Union mitigates Boeing policy changes

Boeing is implementing changes to their Puget Sound Attendance Guidelines (now called Puget Sound Attendance Requirements) effective May 21, 2018. While Boeing is implementing these changes, it is important to understand how our union worked to mitigate the impact on members. The attendance policy being implemented later this month is less extreme than what Boeing originally proposed. That is a direct result of actions from our union.

In 2017, Boeing presented our Union with changes they planned to implement to their Puget Sound Attendance Guidelines. The attendance policy is not part of our contract. However, under labor law, if a company makes a “change in working conditions” to a policy that impacts members of a bargaining unit, our union has the legal right to demand to bargain the effects of those changes.

Our union exercised that legal right and demanded to enter effects bargaining. Our Union Stewards were briefed on the attendance changes and MOA’s to give members more options to cover their time.

Countdown to Contract at Cadence

You are stronger together than by yourself was the theme as 751 members working at Cadence Giddens Aerospace in Everett met at our Union Hall on April 11. The meetings signaled the start of preparations for a second contract and began the process of gathering membership feedback to identify contract issues.

While their first contract expires on May 21, 2018, while the Company briefed their managers on the same information. Since managers may not communicate all the changes, our union wants to provide multiple ways for members to access this information.

The new Puget Sound Attendance Requirements will be implemented on May 21. We are printing a summary of the changes in the June AeroMechanic newspaper, but mark your calendar now for a day of fun and solidarity with your Union. Tickets will be mailed to each member’s home (including retirees) in early June.

Banquet Honors Top Volunteers

In 2017, Machinists volunteers took part in 391 community service projects, making a tremendous impact on communities throughout our region by donating more than 13,000 hours to these projects.

On Saturday, April 14, Machinists Volunteer Program (MVP), along with family and friends who take part in these events throughout the year, came together at the Seattle Union Hall to celebrate how these projects and our stellar volunteers have made a difference in our communities. While the annual potluck banquet applauds all volunteers, awards are given to the top three volunteers in the member, steward, officer, retiree, and family member categories (see chart below). In addition, the MVP Committee
REPORT FROM THE PRESIDENT

Using All Options to Protect Our Members

By JON HOLDEN
IAM 751 President

The value of union membership extends beyond simply negotiating and enforcing the contract. It is a legal document that establishes the rights and protections of the union’s members. The value of union membership was demonstrated during the recent SEC decision on Boeing’s Shareholder Initiatives.

Last year, Boeing announced they were substantially changing the Puget Sound Aaron Bainbridge location. The source of multiple grievances. The IAM had demanded to bargain the effects of these changes in policy, we were able to correct other issues that have been the source of multiple grievances. Managers will present the changes in creating a new contract that makes all the information or may not characterize it properly. Let me be clear: Changing the company’s attendance policy was not the union’s idea. However, once Boeing made it clear they were revising the policy (that is outside of our contract), our union used every available tactic to defend and protect our membership. Throughout this process, we notified the membership that Boeing was proposing changes to the contract and that we were engaging in the grievance procedure and had demanded to bargain the effects of these changes. We informed our members of multiple forms of communication including the AeroMechanic newspaper in three of my previous columns, emails, and reports at all Local Lodge meetings in the months leading up to resolution because we wanted you to know changes were coming.

In fact, they went beyond explaining the changes in this month’s paper and on our website. I think it is important to explain what effects bargaining is and why we used this legal tactic to protect your interests.

In any situation where an employer wants to make a change in wages, hours, or working conditions, the employer has an obligation to bargain with the Union. Boeing’s attendance policy is not governed by our contract, but this Boeing procedure impacts our members; therefore, we had the right to bargain the effects these policy changes would have on our members. This is an important legal right for our union and one that we felt obligated to utilize on behalf of the membership.

In this case, we used everything at our disposal to protect our members including the following:

• We used the grievance and arbitration procedure to address specific discipline and interpretation of the contract in regard to Articles 6.10 and 16.10(d) of the contract to add or solidify important rights and protections.
• We used the new Paid Safe and Sick Leave Law, I-1433 to address new protections regarding use of sick leave that included additional accrual, freedom to use time to cover overtime, and protection from performing discriminatory treatment when used.
• And finally our ability to improve associated attendance related areas of the contract to gain options to use vacation in lieu of sick leave and decrease required quarterly overtime. Both of which strongly improve IAM member’s ability to have more control over their schedule.

Our initial reaction to proposed changes was to take this to arbitration and delay implementation until we get the arbitrator’s decision. However, without implementation, there would be no “injunction party” to file a grievance on. We would be asking the arbitrator to determine if the changes are reasonable and necessary. Our own attorneys would be grieving the changes on the “just cause” standard in our contract – making it tougher to win in arbitration.

The more conservative SEC this year was much stricter in approving any initiatives of the business effectively and listed criteria for selecting new or expanding locations. It asked that this new location be selected provides the best chance for success with a new airplane.

A proposed policy change would have outright overturned the policy. That would mean our only recourse would be bringing individual cases to arbitration based on the individual employee’s attendance record and the specific circumstances of their case.

I hope this helps members understand why we were in effects bargaining on the company’s proposal to change the attendance policy and how the new sick leave law, our grievance process and our federally protected rights could impact the company of proposed changes in working conditions.

In the end, the results you see documented in this month’s AeroMechanic were accomplished by using all available tactics to defend and protect our membership. We have provided all relevant documents to the Union Stewards so they are armed with all details of the changes. Members can access this information on our website, as well as through their steward.

Because we are union, Boeing couldn’t simply implement their changes. Our members have a voice and an advocate to protect them.

SEC Rejects Boeing Shareholder Initiatives

Late last year we reported that District 751 was strongly supporting two shareholder initiatives for the April 30 Boeing Shareholders meeting.

We believe both of these two initiatives were worthy of a vote by the shareholders; unfortunately, Boeing changed their policy and is not allowing shareholders to have them excluded from shareholder approval and the Securities and Exchange Commission (SEC) agreed with Boeing and will not overrule the company’s proposal forward.

As a result, the items were not in packets mailed to shareholders to vote on in the Company’s annual proxy statement. The more conservative SEC this year was much stricter in approving any initiatives submitted from shareholders, siding more heavily with the board of directors. While it was a long shot for these proposals to be included in the shareholders’ packets for a vote, we believed they were worth pushing forward to start conversations on the narratives that supports building the next airplane in Washington to give Boeing the best chance for success in launching a new airplane.

IAM 751 retired member and long time activist John Jorgensen and his wife Pat put in a proposal. John is a 50-year member and was one of the “Incredibles” from the initial 747 line. After dedicating a lifetime to Boeing, he wants to ensure this company is prosperous years in the future, which was the goal of his proposal.

John’s proposal requested the Board of Directors include certain criteria in the Company’s process for selecting new or expanding existing sites for the Company’s new models of aircraft production locations. It went on to say Boeing should select locations that have the ability to support the core operations and criteria for selecting new or expanding locations for the Company’s new models of aircraft production. It asked that this report be made available to shareholders.

The goal of both proposals was to have more transparency so shareholders’ interests are protected. Each proposal was designed to ensure history did not repeat itself and that lessons were learned from the high costs associated with the 787, where Boeing purposely chose the riskiest option of outsourcing the plane around the world. This decision severely impacted the profitability of the planes, making it the cost of more than $30 billion in deferred costs. This past decision made the overall profit on the 787 questionable and therefore impacted shareholder value. That is why we believe shareholders should have been allowed to vote on the proposals to ensure the resources were not chosen going forward and the site selected provides the best chance for success with a new airplane.

Both proposals were agreed upon by the 751 website.

“I plan to submit another proposal next year. As a lifelong Boeing employee and a stockholder, I want to do my part to ensure that Boeing succeeds long into the future. I believe the best way to do that is by building the next plane here which has the least amount of risk and the highest probability for success,” said Jorgensen.
On April 14, District 751 held the first meeting of their Veterans’ Committee. IAM 751 Legislative Director Larry Brown, who himself is a Navy veteran, is chairing the committee. Members who have signed up as veterans (form available on our website) were invited to attend and more than 20 took time on a Saturday to participate. The meeting lasted nearly 90 minutes and included brainstorming ideas for the mission and focus of this committee, as well as discussing projects the committee would participate in.

Ideas for projects ranged from taking part in a Wounded Warrior Project, veterans affairs, recruiting IAM veterans to help with therapy like the TAP program, providing readaptment assistance for veterans just leaving military service, supporting veterans in our community, connecting veterans with training/apprenticeships/jobs, helping fellow veterans at Boeing and in our membership, identifying VA programs to support, and much more.

Discussion also included making our Joint Programs Career Advisors aware of GI Bill benefits and other veteran assistance programs, as well as having veterans use Joint Programs for resume assistance. It was also suggested to include a veteran’s piece in our new hire orientation packets.

Accepting an Upgrade While Still in Progression

Make Sure You Understand the Ramifications of Accepting an Upgrade While Still in Progression

If you are considering an upgrade AND you are at your base rate range maximum for your current labor grade, there is an important fact you need to consider before accepting any upgrade.

If you are not at maximum pay, accepting an upgrade could mean to 6 additional years of progression.

Warning: If you are not at maximum pay, accepting an upgrade could mean to 6 additional years of progression.

An upgrade results in a 56-cent increase for each GWI and COLA roll-in.

On the Friday immediately preceding their six (6)-month anniversary of the date of hire or date of the last seniority progression increase, employees below the rate range maximum for their labor grade shall, subject to such maximum, receive a seniority progression increase to their base rate range maximum upon their twelfth (12th) seniority progression increase. Employees on approved leave of absence will continue to accrue credit toward their next six (6)-month progression increase for the first ninety (90) days of the leave. Employees recalled from layoff within one (1) year will be credited with any time they had prior to their layoff toward their next six-month progression increase.

The key phrase in this Section is “… employees below the rate range maximum for “their” labor grade shall, subject to such maximum, receive a seniority progression increase to their base rate range maximum within your labor grade.”

Our union has fought to correct this language in past negotiations and other discussions with Boeing. However, to date, Boeing has refused to change this to allow upgrades without resetting progression. It is certainly something we will continue to pursue on behalf of our members (see LOU 845 regarding Joint Company/Union Wages Committee) and most certainly will be a topic in any future contract negotiations.

Years ago our union asked the company to include what a member “new” progression will be on any job offer. Boeing has added this information to the job offer; however, it is not highlighted and many members do not understand the implications. The line on the offer simply says SPI Counter. This refers to Seniority Progression Increases and will simply read a number between 0 and 12 (12 means the member has reached maximum). With no further explanation, a member could easily accept the upgrade without realizing its impact on progression.

Progression does not reset on a downgrade. A Memorandum of Agreement signed in 2016 states: “Seniority progression increases earned by an employee in a higher labor grade will be combined with seniority progression earned by the employee in the lower labor grade. This is not at all the same as a downgrade.”

NOTE: The huge discrepancy from minimum to maximum has increased over time as the minimums have changed only once since 1992 in 2008 while maximums continue to increase with each GWI and COLA roll-in.

We continue to push Boeing to reduce the time it takes to reach the maximum in current negotiations. However, to date, they have not been interested in any positive changes.

Nothing Was a Gift: Evolution of Progression

Just a few of the 751 veterans who turned out for the initial Veterans’ Committee meeting on April 14.

Date of the next meeting has not been determined. If you are a veteran, fill out the form on our website www.iam751.org and you will receive a veteran pin, as well as information on the committee.

Progression to Maximum Over the Years

1968

Learner target system introduced. i.e. Labor grade 1 took 2 months to reach target; labor grade 2 took 3 months to reach target; labor grade 3 took 6 months to reach target. (Labor Grade 11, which was 4 years. Members would progress by labor grade (rather than steps).)

1974

Served short period to reach top step for labor Grades 9, 10 and 11. (2½ years for Grade 11 target.)

1980

For employees hired after 11/4/80, target time increased for Labor Grades 9 and below.

1986

Seniority Progression Increase Step Plan introduced.

1989

31 cents every six months.

1992

34 cents every six months.

1999

Progression schedule reduced from 7½ to 5½ cents every six months.

2013

Member voluntarily defeated Boeing’s proposal for endless seniority progression steps. Reduced seniority progression steps retained by the employee in lower labor grade.

2016

Memorandum of Agreement: Following a downgrade, seniority progression steps retained by the employee in lower labor grade will be combined with seniority progression steps retained by the employee in the lower labor grade.

2016

 Bars from 1968 through 1982 members had a learner target system with different time periods to get to the top labor grade for each job. Eventually, they would move up a labor grade at each time interval until they reached the target labor grade.

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From 1989 through 1991 members had a learner target system with different time periods to get to the top labor grade for each job. Eventually, they would move up a labor grade at each time interval until they reached the target labor grade.

From 1991 through 1994 members had a target system that included upgrading by labor grade. If you are not at maximum pay, accepting an upgrade could mean to 6 additional years of progression.
The sky is the limit is the motto of 751-member Rorithy Sok. This ambitious member hired in as a Factory Service Attendant in October 2016 and within 18 months is now working as a Grade 10 Tool & Die/Deep Draw. Beyond his hard work and dedication, he credits IAM-Boeing Joint Programs Career Advisors for helping him achieve his goal.

Almost immediately after starting at Boeing, Rorithy began working with Career Advisor Gina Fountain to learn more about our educational benefits, career advancement opportunities and how to navigate the Boeing system to achieve his goals in the most efficient manner. He attended college and spent many weekends taking off-hour Employee Requested Transfer (ERT) courses to qualify him for an upgrade.

In July 2017, but his current manager required Rorithy to take a leave of absence to assist with family issues from the Auburn site. Pat Augustine and Gary Kiehl provide feedback for 751-member Rorithy Sok used contractual education benefits to move from a Grade A to a Grade 10 job in just 18 months.

Employee Requested Transfer (ERT) spent many weekends taking off-hour Employee Requested Transfer (ERT) courses to qualify him for an upgrade. His hard work paid off when he was offered a grade 8 Machinists job in July of 2017, but his current manager required him to remain in his factory service job until October 2017.

After transferring to the Grade 8 job, Rorithy continued his training and utilization of our Joint Programs to qualify for a Grade 10 Tool & Die/Deep Draw job, which he started in March of 2018.

Throughout the process, he relied on IAM-Boeing Joint Programs Career Advisors for guidance and support. Joint Programs helped him create a professionally-written resume when he applied for the Grade 10 position – wanting to put his best foot forward and enhance his chances for getting the job.

“I accepted an entry level job to get my foot in the door with the plan to take out a student loan is great. It is expensive without tuition assistance from my employer. However, college was too expensive without tuition assistance from my employer. Gina helped see me through my training program and gave encouragement, said Rorithy. “If you don’t like your current job, meet with an advisor, set a goal for a different job and start working on it today.” To schedule an appointment with an IAM-Boeing Joint Programs advisor, call 1-800-235-3453. Keep in mind if you are in progression and accept an upgrade, your six-year progression could reset to zero. If after an upgrade, you are $6 an hour or more below the new maximum for this labor grade, your six-year progression is reset to zero. It is something to be aware of when you are looking to change jobs within Boeing.

Job roles from Boeing production, fabrication and EHS supply chain & operations.

The committees then broke into their groups to discuss areas for improvement for 2018. Joint Programs facilitators helped the site committee members identify gaps and draw out solutions discussed within the committee.

Prospective candidates for the program are also encouraged to speak with their site committee members to learn about their education and the quality of work life for our members. By establishing safety and health goals and objectives, and providing adequate resources and support for the program we can achieve safety excellence, and our site committee plays a vital role.

Overall, it was a very productive day in our joint efforts to continually improve safety in the workplace.

Additionally, the committee discussed recent joint programs reports.

The event emphasized delivering safety excellence, was packed with informative speakers and aimed to empower each individual to be a safety leader and help drive cultural change.

Speakers included top leadership from both the union and the company.

Site Committee members Jerry Banks and Kyle Morris brainstorm with joint programs Administrator Zack Zaratkiewicz on safety solutions.

Leaders from Boeing production, fabrication and EHS supply chain & operations.

The Site Committee members’ response was a good addition. Maybe a little more back and forth discussion with the panel members would be good,” was the feedback from one participant.

Joint Programs continues to work to foster a Union-Company partnership to improve Health and Safety in the workplace, training and development of workers for the best safety role. The committees play a vital role.\n
Overall, it was a very productive day in our joint efforts to continually improve safety in the workplace.
Exploring Options for Members at Jorgensen Forge

In late April, Jorgensen Forge announced plans to close its Seattle plant and wind down operations. The plant was purchased by CE Star Holding in 2016 out of bankruptcy, and our union was successful in negotiating a successor contract with the new owner at that time. Immediately upon hearing of a plant closure, our union jumped into action.

On April 27, District 751 met with Bill Messenger from the Washington State Labor Council to begin work to file a Trade Adjustment Act (TAA) petition in hopes of securing TAA benefits to any impacted employees. If the TAA petition is approved, our members would have a much greater safety net in transitioning to new employment after a plant closure. TAA benefits include retraining benefits, extended unemployment while in training, a health care tax credit, relocation expenses, job search help and much more.

In addition, our union is working to help provide resume and job search assistance recognizing that Boeing is currently hiring production workers each week. District 751 is also filing information requests so we have the proper data and figures. Our union will also demand to conduct effects bargaining over the closure.

“We will continue to look for ways to help these members as the plant prepares to close, through TAA and other resources. We will also look at hiring events and provide other assistance,” said District 751 President Jon Holden. “Our job is to focus on getting the most for our members.”

Solidarity with Unions in Brazil

In April, District 751 leaders met with union leaders from Brazil who represent workers at the Embraer facility. The metal workers union in Brazil is represented by two blue and white collar workers building Embraer airplanes. With Boeing in talks about a potential partnership with Embraer, the unions met to talk solidarity.

“We can’t allow the companies to play us against each other. Instead we should look for opportunities to work together since we are all facing the same threats,” said District 751 President Jon Holden. “Embraer is using the same bully tactics since we are all facing the same threats.”

Both the IAM and Brazilian union leaders expressed concern over the outsourcing of aerospace work around the world and potential job loss for members. Their situation is a little different in that the Brazilian government is a majority shareholder of Embraer in order to control the aerospace industry in that country. That means the government of Brazil will have a say in any partnership talks between the two aerospace companies and could kill any deal.

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. District 751 is one of the top fundraisers for the California-based charity, which provides service dogs — and training in their use — free of charge to people who are blind or have impaired vision from across the United States and Canada. The charity was founded by a Machinists Union member.

Flight for Sight

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

Flights for Sight includes two timed races — 5K and 10K runs — on a USA Track & Field certified course. There will also be a non-competitive one-mile walk. Race check-in will be from 7:30 to 9 a.m. at the Everett Union Hall. Racing will begin at 9:30 a.m.

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

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

Flight for Sight is sponsored by the District 751 Committee’s Hold ‘Em Poker Tournament.

Hold ‘Em Poker Tournament

Local C’s charity poker tournament promises to be a fun deal. The Local C’s Guide Dogs of America Hold ‘Em Tournament will be held on Saturday, June 9, at the Muckleshoot Casino in Auburn. Registration will start at 4 p.m., and the tournament will run from 5 to 10 p.m.

Registration will cost $100 per player. There will be a $3,500 payout to the top 5 based on individual’s finish.

Harley XL1200C Raffle

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

Moving Toward a First Contract

After voting for union representation in March, IAM members working at Sasquatch Screen Printing and Embroidery are now taking steps toward a first contract.

Members recently met with Business Rep Dena Bartman and Chief of Staff Richard Jackson, who will serve on the union negotiating committee.

Dena explained the negotiation process, distributed an initial survey, and answered questions members had. For many, this is the first time they have had union representation or a voice in their wages, hours and working conditions.

Members selected Jeremy Noremberg to serve as their bargaining unit committee member throughout the negotiation process.

At the meeting, members also discussed issues they want addressed in a first contract that included wage increases, 401(k) match when eligible, shift work and accrual of PTO, part-time language and promotions.

Our union has put together an initial comprehensive proposal that will be presented to the company negotiators the first week of May.

Richard and Dena have also toured the shop to observe the variety of work performed, processes used, machines operated and layout of the facility.

IAM leaders met with union leaders from Brazil representing workers at Embraer to build solidarity as Boeing and Embraer explore a potential partnership. On the right side of the table union leaders from Brazil: Herbert Claros da Silva, vice president of the metal workers union; Antonio Barros, president of their union, and Fabio Boso, their union’s international advisor.

The metalworkers union in Brazil is a militant union and must negotiate a contract each year. Their last strike was in 2014 for five days.

Both unions pledged to stay in contact and strengthen our alliance as partnership talks progress between the two companies.
Agreement on Modifications to Puget Sound Attendance Guidelines and The Collective Bargaining Agreement

WHEREAS, the Boeing Company (“Boeing,” “Company”) and the Aerospace Machinists Industrial District No. 751 (“Union” or “Company”) have entered into a collective bargaining agreement that provides for resolutions to disputes under common principles of law, and the parties have agreed to make modifications to the Puget Sound Attendance Guidelines (“PSAG”) that will affect Puget Sound employees in the state of Washington represented by Aerospace Machinists Industrial District No. 751 (“the parties” or “the parties’ agreement”); and WHEREAS, the parties have engaged in good faith negotiations regarding these proposed changes; and WHEREAS, there have been changes to Washington State law regarding to paid sick and safe leave, enacted in RCW 49.46.210 (“PSLL”); and AND WHEREAS, the parties have agreed to make certain changes to the collective bargaining agreement of November 8, 2008 as extended and modified on December 7, 2011 and January 3, 2014 (“the CBA”) to align with the effects of the agreed upon changes to the PSAG; and NOW THEREFORE, the parties agree as follows, with an effective implementation date of May 21, 2018:

1. The title of the document will be changed from Puget Sound Attendance Guidelines (PSAG) to be Puget Sound Attendance Requirements (PSAR).

2. The Note in Section IVA.1 of the PSAR shall be amended to read: “Unexcused absences of five or more consecutive work days which are either reported or unreported, may result in discharge for AWOL/ Extended Absence per PRO-1909.”

3. The first sentence of Section IVA.4.c of the PSAR shall be amended to read: “The absence is for an illness or injury not related to work and medical documentation is provided to the Boeing Leave Service Center within ten (10) calendar days of return to work following the last date of absence.”

4. The fourth sentence of Section IV.B. shall be amended to read: “Subsequent absences will be considered unexcused once the initial Failure to Maintain (FTM) accumulation has been exhausted. Progressive corrective action will be based on the period following the last corrective action for attendance, if that corrective action was issued less than 12 months before.” (NOTE: This is a major change. We looked for additional ways for members to cover time in order to align with Boeing’s proposed changes. See following changes.)

5. The parties agree to modify the “Quarterly Limit” in Article 16.10(d) of the CBA as follows: “(3) If a member uses sick leave for reasons other than covered when incurred, management shall allow an employee to use vacation credit as sick leave for which sick leave is currently allowed under the PSGL. The Washington Family Care Act, RCW 49.03.125 - 49.03.229 and/or the Washington Family Leave Act, RCW 49.78.160 (the current definition of these statutes are hereby incorporated by reference into the CBA by reference), even if an employee is under a Corrective Action Memo for attendance without incurring any disciplinary consequence. Management shall also allow an employee to use Vacation Credit as sick leave for legitimate reasons for absence under the same conditions as set forth in Subparagraph 8.4(c)(1), if even if an employee is under a Corrective Action Memo for attendance without incurring any disciplinary consequence.”

6. Paragraph IVA.4 of the PSAR shall be amended to read as follows: “Overtime absences must be reported to the employee’s organization prior to the end of the assigned shift. Sick leave, vacation in lieu of sick leave, medically-documented absences (“MDA”), or any other qualifying leave (i.e. FMLA/ LOA) are available to cover overtime absences. As such, unexcused overtime absences count as infractions in the same manner as other absences.”

7. Third shift employees shall accrue and use all sick leave (whether by virtue of the CBA and/or by virtue of RCW 49.46.210) on hours paid instead of hours worked.

8. The parties will execute the previously-negotiated Memorandum of Understanding regarding Article 16.10(d), and the parties agree that absences arising under that Memorandum of Understanding do not count in any manner toward an infraction under the PSGL, for the day(s) documented.

9. Paragraph IVA.3 has been added and shall apply as follows: “Absence due to inclement weather shall follow the current Puget Sound Inclement Weather Attendance Expectations.”

10. Upon implementation on May 21, 2018, all employees shall be covered under the new PSAR. Employees who have any active employee corrective action for attendance will continue to be subject to the progressive discipline system in the current PSAG, and shall not be subject to a change identified in paragraph 4 of this Agreement until such time as they no longer have an active CAM. All other provisions of this Agreement shall apply to employees.

11. Except as expressly provided herein, the parties agree that all other provisions of the CBA are hereby reaffirmed and remain in full force and effect. The parties agree that the parties to the CBA agreed upon herein constitute a written amendment and reaffirmation of the CBA as contemplated in the second paragraph of Article 24 of the CBA and that such written amendment and reaffirmation is effective May 21, 2018.

District 751 President Jon Holder (r) answers questions from attendees following the Everett briefing on changes to the attendance policy and other MOA's.

Overtime absences must be reported prior to the end of the assigned shift and must be covered absences. Members can use sick leave, vacation in lieu of sick leave, MDA, any other qualifying leave such as FMLA/LOA or 16.10(d) to cover these absences. Overtime absences now count as infractions in the same manner as other absences.

• Third shift employees will accrue and use I-1433 Paid Safe and Sick Leave on paid hours, not hours worked. This will ensure that additional sick leave accrued through I-1433 by third shifters will be on par with first and second shift.

• Article 16.10(d) now ensures that any injury or illness that causes you to leave work to get medical care during working hours, on the SAME DAY, is an excused absence and doesn’t count toward an infraction. Keep in mind you must be at work in order for 16.10(d) to apply AND you must bring proof of medical care immediately upon returning the next work day so you have to see a doctor the same day you leave work. Using this benefit does not count against MDA hours. 16.10(d) is available regardless of available benefit coverage. You can use this option even if you have an attendance CAM.

• Added inclement weather policy. While this didn’t change, it makes any future changes to Boeing’s inclement weather policy subject to effects bargaining with our union.

• If someone is currently under discipline for attendance, they will stay on the old system for FTM that allows reset of 47.9 after each CMA until they either get 12 months past their last corrective action or terminate.

• Memorandum of Agreement (MOA) on overtime with the following clarifications:
  (1) Designated overtime is limited to the shop and shift as defined under your first line manager (LOG#11 limitations still apply).

• Any increment of approved vacation on a Friday, exempt that employee from designated overtime for that weekend.

• If a member uses sick leave for reasons allowable under the contract and the law on a Friday, they cannot be excluded from weekend overtime. However, in order to be considered eligible for weekend overtime, the member must inform their manager that they are available to work overtime.

• Again, please review these changes. If you have questions, ask your union steward or business representative. Union representation gave us the opportunity to achieve several improvements from what Boeing wanted to implement and also make clarifications/improvements in the contract.

• Our union utilized the rights contained in our contract and afforded to us under state law and most importantly those rights protected under federal law ensuring that we had many options to protect our members’ rights.

• In this case, utilizing all these options empowered our members to have more control over their schedules.
New Memorandums of Agreement from Effects Bargaining

MOA - Regarding Section 6.10(a) & (b) Overtime Interpretation
6.10(a) of the collective bargaining agreement provides that: “The Company will first attempt to meet its overtime requirements on a voluntary basis from among employees, who normally perform the particular work activity, at or near regular time.” (emphasis added) The parties hereby agree to clarify this language as follows:

The phrase “normally perform the particular work activity on a straight time basis” means: during the week of the overtime requirement to be eligible, within the crew (1st line manager) and the shift.

6.10(b) of the collective bargaining agreement outlines the process for advanced scheduling of overtime within the shop and shift. Once 6.10(h)(1)(c) is reached, and if sufficient volunteers are not obtained (emphasis added), the employee may not designate any employee to satisfy remaining requirements.

The parties hereby agree to clarify the language in 6.10(h)(1)(b) as follows:

Employees who use sick leave (or Family and Medical Leave) for any lawful purpose on the work day preceding the overtime day (Saturday/Sunday) will not be excluded (emphasis added) from overtime under Section 6.10(b) (24b) as long as (emphasis added) the employee has not reported it will be assumed the employee is unable to work the weekend overtime. Employees who use contractual bereavement leave (emphasis added) under Section 6.6(G) on a work day preceding the overtime day (Saturday/Sunday) may still be excluded from working overtime under Section 6.10(b)(2)(b).

Lastly, regarding designation rights under 6.10(b)(3); the parties agree to the following:

For explanation of vacation exceptions on the Friday preceding the weekend; employees who have previously approved vacation (emphasis added) of eight hours or less required to report for designated weekend work. All other requirements of 6.10(b)(3) still apply as stated in the collective bargaining agreement.

MOA - Regarding Section 16.10(d) WHEREAS the parties have a disagreement regarding the interpretation and application of Section 16.10(d); and WHEREAS the parties wish to resolve that dispute and adopt an agreed-upon interpretation of Section 16.10(d) moving forward.

NOW THEREFORE, the parties agree as follows:

1. Section 16.10(d) applies to any injury or illness that requires medical care “if such care unavoidably occurs during working hours.” Therefore, this section applies whether the injury or illness is an on-the-job or off-the-job injury or illness.

2. Section 16.10(d) applies only if the need for medical care “unavoidably occurs during working hours,” which means:
   (a) that a manager directed or approved the employee to work and report to Boeing medical or other medical professional, and in doing so; the medical professional determined the employee was not cleared to work the remainder of their shift and needed to seek immediate medical attention;
   (b) that a manager directed or approved the employee’s departure from work for the purpose of obtaining necessary medical care, and after departing work, the employee promptly sought and obtained medical care from a medical professional;
   (c) for designated overtime where an employee has a pre-scheduled medical appointment after their regular shift and working would result in a cancellation penalty for the appointment or unreasonable delay in necessary medical care.
   (d) for absences to be excused, proof of medical care for all situations listed above must be provided to Boeing Medical, other Boeing-designated processes, or manager upon the employee’s return to work.

4. These absences will be considered as excused as it relates to the employee’s attendance, from the employee’s departure from work to the clearance to return provided by Boeing Medical or other Boeing-designated processes for the specific condition that removed them from the workplace; regardless of available sick leave credits. Leave of absence provisions will apply for consecutive absences that are greater than seven days.

MOA - Regarding LOU #11, 8.4(b)(5), 3rd Shift Statutory Sick Leave Accrual and Use WHEREAS, the Boeing Company ("Boeing" or "Company") and Aerospace Machinists Industrial, District Lodge 751 ("District 751") entered into effects bargaining regarding the Company’s proposed changes to the Puget Sound Attendance Guidelines; AND WHEREAS, the Company and District 751 reached certain agreements that affect the master collective bargaining agreement that applies to District Lodge 751.

NOW THEREFORE, the parties agree as follows:

1. The parties agree to modify the “Quarterly Limit” in Letter of Understanding No. 11 as follows:

   An employee need not be permitted to work more than one hundred twenty eight (128) overtime hours in any budget quarter.

2. The parties agree to modify Section 8.4(b)(5) to read as follows: If an employee’s Sick Leave Credit is exhausted, management shall allow an employee to use vacation credit as sick leave for any purpose for which sick leave is currently allowed under federal and/or state law (the current versions of these statutes are hereby incorporated into the CBA by reference), even if an employee is under a Corrective Action Memo for attendance without incurring any disciplinary consequence. Management shall also allow an employee to use Vacation Credit as sick leave for legitimate reasons for absence under the same conditions as set forth in Subparagraph 8.4(c)(1), even if an employee is under a Corrective Action Memo for attendance without incurring any disciplinary consequence.

3. Third shift employees covered by Washington State’s Sick Leave Law, L.1433, shall accrue and use all sick leave (whether by virtue of the CBA and/or by virtue of RCW 49.46.210) on hours paid instead of hours worked.

MOA - Regarding Vacation Carryover This Agreement is entered into by and between The Boeing Company (the Company) and the International Association of Machinists and Aerospace Workers, AFL-CIO (the Union) and addresses the parties’ discussion regarding vacation carryover processes relative to 8.4(d).

1. The parties agree that in lieu of a requirement in 8.4(d) for the employee’s election to carryover any unused vacation benefits at the time of their anniversary date, the Company will implement an automatic carryover election for those employees that have not already done so.

2. Employees who choose to still want a payout of unused vacation credits can request a vacation pay in lieu through Payroll which will allow a cash out of those remaining hours at their anniversary date.

The automatic carryover stated in 1 above will be effective 4/6/18.

Countdown to Second Contract at Cadence

Continued from Page 1 approved. The April 11 meetings allowed members who were here so members should start talking that on the shop floor now.

Above: Chief of Staff Richard Jackson explains the negotiation process. Below: L to R: Richard Jackson, Verna Lindal, Steward John Coombs and Greg Campos talk about membership solidarity for the next contract.
Recognition Banquet Honors Our Top Volunteers

Continued from Page 1 gave special recognition to Kay Michlik for her steadfast help throughout the year in coordinating events, tracking volunteer hours and general support of the program.

The highlight of the banquet was the presentation of the “Bill Johnson True Trade Unionist Award” which is given to an individual who demonstrates the characteristics of a true trade unionist by giving what little free time they have and wanting nothing in return whether it be volunteering or simply going beyond the call of duty as a union member. This year’s True Trade Unionists award was presented to Princie Stewart, who has continually worked to improve life for others and served as MVP chair this past year.

Starting a new tradition, last year’s True Trade Unionist winner, Jason Chan, joined District President Jon Holden in presenting Princie with the award.

Representatives from King, Pierce and Snohomish County agencies and programs that benefit from our volunteers took a moment to thank members. Several noted that 751 sets the standard for volunteering throughout our region. Whenever there is a call for help, 751 is quick to respond.

A comprehensive slide show served as a reminder to the variety of projects we have done, as well as the countless individuals who have benefited from these efforts. Projects ranged from building wheelchair ramps, preparing and serving meals at area missions, road clean-ups, Salvation Army bellringing, Toy N Joy Drive, Toys for Tots, Northwest Harvest food drive and food sorting, building tiny houses for the homeless, Project Homeless Connect, and the list goes on. Our volunteers also provide support to the many fundraisers to benefit Guide Dogs of America.

Thanks to all who stepped up and volunteered throughout the year, your efforts are appreciated.

751 volunteers continued to help others in our communities in April. When a 35-year member who had recently retired in Everett urgently needed a ramp, our member volunteers jumped into action.

When volunteers heard about two Auburn residents who needed a ramp, but had been told the costs were too high and there was no room to install it, within a week our volunteers had assessed the property, designed and built a ramp so the residents could get in and out of their home more easily.

In addition, volunteers continued to prepare and serve meals at area missions, as well as volunteering to sort food each week at the Northwest Harvest Warehouse in Kent.

Whenever there is a need, our volunteers step up to help. To view all MVP projects, visit our website at www.iam751.org and click on the monthly calendar.

Building a ramp for two Auburn residents who had been told there wasn’t room for a ramp were Venkie Murphy, Brandon Swanson, George Braun, Jason Chan, Matt Hardy and Jim Hutchins.

Volunteers preparing meals at The Rescue Mission recently included Gary Perry, Venkie Murphy, Rob Curran, George Braun and Matt Hardy.

Remember to leave out a food donation at your mailbox on Saturday, May 12 for the 26th Annual Letter Carriers’ Stamp Out Hunger Food Drive.

This is an easy way to help others utilizing area food banks. Simply set out your canned or non-perishable foods at your mailbox on Saturday, May 12. The Letter Carriers will do the rest. This is the largest one-day food drive in the nation.

District President Jon Holden (far right) congratulates top volunteers from the various categories L to R: Julie Braun, Jonathan Van Pelt, Michael Trinchini, Shune Van Pelt Jr., Jim Hutchins, Adrian Camez, Venkie Murphy, Rob Curran, Brenda Curran, George Braun (back row), Princie Stewart, Wondell Sanchez, Terri Myette, Todd Priszner, Jon Holden.

Above: Helping with the ramp for retired member Cora Boyd L to R: Adrian Camez, Paul Richards, Mike Mollee, Cora Boyd, Fred Harmon, Derek Gottschalk, Jason Chan, Jonathan Keay.

Left: Framing the Everett ramp.

Below: Cutting wood for the Everett ramp.

Forgot to mention that our recent Recognition Banquet was held in Everett. It was a great event with a lot of volunteer recognition and a presentation of the True Trade Unionist Award.

Thanks to all who attended and helped make the event a success!
The meeting was called to order on April 9, 2018 by President Jackie Boschk. She led the club in the flag salute and singing of God Bless America and T.J. Seibert led the Lord’s Prayer.

Roll Call: All officers were present or excused.

Minutes: The March meeting minutes were approved.

Executive Board: No action.

President: Tom Lux gave the report for the month of March. The Financial Report was M/S/P.

Treasurer: Tom Lux stated that he was looking for Associate members, which is $2 a year and can be paid to Tom. Associate members are spouses of District 571 retirees.

Legislative Report: Carl Schwartz gave a recap of some senior friendly legislation passed in 2018 session of the Washington State legislature (again showing the positive impact of our new Democratic majority).

• Bill 2992 was introduced January 1, 2019, will allow people on Medicaid to be eligible for hearing aids and services.
• Bill 2667 provides housing assistance for seniors with disabilities.
• Bill 5035 improves access to medical drugs for terminally ill patients.

Carl spoke on our Washington State Alliance for Retired Americans state convention scheduled for May 15th. We still have room for a couple more delegates from our club, see our Chair Jackie Boschk.

He mentioned that a number of State Representatives are retiring this year, including Ruth Kaji, Judy Clibborn and Jean McBride and others. They have supported our issues and we will send a letter of thanks to them.

Carl reminded everyone 2018 is an election year, and will be electing or re-electing, members of our state legislature, Congress and Senator Maria Cantwell. Your committee, along with our District’s legislative committee, will be interviewing candidates, reviewing voting records and making recommendations based on labor and senior friendly issues. Be sure to read them in our Aero Mechanic newspaper.

May 19 is the statewide COPE convention where labor gets together to determine endorsement of candidates. Carl also talked about internet conspiracy theories, and how people are spending a lot of time making up stories. He said to get your information from more reliable sources.

Larry Ward asked how to distinguish fake news from real news. Carl responded it is not that complicated. We’re intelligent people, read the paper, do your research.

Unfinished Business: None.

New Business: None.

Health and Welfare: Vice President Helen Lowe read the following list of deceased members.


Local F: Paul Camenzind, Joseph Capron, Dale Fortik.

The meeting was adjourned at 11:39 am.

The Fred Meyer gift card was won by Ann Rose.

Meeting adjourned at 11:39 am.

Retirees Wanted to Help at Outreach

Retirees, do you have an interest in working with the next generation of manufacturing talent, including middle and high school students and students at Washington State community and technical colleges? The Boeing Workforce Development team needs your help.

The Workforce Development organization is responsible for identifying talent pipelines for our critical manufacturing skills to sustain Boeing’s airplane programs. In order to address that need, they partner with over 50 K-12 schools and community and technical colleges across Washington State. In many ways to influence school programs to meet the ever-growing need for manufacturing skills. Support includes, but is not limited to, serving on school boards, teacher training, curriculum development, donations, conferences, Manufacturing Day and SkillsUSA competitions. Other outreach events such as career fairs, classroom visits and industry tours are also supported on a regular basis.

But they can’t do it alone. Workforce Development would like to identify interested IAM retirees to help support these outreach events. With your participation, students have the opportunity to learn from subject matter experts which helps empower them to be career-ready upon graduation. For you, this satisfying opportunity provides community involvement through academic outreach in an area that you know and care about.

If you’re interested in participating in this worthwhile cause, please send an email to workdev@exchange.boeing.com and mention IAM Retiree Volunteer in the subject line. Thank you for your support!

Celebrating April birthdays L to R: Jim Hutchins, Jan Egger (who also celebrated an April anniversary with Connie), George Braun, Helen Mah, Aurelia Turner, and Jackie Boschk. Not pictured Don Ivanhoe who also celebrated an April birthday.

Shirley Hansen, Adele Howard, Robert Jasper, Betty Sisk. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Good & Welfare: None.

President’s Report: Jackie discussed the 8th Congressional race and reported she invited Dr. Kim Schrier to speak at our May meeting so plan to attend and ask questions. Our union has endorsed Dr. Schrier for the 8th Congressional District, and we hope she will receive the WSCL endorsement at their COPE convention on May 19. April 14 is the MVP Banquet and retirees are welcome to attend. Retirees are doing a lot of volunteer activities as well as active workers.

Jackie mentioned what a great job Tom Lux did planning and chairing the Pacific Northwest Labor History Association (PNLHA) convention. This was a 3-day convention that provided labor education, guest speakers and great movies; there was a lot to learn.

She next spoke on the WA State Alliance for Retired Americans. The ARA is considering endorsing Lisa Brown in the 5th Congressional District race in Spokane. This is one of the two targeted races in state, the 8th Congressional District is the other. The Alliance is organizing a chapter in Spokane County. Retirees and seniors are invited to two planning meetings they are holding. Anyone interested should let Jackie know.

Ron McGaha asked what the membership number is. Jackie replied there are over 86, 000 members, up from 83,000 last year. Jackie talked about the book “Emerging from Turbulence” and reminded the Club we purchased two (2) copies to share; one (1) copy was recently returned so if you would like to borrow it, let her know.

She also discussed some summer activities that are being considered. She will get more information, including costs and bring them up for discussion at the May meeting. The events are 1) Blak Island cruise and salmon dinner, 2) Mount Rainier scenic railroad ride and 3) Wolf Haven which is near Tumwater. Jackie did ask if there were any other considerations for summer events and there were none.

In response to Larry Wade’s question about distinguishing real news from fake news, Jackie mentioned that there is a website called SNOPES.com where you can go and find out if a story on the internet is true or fake.

April Birthdays & Anniversaries: Jackie Boschk, George Braun, Jan Egger, Jim Hutchins, Don Ivanhoe, Helen Mah, Aurelia Turner celebrated birthdays and Jan & Gail Egger celebrated their anniversary in April. The club sang Happy Birthday to them.

The Fred Meyer gift card was won by Ann Rose.

Ms. Edith Wotring thanked everyone who volunteered.

Ms. Rosita Pineda thanked everyone who volunteered.

The meeting adjourned at 11:39 am.
Carterman Honored for Service to Local 751-E

Local 751-E recently honored past president Ira Carterman (center) for his service to the local as president from 2006 through January 2017. Presenting Ira with the award Local E President Guerdon Ellis (l) and Local E Recording Secretary Roy Wilkinson (r). Ira resigned as president when he was elected to serve the membership as a Business Rep in a term that began 2/1/17.

AUTO PARTS & ACCESSORIES

4 BRAND NEW MICHELIN TIRES 5X 1/2 off wheels on 235/70/r6 tires. Marysville, 206-332-2080

GABRIELLE JACOBS & ABRAHAMS for 2000- 2003 GMC-Chevy. One new, one used but good with air kit. May fit other years. 206-710-8833

FREE
2003 BAYLINER/1802 TROPHY very good like new. $8,000 + title change for boat/ trailer. Storage rack at North Lake Marina in Kenmore. Call Bruce at 206-719-1990

A LUMAARC 10ft. jon boat with: oars, electric motor, battery, rod holders, 6 man photo. In good condition. 425-238-0854 - Carl

COTTAGE INDUSTRIES
MAPLE POINTE AFH in Bonney Lake has private pay openings specializing in dementia care. Call 253-487-3060 to schedule a tour.

Plan your vacation now around a GUID- ED FLY FISHING TRIP for trout in Montana or red fish in Louisiana. Call all water anglers at 425-327-9343

READY FOR A NEW CAREER AFTER RETIREMENT? Unavailable to use in current job? Got your FFC commercial radio licenses. GROL, Radar, OMDSS, military MOS + marine. Call Mark at 533-604-8054

HOME & RV MATTRESS CENTER - home, rv, special size mattresses. Autohome’s discount. Call 425-640-7891 or hrvmmc.com

BUY - SELL - CLOSE. Call your real es- tate professional Von Provo is available to help you buy or sell. Call at 425-359-0165 or email at vonskylineproperties.com

AD RULES
Each single ad must be 25 words or 1/2 piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members' "cottage industries" will be OK in ads, but no shop $100.00 ads. When more than 30 more acres are- paper for ads, include information required on regular ad blank.

Deadline For Next Issue May 18th

PROPERTY
ONE ACRE FOR SALE BY OWNER in se- cretly gated community. Paved road, power and phone front lot. Any type or size building is possible. Meas 360-788-4620

FOR RENT: 2 BEDROOM CONDO. Pe- terson’s waterfront, Lake Chelan time share, week 24, unit 221, June 15-21, 2018. 2553-8359/nigh. All or part 509-682-4002

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

Vehicles
2007 MAZDA CX-7 only $8500 on it. All leather seats, all-wheel drive, great condi- tion, heated seats, brand new tires. $7,500 OBO 253-833-7756 or 253-951-3362

2013 MAZDA-MX5 $15,000 44,000 miles. One owner, excellent condition. OBO 253-833-7756 or 253-951-3362

1946 PLYMOUTH 5 PASSENGER COUPE 6 cylinder, 3 speed overdrive, new tires and wheels, forest green metallic $15,000. Cell 206-373-9990 or Home 206-767-4035

1983 PLYMOUTH NEON, 176,546 miles. All original, great running condition. Mess me at 360-788-4620

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Elder financial abuse has the potential to impact all of us on some level. Whether you are protecting a loved one from becoming a victim or actively taking precautions to protect your personal estate, fraud and exploitation is a risk that grows as people age.

It is important for individuals to understand the magnitude of this crime, identify ways to both actively prevent and stop abuse, as well as understand how to escalate if it is suspected.

**Understand.** Seniors lose an estimated $36.5 billion every year to the crime of elder financial abuse. In fact, according to the 2010 Investor Protection Trust (IPT) Elder Fraud Survey, more than seven million older Americans — one out of every five over the age of 65—have fallen victim to a financial swindle.4 As Baby Boomers turn 65 at a rate of 10,000 a day, the threat of potential abuse heightens.

It is imperative we take preventative measures to confront this epidemic, including utilizing resources on the potential warning signs and using the tools and resources available to stop fraud and abuse from occurring.

Identifying potential exploitation may be difficult as the perpetrators of these crimes tend to be close friends or relatives. Studies project that approximately 70 percent of elder financial abuse is committed by family members, friends, trusted persons or others known to the individual being exploited.8 This incredibly varied list of those who have one’s best interest at heart and those who don’t make spotting these scams a challenge.

Here are a few warning signs:

- **Sudden reluctance to discuss financial matters**
- **Sudden, atypical, or unexpected withdrawals or wire transfers from their accounts, or other changes in their financial situations**
- **New best friends and “sweethearts”**
- **Behavioral changes, such as fear or submissions, social isolation, withdrawn behavior, disheveled appearance, and forgetfulness**
- **Changes in the will, especially when they might not fully understand the implications**
- **Large, frequent “gifts” to a caregiver**
- **Missing personal belongings**

**Report.** Reporting is single-handedly the most important step in escalating suspected elder financial abuse. Studies show that as few as one in 44 cases of elder financial abuse are reported.15 Think twice before keeping those details secret for a number of reasons — fear of being victimized again, reluctance to incriminate a family member or friend, or admitting vulnerability are among potential warning signs. The group presented workplace safety. The group presented workplace safety to the beauties of the 50th Anniversary of the Governor’s Industrial Safety Advisory Board convened in March. When the Governor’s Industrial Safety Advisory Board convened in March, they made a point of honoring a long-time 751 leader who served for more than a decade. Tommy served as a voice for aerospace workers on the governor’s committee. Now in Joint Programs, he remains committed to making the workplace safer, but plays a different role. In photo L to R: IAM 751 Business Rep Steven “Tommy” Wilson with a plaque. For more than a decade, Tommy served as a voice for aerospace workers on the governor’s committee.
Mediation Secures Work for Millwrights at Hanford

Thanks to action by our union, millwright work for our members at Battelle was protected. A mediator’s ruling confirmed that our members shall perform the work in question, which consisted of constructing and teardown of research carts at Battelle, Pacific Northwest National Laboratories (PNNL).

Credit goes to Union Steward Mark Shear who filed numerous grievances dating back to 2015 objecting each time he witnessed researchers and research staff assistants doing work our members should perform – specifically assembling, disassembling and building specialized carts made out of Bosch aluminum tubing. Mark voiced his objections each time and filed multiple grievances.

In December as an arbitration date approached, the company requested mediation rather than arbitration and began preparing the case, working closely with Staff Assistant Chris Powers and Steward Mark Shear. After presenting the case, Assistant Chris Powers and Steward Mark Shear, began scheduling dates to resolve objections each time and filed multiple grievances.

Company requested mediation rather than arbitration and began scheduling dates to resolve the issue once and for all. Staff Attorney Spencer Thal began preparing the case, working closely with Staff Assistant Chris Powers and Steward Mark Shear. After presenting the case and hearing the facts from both sides, the mediator agreed our members should be building the carts and outlined a formal settlement that included improved communication, defined processes, and more bargaining unit involvement with researchers. The settlement noted:

• Environmental Molecular Science Laboratory (EMSL) building and research management recognizes that it is practical to assign bargaining unit craftsmen the initial construction and final teardown of research cart skeletons.
• Bargaining unit employees will be invited on a quarterly basis to meetings with select EMSL capability managers to discuss upcoming projects and how bargaining unit craft capabilities might fit in such projects.
• Researcher orientation will include in shop tours and discussion about craft capabilities that includes presentations by one or more bargaining unit representatives. The company will develop a process for educating interns who are expected to be in the EMSL for periods in excess of three weeks about proper utilization of craft capabilities.
• Contributions of craft members to the mission in the EMSL will be better publicized through publications, posters and other media and used to promote the capabilities of the Instrument Development Lab.
• Work process will be modified to provide for “on demand” assignments wherein bargaining unit members can set aside an existing project to provide fairly prompt assistance with their skill sets as may be required by researchers.

Union action on this matter ensured the work remains part of our bargaining unit, giving our members added job security for the future.

Local 86 members stepped up to help fellow union member, Guyle Langlois, by building a wheelchair ramp at his home.

Guyle is a maintenance mechanic at Triumph Composites. His adult daughter, Tayisia (Ty), was in a serious car accident in October where she sustained an extreme brain injury along with other serious injuries that were initially life threatening. Miraculously, Ty has fought back and is making steady progress, but is currently wheelchair bound and relearning many basic life skills.

Immediately after the accident, Guyle and his wife, Oly, brought their two grandsons, Damian (age 7) and Sava (age 4) to live with them since Ty’s husband passed away several years earlier.

In early March, Ty improved enough to be released from the rehab facility to her parent’s home. However, that left the challenge of maneuvering the front steps to get her into and out of the house to go to doctor’s appointments and physical therapy twice a week.

Guyle asked Union Steward Jerry Womble if Machinists could build him a wheelchair ramp. Jerry contacted Tony Wade, who worked out the details and design of the ramp with Guyle, then engaged the Local 86 wheelchair committee to help with the project. Tony Wade, John Warren, Aaron Smith, Jerry Purser, Jerry Womble, Renee Ochoa, Alan Eveland, Darren Truitt and Business Rep Steve Warren turned out on a Saturday to build the ramp.

“Ty’s husband passed away several years earlier so the ramp is great,” said Guyle. “I can’t thank my fellow union members enough. It eliminated a huge obstacle in providing care,” said Guyle. “Before the ramp it was pretty hectic, to get Ty in and out of the house and required two strong adults. With the ramp, Damian, my 7-year old grandson, can get Ty in and out of the house on his own.”

“The smile on their face was the best reward,” said Guyle. “I’m proud my union brothers and sisters were there when I needed them.”

Labor of Love to Help a Fellow Member in Time of Need

Above: Guyle Langlois (standing) poses on the finished ramp with daughter Ty and grandsons, Damian and Sava. With the ramp, Damian can bring Ty in and out of the house on his own.

Volunteers pose on the finished ramp.

Volunteers building the ramp at Guyle’s home.

Cutting wood for the ramp railing.