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

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

“We are excited to welcome these workers into our IAM union family. They play a critical supplier role for the Boeing airplane lines, and they deserve at work and allows them to plan for their future.”

Workers at the UTC Everett plant approached IAM 751 about representation after news that UTC is buying out Rockwell Collins in a deal worth more than $30 billion. After several multi-billion dollar acquisitions, workers felt they needed protection and security for their families. Media reports highlighted that executives “change in control” clause in their employment contracts would provide millions to the executives, but there were no guarantees for the workers.

Adrian Perez has worked for the company 14 years and worked in the landing gear shop for 5 years. “There have been a lot of changes, and a lot of them for the worse. With all the billions spent on buyouts, no one is looking out for the workers. It’s our job now to negotiate a contract that recognizes the contributions these people make toward UTC’s success and reward them for their hard work and skills. We will use all our resources to secure a contract they are proud of and ensure their collective voices are heard. Joining the Machinists Union gives these workers the dignity and fairness they deserve at work and allows them to plan for their future.”

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

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

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

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

“I first came to Boeing and worked as a Technician was a dream of mine since I was promoted to a 34107 Aircraft Test Technician A. “Becoming a Functional Test Technician was a dream of mine since I first came to Boeing and worked as a mechanic in the shops,” she said. “It took me a long time to make this change happen, but I’m glad I didn’t let anything stop me.”

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

Safety Awareness in Blue Streak Shop

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

In March, Business Rep Rich McCabe, along with representatives from IAM-Boeing Joint Programs, recognized the 29-person crew for this impressive record. The crew was presented union t-shirts and a banner commemorating the achievement to hang in the shop, as well as a goody bag from Joint Programs.

“The record didn’t happen by accident. You are working safe because you look out for each other every day and are intentionally conscious of safety procedures,” McCabe added. Safety in the workplace is a priority at the UTC Everett.

Union Yes at UTC Everett

“The NLRB must still certify the results, but IAM 751 is moving forward to survey members to identify issues in their workplace. Workers at UTC Landing Gear Systems unite to survey members to identify issues in their workplace. Workers at UTC Landing Gear Systems raise their fists in solidarity. On March 23, they voted overwhelmingly to have IAM union representation at their Everett plant. These talented individuals build and assemble landing gear for Boeing 737, 747 and 767 tanker platforms – a critical component to the airplanes.”

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

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Learn a Language

Mango Languages makes it easy to learn a foreign language at your own pace.

Evolution of Education Benefits

Historical look at how education benefits for IAM members at Boeing have improved.

Union Yes

Workers at Fairchild AFB gain IAM recognition.

Inside Index

President’s Message................2
Joint Programs.........................4
Service to the Community..........6
Retirement................................ 9
Plant Ads................................ 10
Eastern Washington................12

Advisor Helps Member Achieve Dream Job

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

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

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

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By JON HOLDEN
IAM 751 District President

751 is Working to Make Our Communities Stronger

It is shaping up to be a busy year again. Our District is focused on our proactive effort to document why the state of Washington is and remains the top contender to win Boeing’s next airplane program. We have been working with others throughout the state including the Governor’s office, County Executives from Snohomish, King, and Pierce counties, SPEEA, Workforce Development Councils, Community and Technical Colleges, WSU and the UW along with a host of others who care deeply about aerospace jobs in our state and the infrastructure necessary to make building airplanes here the most successful place in the world.

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

Our communities certainly benefit from having Boeing here in Puget Sound, and our members are better off because of these good union jobs building airplanes. We have a solid middle class here in our state, due in part to a strong aerospace manufacturing base. Our union helps bring forward issues that are out of your control on the IAM website (iam751.org) called AMPP. You can also use it to report when you have offered a suggestion or idea to members reporting issues or concerns you believe are negatively affecting the AMPP.

In meetings with various Stewards, we are hearing increased reports of parts shortages, vendor delays, and rework – all of which cause out of sequence work and delays for our members. We need to get specifics so we can fight to have those made building airplanes here the most successful place in the world.

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Seattle Mayor Focuses on Good Jobs

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

The Mayor called on the two largest aerospace unions to get a better understanding of the needs of our members and how she can support our efforts to secure good jobs in Seattle and beyond. She clearly understood that while there are tens of thousands of secure good jobs in Seattle and beyond, SPEEA members led by President Ryan Rule at our union’s Seattle Hall.

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

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

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

Machinists Make Our Voices Heard in Olympia

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

Prior to their lobbying efforts, Washington Lt. Gov. Cyrus Habib and State Sen. Karen Keiser addressed the delegates during the Legislation and Education Session. The labor-friendly politicians discussed legislative issues that affect working families and march right to the Capitol to hold their political leaders accountable.

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

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

1989 – Our contract established IAM-Boeing Joint Programs. This: (1) allowed our active and laid-off members unlimited tuition and education assistance costs (the benefits virtually UNLIMITED funding, no set limit on other payroll at Boeing); (2) paid for the classes up front and reimbursed after the class ended, if job or approved Boeing fields of study. (3) Members paid for the classes up front and course required books and materials were reimbursed after the class ended, if they received a grade of C or better.

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1993 – In addition to EA, Joint Programs introduced educational opportunities that can still be utilized today, including:

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

Structured classes were also offered in the labs to help:

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

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

1997 – EA eligibility changed so members are eligible for benefits as they are on the hourly pay rate (previously needed six months seniority).

1999 – Contract included a Letter of Understanding that remains in place today offering Heritage Learning Together Program (LTP) education benefits that are virtually unlimited. No set limit on other payroll at Boeing so members have to be on the payroll a certain number of years to be eligible and costs for the classes are virtually unlimited. No set limit on other payroll at Boeing so members have to be on the payroll a certain number of years to be eligible and costs for the classes are virtually unlimited. No set limit on other payroll at Boeing so members have to be on the payroll a certain number of years to be eligible and costs for the classes are virtually unlimited.

2003 – EA benefit raised to $2,500 for both active and laid-off members.

2009 – Note: LTP was revised for all other payrolls (salaried and non-union) at Boeing with a cap of $15,000 per year. Courses must be in programs Boeing deems as “strategic” to its business. For non-IAM members, you have to be on the payroll a certain number of years to be eligible and costs for the classes are virtually unlimited. No set limit on other payroll at Boeing so members have to be on the payroll a certain number of years to be eligible and costs for the classes are virtually unlimited. No set limit on other payroll at Boeing so members have to be on the payroll a certain number of years to be eligible and costs for the classes are virtually unlimited.

2012 – Horizons was established in 1989.

2019 – In addition to the EA and LTP benefits, starting in 2017 Machinists Union members and their families can also obtain college benefits through the IAM. The online program allows members and their family members to earn an associate degree (or any number of certificate programs) free of charge from Eastern Gateway College.

The degree is transferable to a four-year degree, and the program is hoping to expand to a four-year degree program in the fall of 2018. The benefit is available to IAM members, retirees and their families (defined as spouse, children, stepchildren, children-in-law, grandchildren, and adoptive or stepchildren). Learn more by visiting freecollege.goiam.org or call 1-888-590-9009.

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

Nothing Was a Gift – The Evolution of Education Benefits

Voices Heard in Olympia (v) introduces Lt Governor Cyrus Habib at the Machinists Council.
IAM-BOEING JOINT PROGRAMS

Advisor Helps Activate Recall Rights After Surplus Downgrade

IAM-Boeing Joint Programs Career Advisor Jodale Brinkley was recently able to assist a member in filing Category A recall rights. She then emailed Boeing to let them know to keep an eye out for the member. After Jodale worked closely with Workforce, a Career Advisor, she helped the member get recall rights activated.

Recently, he learned there were openings in the grade 4 job he was awaiting. After talking to others who had been recalled and returned to the grade 4 job, he wondered why he had not received a job offer in return. While he was aware of the recall rights, he decided to file them in order to receive a job offer.

A Recall Rights. She then emailed Boeing to let them know to keep an eye out for the member. After Jodale worked closely with Workforce, she got recall rights activated since he was still on the payroll. He wondered why he had not received a job offer in return after he was recalled to the grade 4 job. Jodale helped the member file their Category A Recall Rights. She then emailed Boeing to have them activate the recall.

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Career Advisors Provide a Wealth of Resources

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

1. Identify your career goals and develop a career plan,
2. File Employee Requested Transfers
3. File Employee Requested Transfers
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New Member Utilizes Mango and Our Education Benefits

Dolosnovlovskii knew when he hired into Boeing in January, 2018, he wanted to take advantage of the rich education benefits available to IAM members and the unique opportunity to learn additional languages with Mango Languages. This young man is impressed by any standards. His energy and dedication are admirable. He hired in as a 30104 Assembler Installer Electrical Systems in Everett on second shift on January 5 at just 18 years old.

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

In addition to the rigorous curriculum at Everett Community College, Mike also utilized another service from IAM-Boeing Joint Programs – Mango Languages. Mango offers a fast, effective and convenient online method to learn another language. Mike is currently using the Mango app to learn Spanish in his free time. However, learning new languages is nothing new for Mike. Since coming to the U.S. in 2012, he has excelled in all his studies. He currently speaks four languages fluently: English, Russian, Ukrainian and German. His goal is to work an AOG (Airplane on the Ground) job, which could take him around the world. Learning additional languages he figures is a plus for that job.

Mike is excited about his new job and the endless educational opportunities it provides with our union contract. “I plan to continue using these generous education benefits,” said Mike. “I may tackle another language or two using Mango after I master Spanish. The opportunities are virtually unlimited.”

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

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

Members Can Learn a Foreign Language with Mango

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

Our partnership with Mango began in April, 2014. To date, more than 2,000 members have taken advantage of this opportunity! Learning with Mango is free for active IAM members at Boeing! If you’ve ever wished you could speak a different language, now is your chance. Mango offers a fast, effective, and convenient solution for all your language-learning needs. Each lesson combines real-life conversations and audio from native speakers with simple, clear instructions. The courses also give users insight into global customs and an effective approach that integrates components of vocabulary, pronunciation, grammar, and culture. Mango keeps language learning intuitive and encourages learners to fit pieces and sentence structures together on their own using critical thinking and repetition. Mango is accessible online wherever there is an internet connection, and offers free downloadable apps for learning anytime on iPhone and Android devices. Mango’s app is also available on iPad, Kindle, and Nook. Mango is for use on your personal computers and devices only. Boeing computers and devices should not be used for Mango.

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

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

Continued from Page 1

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

“At my work, I was the only female technician on the crew. I hope my story inspires other women to pursue their goal and not to give up because you may not always feel comfortable. Stay there, don’t give away your power, keep moving forward and lean on career advisors if you need support,” said Jolene.

“If we didn’t have career advisors, I don’t think I would have been able to have the experience I have today. I don’t believe I would be where I am today,” said Business Rep Grace Holland, along with JP Administrator Holland, who worked 751’s booth at the event. “We encouraged students to pursue manufacturing jobs at Boeing that have union representation, which in turn provide rich, contractual education benefits while earning a good wage.”

751 Attracting Future Members into Aerospace Manufacturing Jobs

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

District 751 took part in the resource fair setting up a booth with useful information on potential jobs and tutoring the rich, education benefits our members at Boeing receive through our contractual benefits and union benefits. The resource fair allowed the students to connect with out-of-school STEM learning opportunities, colleges, aviation groups and local industries. Hopefully, many of the 400+ students will choose the path to a brighter future in aerospace and become future Machinists Union members.

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

“Their energy and dedication is mind-blowing. We were proud to be at the event and to connect with students about their future careers in aerospace and STEM,” said Dana.

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

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

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

Best Political Consulting Firm: Christian Sinderman & Erin Schulte of Northwest Passage for their work on Teresa Mosqueda’s successful city council campaign.

Best Political Official: Congresswoman Pramila Jayapal.

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

751 Legislative and Political Director Bob Bever was proud to be awarded the “Nancy Rising Lifetime Achievement Award” at the labor oscars for his decades of dedication.

Best Union Communications: The Stand - the daily newsletter published by David Groves of the Washington State Labor Council.

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

Best Union Contracting Company: Hoffman Construction.

Best Labor-Friendly Small Business: Plum Groves of the restaurant chain that has supported many of the 400+ students who participated in a day of motivational and career-oriented activities that allowed them to meet and learn from professional women working in a variety of STEM careers.

Best Union Apprenticeship Program: The Ingersoll Gender Center for supporting trans workers including leading the conversation on apprenticeships.

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Best Union Apprenticeship Program: The Ingersoll Gender Center for supporting trans workers including leading the conversation on apprenticeships.
Volunteers Visible Throughout the Region

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

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

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

Peanut Butter Drive Continues

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

Business Rep Rich McCabe thanks member Diana Ward for her efforts and a collection that resulted in thousands of diapers and more than a case of peanut butter to help area children. “It breaks my heart to think there are babies who need diapers,” said Diana.
Safety Awareness in Renton Blue Streak Shop Results in More Than 13 Years Injury Free

Continued from Page 1

Bridgette Hardy.

Local A Communicator

the oath of office for Chan (l) administers

Local A President Jason Schmidt.

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

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

“As blue streak mechanics, we work in unfamiliar areas often so we everyone cares and keeps safety in the forefront of each and every task,” said Union Steward Martin Schmidt.

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

Our union is now working to survey the membership to identify issues they want to see

IAM Union Yes for Workers at Sasquatch Screen Printing & Embroidery

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

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

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

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

“We are proud these workers chose the IAM for representation. They recognize the value of having rights on the job and their wages and benefits in writing,” said IAM District 751 President Jon Holden.

“We look forward to serving as their advocate and helping them to build a stronger future together.”

Financial Planning Workshops in April and June

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

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

See schedule below for times and locations. The workshops are offered by Money Management Educators. Jan Larsen, a financial advisor, has given free financial education workshops since 2001. It is important to get started on your retirement planning this week so you start with the most complete picture of your current financial situation. We will discuss:

• Tax-favored investing and proper asset allocation;
• Creative budgeting techniques and dealing with debt.

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

vision from across the United States and training in their use -- free of charge charity, which provides service dogs --

races -- 5K and 10K runs -- on a USA crossings.

incredible rate of 52 airplanes each month.

With Guiness Book of Records. Our members continue to build the 737s at the ceremony commemorating the 10,000 737, which set a new world record

District 751 President Jon Holden poses with Renton Union Stewards at the

Most efficient airplane manufacturing

Together, these efforts have made Renton

and techs and other Boeing employees.

working closely with SPEEA engineers and techs and other Boeing employees.

efficiencies they have helped create

Jon Holden, who was on hand for the

the planes as it did during the first 39 years of the 737’s existence.

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

Together, these efforts have made Renton the most efficient airplane manufacturing

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 fundraising districts in the country.

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

Flight for Sight

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

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

Flight for Sight includes two timed races -- 5K and 10K runs -- on a USA Track & Field certified course. There will also be a non-competitive one-mile walk.

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

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

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

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

Harley XL1200C Raffle

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

737 Workers Set New Guinness World Record

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

Guinness first awarded the “most produced” title to the 737 back in 2006

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

IAM Union Yes at UTC Landing Gear Everett

Continued from Page 1

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

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

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

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

“The workers who generate the profits should share in the prosperity we create. This is very skilled labor and not just anyone can perform our work. With the IAM, I believe we will prosper too,” said Joshua. “We have a big merger coming that has many workers unsure about their future after giving our blood, sweat and tears to this company. It is discouraging not having peace of mind, but union representation changes that.”

“They had the opportunity for years to take care of their people, but didn’t. I’m tired of constantly sacrificing, giving my all to a company, and it’s never good enough. It has been a one-way street since they started with mergers and acquisitions," Joshua added. “They made it sound like we were disrespectful for wanting a union. This isn’t about causing trouble, but about having a union to represent the workers. The time has come to value us as employees, and union representation changes that.”

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

Recently, Richard Jackson who chairs the union side of the AMP Committee, was in the Everett Modification Center and spoke with several workers who were concerned regarding the issues they felt might impact AMP. In particular, they believed unnecessary designated overtime and going beyond the scope of the company. In the EMC, members feel that designated hours of overtime are assigned but not necessary. This is exactly the type of issue that should be reported in details in the union website for discussion in the AMP committee.

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

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

Results will continue to be reported quarterly in April, July, October and February 2019 to help avoid confusion over end-of-month fluctuations in performance results. Together, we are striving for the highest possible AMPM payout for our members.

Guide Dogs Fundraisers: Fun for a Great Cause

Our union will once again host a series of fundraising events to support Guide Dogs of America. District 751 is one of the top fundraising districts in the country.

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.

At the event, you can also learn about the incredible skills and talents of the incredible dogs they train and meet some of those who will receive a service dog.

Flights will be available to the winner in early June, provided the winner is available. The flights will be to San Francisco, Los Angeles, Phoenix, Las Vegas, and Denver.

For more information, go online at flightforsight.com and follow the links to the online registration form.

It is not too late to join our union.

In March, the stunning accomplishment was recognized by the Guinness Book of World Records for the most commercial jets ever built.

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

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

May 15 is the date for the state convention of our Alliance for Retired Americans (AARP). We are allotted the vision to attend the convention at a cost of $30 each for a total of $300. The motion was seconded and passed. President Boschok said to contact her if you would like to be one of the delegates.

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

Carl said congratulations to the teachers of West Virginia for standing together and demanding a long overdue measure of justice.

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

Good & Welfare: Jim Hutchinson spoke that the class he took that was offered by the International called Retirees Education & Strategy Program. Jim emphasized it took a lot of calling retirees and inviting them to attend club meetings and social activities. The class focused on the role retirees play in our union, how to remain active on legislation important to seniors, and how to mobilize retirees. The class prepared seniors to lobby in preparation for meeting with legislators in our nation’s capital. Jim and Ron met with several legislators including Senator Maria Cantwell, who is very supportive of senior issues.

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

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

Correction Louise Burns Initiated 1944

The March AeroMechanic reported long-time Retirement Club Officer Louise Burns passed away in February after serving the club for several decades. The story noted she hired into Boeing in 1951. Since then, we learned she hired into Boeing in 1944 as a Rosie the Riveter during the war. Her niece, Amber Oelund, who is also a member, saw her grandma on a B-17 poster from World War II in the 40-56 building in the Everett plant and brought it to our attention.
A key question most pre-retirees wrestle with in deciding when to transition into retirement is, “How do I know if I can retire in my lifetime?” An important first step in answering this question is to get a good handle on what your expenses will look like in retirement.

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

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

You can help mitigate the risk of depleting your assets too early in your retirement by adapting your spending. Reducing how much you are withdrawing from your portfolio in difficult market periods to help preserve the value of your assets could potentially rebound when the market recovery is getting referred to as adaptable or flexible spending.

Implementing adaptable spending strategies involves revisiting your essential and non-essential expenses, adjusting your discretionary spending, and delaying major purchases. On the flip side, adaptable spending allows you to increase your spending when market returns are strong. This strategy helps extend how long your savings might last as well as increase the total income generated over time.

The hypothetical example below illustrates the power of adaptable spending. Both the Smiths and the Joneses have a $1.5 million initial portfolio. They plan to take annual income of $60,000 from their portfolio and are withdrawing 4.0% annually to fund their retirement needs.

The only difference between these two couples is the flexibility of their spending over the next 20 years. The Joneses have 30% spending flexibility, whereas the Smiths is only 10%. When these couples were faced with unexpected expenses over the years, their spending flexibility required them to react differently. The Joneses are just able to reduce their discretionary spending whenever needed by postponing trips and not eating out. But because the Smiths had less spending flexibility, they were forced to liquidate more of their savings during a down market. As a result, the amount of savings left in their portfolio wasn’t able to make up the difference even when the market recovered later.

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

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

For details on the Everett tournament at Glacier Lanes, call Mitchell Christian at (425) 308-6895. For information on the Federal Way tournament at Secoma Lanes, call Trevor White (206) 779-3506 or Jeremy Coty at (253) 350-1516. There will be fun to spare…so sign up today! 

FINANCIAL SENSE: Help Retirement Savings Last Longer with Flexible Spending Strategies

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

By DAVID GROVES

Washington was one of the first states in the union to address the wage gap by passing the Equal Pay Act in 1943. On March 21, 2019, the Washington State Labor Council again by adding additional provisions aimed at closing the gap between what women and men are paid. Gov. Jay Inslee, surrounded by lawmakers, advocates and supporters, signed the Equal Pay Opportunity Act into law.

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

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

Today, a white woman working full time in Washington state makes 76.5 cents to the dollar that her male counterpart earns. Women of color fare worse: African American, 61.1 cents; Native American, 59.8; and Latina, 46.3.

Keep in mind that a union contract is still the best equalizer in pay since most rates are set by the bargaining process, not the person in the job. “It’s unfortunate we have to even have this debate and legislation that makes it clear that equal pay for equal work is the right thing to do and, thanks to this bill, now it is the law,” Inslee said. 

Bylaws for the Machinists Non-Pillar Political League (MNPL) Local F’s annual Unity Bowl fundraiser will again be held at two locations, in Everett and Federal Way, on Sunday, April 22.

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

“Two locations allows more people to participate closer to home,” said Local F President Terri Myette. Registration costs $50 per person, which includes shoes, lunch and bowling fees, plus a chance at door prizes. Lane sponsors are available for $100. All money collected will go to MNPL, which is the political action arm of the Machinists Union.

For details on the Everett tournament at Glacier Lanes, call Mitchell Christian at (425) 308-6895. For information on the Federal Way tournament at Secoma Lanes, call Trevor White (206) 779-3506 or Jeremy Coty at (253) 350-1516. 

Fun to Spare at Bowling Tourney

Strike up a good time with fun, friends and prizes while raising money for the Machinists Non-Partisan Political League (MNPL). Local F’s annual Unity Bowl fundraiser will again be held at two locations, in Everett and Federal Way, on Sunday, April 22.

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There will be fun to spare…so sign up today!
Local Leaders  
Prepare for Upcoming UPS Negotiations

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

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

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