,” said IAM District 751 President Jon Holden. “We will achieve a first contract – one that improves your lives, as you improve the lives of the patients in your care.” Again, a special thanks to our Union negotiating committee who has been pushing hard to get issues addressed at the bargaining table and deal with emergent issues impacting their work. Together, we will succeed! Right: CHI Hospice Bereavement Counselor Peggy McInteer explains issues in patient care.
New Contract at Lee & Eastes

Mechanics working at Lee & Eastes in Pasco ratified a new three-year contract on June 21st. These talented mechanics repair and maintain hundreds of trucks, trailers, and tankers each year.

The agreement delivered respectable general wage increases each year with a $2 an hour raise this year, and $1 an hour raise in both 2022 and 2023. The agreement also ensured Health & Welfare stayed the same with the employer paying 100% of the health care premiums and no increased cost to our members. In addition, the Company will also continue to contribute $3.50 an hour to the Western Benefits Trust Fund 401(k) to provide retirement security, which was originally negotiated into the one-year agreement members approved in 2020.

Poker Tournament Deals Fun for All and $ for MNPL

Participants were dealt an evening of fun as Eastern Washington Locals sponsored a poker tournament to raise money for Machinists Non-Partisan Political League (MNPL) on June 17th. The fundraiser was in conjunction with the Washington Machinists Council, which held its first in-person meeting since COVID began. Donations were still coming in as the paper went to print, but it appeared to raise more than $4,000.

The event at the Northern Quest Casino gave members a chance to catch up with other members from various employers and locals, while raising money for the political arm of our Union. Members from all three Eastern Washington Locals 86, 1951, and 1123 worked together to ensure it was a success. The top 5 poker players shared in the winnings (see box lower right).

Below are photos from the tournament as players were systematically eliminated from the competition as play progressed:

Thanks to the following sponsors:
- GVP Gary Allen
- Jon Holden
- Richard Jackson
- Les Mullen
- Connie Kelliher
- Allen Eveland
- Andy Schier
- Tom Burke
- Merle Fowler
- Ted Taft

Top 5 winners: L to R: Steve Miller (5th place), Gary Allen (4th place), Allen Eveland (3rd place), Jason Chan (2nd place), and Tony Wade (1st place).

Special thanks to all the volunteers who ensured the event was well organized and participants had fun!

Register at Spokane Union Hall 509-534-9690, or email Allen Eveland at aeveland28@gmail.com or 509-953-9246. Raffle tickets for various prizes sold separate. Flyer & registration form at https://www.iam751.org/easternwaevents.

Saturday, July 24th - 10:00am
Must RSVP by July 16, 2021.
Sign-In/Registration starts at 9:00am
$80 per shooter
Each registration includes lunch, trophies and door prizes.
Special contest tickets sold separately.

Local Lodge 86 - 2021 Clay Shoot Committee: Allen Eveland, Dave Bakken and Jerry Purser.

Special thanks to all the volunteers who ensured the event was well organized and participants had fun!