Benefits provide pathway to promotion

A third shift crew in Renton is thrilled at training they took, which resulted in each of them getting a significant upgrade (at least four labor grades for most) to a new position as a Grade 6 Toolmaker.

What made the upgrades even more exciting is that for most, the promotions occurred within six months of members starting a three-month training program and the training was paid for — thanks to our union contractual education benefits.

These members want to share their experience so others will take advantage of the generous education benefits in our union contract to get into different jobs at Boeing or even train for a new career outside of Boeing.

IAM 751-member Ryan Huertas was the catalyst, who helped spread the word about the three-month training at the Washington Aerospace Training & Research Center (WATRC) after talking to an IAM-Boeing Joint Programs Career Advisor.

“I hired into factory service, but I wanted to get into a Computer Aided Measuring (CAM) lab, which involves photogrammetry since my passion is photography and videography. I asked the CAMs lab manager Bruce Atwood what is the best way to get into a toolmaker job at Boeing? He pointed me to the WATRC center, which is intense training that gives you much quicker results,” said Ryan.

“Being self-motivated is key. After meeting with a career advisor, I immediately signed up for classes, took the Compass test and started school a week later,” Ryan recalled. “The bonus was everything for the training is paid for. I told other factory service attendants about this, and it has been a pathway to promotion for all of us.”

In January of 2016, eight Grade A Factory Service Attendants enrolled in the off-hours WATRC’s Tooling Mechanic Program. IAM Boeing Joint Programs Career Advisors provided a training plan, ERT support and guidance using LTP and EA funding to obtain the Grade 6 toolmaker job. Another member in a Grade 1 position also used these resources as a pathway to a Grade 6 toolmaker job, and one member used it to promote from a Grade 4 mechanic job.

Career Advisors and Education Assistance staff identified and worked through all potential barriers concerning funding issues and school fees to find solutions that ensured their training was covered. In other words, the Career Advisors found a way to say yes.

Ryan advised members to be patient for a toolmaker job to come open once they have completed the training. He had filed ERTs for other jobs and was initially offered a Grade 1 Manufacturing Helper position. He wisely turned it down, and just a week later he was offered a toolmaker job.

“I used to own my own business and took a payout to get in the door,” Ryan said. “Two years later, I’m a Grade 6 working on the planes and gaining production support skills. It was more than simply getting an upgrade for IAM 751-member Amanda Heep, who also hired into Factory Service. “This new position not only advances my career going from a Grade A to a Grade 6, which is a $5 an hour raise; it also allows me to spend more time with my son working third shift rather than second shift,” Amanda said.

“Don’t be intimidated. If you haven’t had toolmaker or mechanical experience, you can learn it in this training program,” Amanda added. “Be sure to ask if your manager will work with you to alter your schedule so you can learn it in this training program.”

IAM 751-member Jackie Shepard praised the Joint Programs Career Advisors. “The advisors encouraged me to take the training and let me know Boeing would be hiring toolmakers.”

“Boeing is a really good avenue to get a promotion to a more challenging job in just a few months,” said IAM 751 member Matt Cox. “If I had only done green lights and the ERT process, it would not be as quick. It was nice to go into a class and learn these skills in a condensed and intense format.”

JACKIE offered good advice. “Once people complete the training, don’t be picky about your location and shift,” she said. “There was another member who had his certification before me, but because he only wanted Everett, he didn’t get upgraded. Once he went back and

Continued on Page 4

Fighting for our members every day

Each day our Union Stewards and Business Reps are fighting to protect members’ rights on the shop floor. The battles may be contractual violations, a pay issue, unjust Corrective Action Memos (CAMs) or simply a matter of fairness.

Proper Pay When on Loan

Recently, Union Steward Nick Powell’s efforts delivered more than $1,700 in back pay for a member who was not paid properly after he was loaned to another shop.

Business Rep Dana Bartman applauded his effort. “Nick did a great job investigating the issue, presenting the facts to HR and insisting they make the pay correct,” said Dana. “Nick continually works hard every day to represent the members and doesn’t back down from an issue when he has the documentation to back up his argument.”

This particular instance involved a member classified as a Grade 6 who was loaned out to a different shop as a new machine performing Grade 9 work.

Boeing to offer voluntary layoff to certain job codes

Boeing notified all of our IAM members on December 21 that they would start another round of voluntary layoffs (VLO) early next year. A list from Boeing of IAM job codes eligible to participate in the VLO is posted on our website (www.iam751.org). An official email will go out on January 11 to those in the impacted classifications with details and deadlines of how to volunteer if interested.

Boeing gave no indication of the number they may approve in the eligible job codes. The skill teams will select members, beginning with those who have the longest seniority, until the number of authorized voluntary layoffs are reached in that job code. Those taking the VLO are eligible for one week of pay for every seven years of company service up to a maximum of 26 weeks, as well as the option to continue medical coverage at the active rate for up to six months (or until covered by another group medical plan).

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Building Better Communities

751 members and their families help at various holiday projects throughout Puget Sound

Happy New Year from the Officers, Business Reps and Staff of District 751

PENDING PROPOSAL

Members at ASC to vote on new contract over the holidays

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VOL. 71  NO. 11     DEC 2016/JAN 2017

District 751
Report From the President

United we will prevail in the challenge of 2017

By JON HOLDEN
District President

The year ahead, 2017, certainly looks to be incredibly challenging for organized labor in general, and our union in particular. This will be a year when the world is watching to see how we can continue to be effective at our work.

The economic recovery that many of us believed happened in 2016, I believe, will give us a blueprint that will help us to rebuild a foundation to withstand the challenges that lie ahead.

Here at District 751, our members are going to have to navigate another round of cuts at Boeing.

We were made aware on Dec. 21 of the Company’s intent to use the voluntary layoff process again. The Company posted which job classifications would be included, but did not share how many in each classification would be impacted.

We know from Boeing’s communication, people eligible for voluntary layoff will receive email invitations to participate in that process on January 11. Members will know if they are included in a voluntary layoff by the end of February, and Boeing will schedule the voluntary layoffs from April 21 through December 15, 2017. That is a very short window to make sure that the people who are impacted know what is happening.

The decision pertaining to when to image on a job a few months after it supposedly occurred, Amanda, Adrian and Spencer each made good points hammering home the fact that there were too many unanswered questions as to who caused damage on a job that had been completed more than two months earlier. Together, they reminded us that there needed to be additional research and investigation.

That persistence paid off. HR not only did additional research, but later admitted there was enough evidence to support the possibility that the damage happened after the original installation process was completed.

The workers involved had years of experience and work well together. The hearing about the damage was also upset. In the long run, the whole thing upset a lot of people, including managers, second levels and team leads who went out of their way to defend the quality work of the two workers.

“People were upset that management can send someone to HR with no documentation and at the last minute HR will investigate it. However, if a member brings up an issue, they have to at least own the case and not just go to get more witnesses before they will consider looking into the matter,” said Amanda.

“In this case, members pulled together and found a needle in the haystack to show that different jobs worked after the fact could have caused the damage to the brackets. There was no real evidence it was caused by these members and enough other potential scenarios that could have been the cause of the damage to get the CAMs pulled.”

Stewards regularly represent members in discipline interviews, asking pertinent questions, talking to co-workers and conducting a parallel investigation rather than simply assuming Boeing’s investigation revealed all the facts. While CAMs are generally non-grievable items unless they result in a loss of pay, our stewards regularly challenge unjust CAMs for a variety of reasons to ensure members’ rights are protected and any discipline is fair, consistent and warranted.

Making It Right – Big or Small

Our Union Stewards investigate every potential contract violation – no matter if it results in thousands of dollars in corrected pay or even less than an hour.

Recently, Union Steward Michelle Dimonette ensured a member was paid for a full eight hours of overtime for a Saturday. A member alerted Michelle that Boeing had only paid 7.8 hours’ overtime for a recent Saturday shift. Michelle approached management and despite seeing that the member had indeed worked eight hours on Saturday, management insisted the 7.8 hours was correct. Michelle didn’t take no for an answer. She then took her argument to HR. After hearing the facts, HR agreed.

As a result of Michelle bringing the matter forward and elevating it to HR, the manager was instructed to adjust the member’s time and our member received the full eight hours overtime pay they deserved.

“This was a good job by Michelle. It is a perfect example to show members that no matter how big or small the contract violation may be, we must strive to ensure the pay is correct,” said Business Rep Spencer Burris. “If Boeing withheld 2 hours pay for all 30,000 members, that is a lot of compensation that should be in the hands of our members. Our job is to make sure Boeing lives up to the contract and pay our members correctly for any and all time worked.”
**Electoral 2016: Unions helped win victories for workers**

By DAVID GROVES
Washington State Labor Council

Washington state’s labor movement led the charge for some historic victories on behalf of working families in the November election, but the stunning election of Donald Trump as President of the United States cast a dark cloud over local celebrations.

Nevertheless, thanks in large part to the efforts of unions, the Evergreen State will:

- Lead the nation in raising its minimum wage to $13.50 over the next four years;
- Allow all workers to earn paid sick leave to care for themselves and their families;
- Establish groundbreaking new protections for hotel workers in Seattle, and
- Make major forward-thinking investments in its mass transit systems in Spokane and the Puget Sound region.

These victories are all good news for working families and promise to boost our state economy now and for future generations.

Voters soundly rejected a labor-opposed initiative to address climate change in a regressive way that would have exacerbated state budget challenges and failed to invest in a just transition to a clean-energy economy. Voters also rejected a disturbing effort by the state’s billionaires and right-wing conservatives to politicize our state Supreme Court.

By wide margins, voters re-elected the vast majority of other labor-endorsed candidates for statewide office. In the 20th Legislative District, voters selected a true progressive, in Rep. Pramila Jayapal, the first Indian-American woman ever elected to Congress.

Efforts to establish pro-worker legislative majorities in both the House and Senate failed, so the status quo of a politically divided State Legislature will continue for two more years. This sets the stage for another contentious legislative session in 2017, as lawmakers struggle to comply with a court order to fully fund public schools.

But overall, there is much to celebrate in Washington state as a result of this election. Keep that in mind as we cast a wary eye toward the other Washington and reeducate ourselves to what has proven successful here: standing together with our community allies to protect and improve living standards for all Washingtonians.

“This is an opportunity to work with our partners to improve living standards for all workers,” Brown said.

**For workers, for families, for Washington state**

representative Washington State Senator Janea Cox.

**Labor hopeful about new president’s trade talk, but is concerned on his stance on key working family issues**

President-elect Trump and the new Republican-dominated Congress represent the greatest threat to working people and their labor unions in decades, labor leaders warn.

However, there’s hope American workers could at last long benefit from having a leader in Washington who is skeptical about current global trade laws – if Trump lives up to his campaign promises.

“We should not forget his track record regarding his own business dealings,” said IAM 751 Legislative Director Larry Brown. “But, we’re going to take him at his word that he’s serious about rebuilding America’s manufacturing base and renegotiating the rules for trade. We, as a labor movement, are also going to do all we can to hold him accountable for the promises he made to voters.

President-elect Trump’s pick for Labor Secretary, fast food chain CEO Andrew Puzder, should alarm everyone who believes workers have a right to good-paying jobs with benefits, Brown said.

“Trump cited Puzder’s record as a job-creator when he nominated him for Labor Secretary,” Brown said. “But this is a guy who has invested heavily in automation to replace people in his hamburger stands because, in his words, ‘machines never take a vacation, they never show up late, there’s never a slip-and-fall, or an age, sex or race discrimination case.’

“Puzder, the current CEO of the company that runs the Carl’s Jr. and Hardee’s fast-food chains, would also be in charge of enforcing federal minimum wage and overtime laws, which could prove difficult given that nearly 60 percent of his company’s 3,600 stores were found to have violated laws against wage and hour after the past eight years.

“It’s hard to imagine that this particular Secretary of Labor would prioritize enforcement of laws that are supposed to protect workers,” Brown said.

Trump also will be able to appoint two new members to the five-member National Labor Relations Board – a agency Trump himself has had run-ins with recently.

Trump himself was accused of violating the federal rights of workers at the Trump-Las Vegas hotel.

Workers there had voted in late 2015 to join the Culinary Workers Union, hoping to negotiate better pay and benefits. Workers at the hotel on average were paid $13 an hour less than workers at unionized Las Vegas hotels. But Trump management team refused to bargain with the union for months, until an 11th-hour agreement on a new contract that headed off a potential legal conflict for the President-elect.

“If he hadn’t agreed to the union contract, Donald Trump would have had a case pending before the NLRA at the same time he would have been appointing people to serve on the board that’s going to rule on his case,” Brown said. “If that wouldn’t have been a conflict of interest, I’m not sure what it is.”

And if Trump appoints NLRA members who side with him against the union in cases like this, it’s hard to see how they’d be supportive of unions in other cases, he continued.

The one bright spot to a Trump presidency, from a labor perspective, would be trade. Trump first got support from working people with his opposition to the Trans Pacific Partnership and his vows to renegotiate the North American Free Trade Agreement on terms more friendly to U.S. manufacturing. This will only be a bright spot if those workers engaged in manufacturing are included in that renegotiation and not left behind.

“Trump has talked about fighting back against companies that move work overseas,” Brown noted. “Of course we’d support that. For decades, American companies have felt free to exploit our jobs. If he’s serious about wanting to reverse that, I know the labor movement would partner with him on that.”

Trump’s campaign promises got him elected, but it’s hard to know whether he’ll keep them, Brown said.

“During the Republican primary elections, candidate Trump went back and forth a couple of times on whether he supported higher minimum wages,” Brown said. “He says he respects unions, but he’s also said he was ‘100 percent behind anti-union laws like ‘right-to-work.’”

And Trump’s Twitter attacks against the union local president at the Carrier plant in Indiana were “troubling to anyone who doesn’t like to see billionaires beat up on ordinary Americans,” Brown said.

“As a Labor Movement, I think we have to hope for the best and prepare for the worst under President Trump,” Brown said. “If he’s serious about renegotiating trade deals with who and keeping manufacturing jobs in America, then we can work with him on those issues. But if his administration attacks unions or tries to lower wage and working standards, we can and will fight back.”

**Lost jobs: 10,000 reasons why we need accountability**

The Boeing Co. had eliminated the jobs of more than 10,000 Washington state residents before it made its Dec. 12 announcement about next year’s 777 production rate cuts, which could lead to more layoffs.

That’s why our union and SPEEA are continuing to push for legislation that would hold Boeing accountable for the way it’s spending its share of the $8.7 billion aerospace tax incentives package that Gov. Inslee signed into law in November 2013.

The new Legislation will meet Jan. 9 to start what is scheduled to be a 120-day session.

New reports from the Washington Department of Revenue show that Boeing received more than half a billion dollars – a total of $530.84 million – in tax breaks in 2014 and 2015. Data on prior years isn’t available, because the disclosure of that information was actually banned under state law until the Legislature enacted a change in 2014.

Yet while the taxpayers paying citizens who have been paying hundreds of millions of dollars each year to Boeing, the company has been cutting its workforce.

Union members at a 2015 rally on the Capitol steps in Olympia.

Between November 2013, when the latest tax incentives became law, and November 2016, Boeing employment statewide fell by 10,702 people.

“Boeing workers who are no longer working at our biggest aerospace company but are still on the hook for paying their full share of the aerospace tax breaks,” said IAM 751
Training gets stewards and managers focused on safety

Recently, IAM-Boeing Joint Programs launched a renewed focus on safety by delivering safety core training for union stewards and managers in Everett. The training will expand to other locations throughout Puget Sound.

In putting together the training, Joint Programs looked for how to get the best results and who to bring together to obtain those results. Safety focuses and safety coordinators aren’t in every shop so the common denominator came down to our union stewards, who are the shop floor leaders.

The training is designed to get managers and union stewards working together on safety related issues, while leveraging stewards as a trusted safety resource for members. By pairing management and stewards in the training, it shows a united front working toward a common goal.

Leadership from both the Union and Boeing helped kick off the training with District 751 President Jon Holden from the Union and Eric Van Avery, Director of Everett Materials Management and Safety Coordinator at Boeing, as the primary presenters.

IAM-751 members Matt Cox and Amanda Heep both started their new toolmaker job the day after their one-year anniversary – the first day they were eligible to move.

Jennifer Cesmat hired in as a Grade 1 Manufacturing Helper and immediately began using her education benefits to train for an upgrade. On her one-year anniversary, she had her ERTs filed and is now a third shift toolmaker in Renton.

Member Brigitte Baker originally hired into the Spokane Boeing plant in 1990; worked 8.5 years at Triumph before getting re-hired at Boeing in Puget Sound as a production mechanic in 2011. She had worked at the Everett plant at Triumph but took the WATR Center training because it was the quickest route back into a toolmaker job. She is now looking at using our educational benefits to pursue a degree at Seattle University.

Several other members working in factory service also completed the WATR Center training and will start their toolmaker jobs in January.

As others hear of all of us getting the toolmaker jobs, they realize it is never too late,” said Ryan. “We want to be the helping hand that encourages others to take advantage of this training. This is about self-motivation.”

Members can contact an IAM-Boeing Joint Programs Career Advisor to learn how to get into this training or other programs by calling 1-800-235-3453.

The process to be considered for a 75506 Toolmaker Job? Boeing Toolmakers are expecting to have a need for more people in this job number soon so there is still a lot of members and safety coordinators afraid to use the SHEAR system for fear of retaliation,” said Tommy. “Our ‘Don’t Fear the SHEAR’ class is designed to help reduce the hesitation in using this well-established, proven system.”

In the class, stewards and managers work together to build an action plan to encourage safety. Joint Programs will follow up 30 days after the class to help with implementation, offer advice or locate required resources.

“This is just the beginning of a renewed focus on safety. Once you have our union stewards and managers partnering on safety, it eliminates the barriers of communication on everything. There is no negative,” said IAM Joint Programs Coordinator Chris Lewis. “After the class, Joint Programs Coordinators will follow up to make sure safety issues are being worked so there is some accountability to ensure issues are discussed and being addressed.”

“By far, the feedback from union stewards and managers who have attended the training has been positive,” said IAM Joint Programs Coordinator Alice Ho. “It’s amazing to see the partnership of the stewards and their managers develop through-out the training. On the last day of class a manager stated, ‘I would have never thought of going to my union steward when it came to safety. Now I know I have a partner when it comes to ensuring the safety of our crews’.”

“The training can be customized based on the organization. We can add or subtract a class based on that group’s needs,” Chris added.

If you have a safety concern or issue in your shop, bring it to the attention of the union steward who can file a SHEAR, contact a member of the Site Safety Committee or find the proper channel to address the issue.

Auburn groundbreaking

On Dec. 1, the Auburn site celebrated the start of construction of its first new building in nearly 25 years. The multi-use facility is dedicated primarily to enhancing the skills of the site’s more than 5,000 employees. The “Workforce Readiness Center” will be a critical piece supporting Auburn’s role in fabricating parts for Boeing airplanes and will be the new home to IAM-Boeing Joint Programs south site.

ERT E-testing now available in Seattle

Beginning in December, the Cert Lab in the 3-801 2 will double as an ERT E-testing location. This service will be available from 2:30 p.m. to 11 p.m. on the second and fourth Wednesday of the month. The lab will have ONLY ERT-E tests available; no hands-on assessments or materials will be located in this lab.

This expands LTD’s ERT services without adding additional staff or hours, plus the lab is in a chemical-free area allowing employees with chemical sensitivities the opportunity to test.

This service was initiated after a meeting with Joint Programs Career Advisors, who conveyed there was a need. Having an E-testing location on East Marginal Way will more conveniently serve IAM employees who would otherwise have to travel to the Renton or Auburn plants to test. It is just another example of Joint Programs working to help members reach their career and education goals.

Contractual education benefits provide pathway to promotion

Juniors, interesting in a Grade 6 Toolmaker Job? Meet with an IAM-Boeing Joint Programs Career Advisor to find out how to make it happen!

Interested in an opportunity to promote or transfer to a 75506 Toolmaker Job? Boeing Toolmakers are expecting to have a need for more people in this job number soon so take action now to make it happen!

The training is designed to address the issue.

If you have a safety concern or issue in your shop, bring it to the attention of the union steward who can file a SHEAR, contact a member of the Site Safety Committee or find the proper channel to address the issue.

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Aerospace supplier settles to avoid trial in union-busting case

A Kent aerospace supply company owned by billionaire Warren Buffett has agreed to a settlement with the National Labor Relations Board in a case that accused company managers of repeated violations of federal labor law.

Continued from Page 3

Lost Boeing jobs: 10,000 reasons why we need accountability

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**SERVICE TO THE COMMUNITY**

District 751 Machinists made the holidays more merry for children in hundreds of low-income families across Puget Sound this year, by taking part in two toy give-aways. On Dec. 20, union volunteers in Everett helped Snohomish County Toys for Tots hand out toys, and on Dec. 21, more volunteers helped distribute stocking stuffers for the Salvation Army’s annual Toy n’ Joy event. In the days leading up to both events, IAM 751 volunteers helped pick up donated toys and deliver them to the distribution sites — all of them doing their part to ensure more children could enjoy the magic of Christmas.

Everett 787 Machinists made one family’s Christmas brighter

After hearing a story about how an old Christmas tree donated to a single mother in Lake Stevens brought her to tears, a group of IAM 751 union stewards and union members from the 787 program on second shift decided to adopt a single mother and her 3 and 5 year old girls for the holidays. Their efforts made sure this family had everything it needed for Christmas. The crew delivered a Christmas tree and all of the lights and decorations, plus cash donations that went towards winter clothes, winter boots, hats and gloves, plus toys, fully stuffed Christmas stockings and a $40 gift card to Fred Meyer to help with Christmas dinner.

This mother later shared that she and her daughters had moved to Washington recently with little to their names in hopes of making a fresh start. Because she had an out-of-state drivers license, that limited the amount of assistance the family could get from local charities. But thanks to kindness and generosity of the Everett Machinists, the she and her girls didn’t have to go without for Christmas. Thanks go to the following stewards and members, who spent the holidays at home with full hearts: Amanda Picard, Adrian Camez, Brad Quast, David Kelley, Jonathan Ross, Derek Gottschalk, Dan Thomaison, Michelle Dimmone, Adam Wagner, Wade Bendon and Kent Metzger.

Filling the Red Kettles

A delegation of District 751 Machinists took part in a union holiday tradition Dec. 2 — bell-ringing for the Salvation Army at Seattle’s Westlake Mall.

Project Homeless Connect: MVPs make a difference in Tacoma

Fourteen volunteers from our union did their part to help homeless people as part of Project Homeless Connect, a semi-annual event that provides basic services, clothing and personal care items to homeless people in Pierce County. At this year’s event, held Oct. 26 at the Tacoma Armory, IAM 751 volunteers handed out used clothing and new toilettry items to an estimated 700 homeless people. The volunteers’ work was important: Advocates for the homeless say there are more than 2,000 people sleeping in their cars or on the street in Pierce County on any given night. That represents a nearly 33-percent increase in the number of homeless people compared to last year, and Pierce County officials describe the situation as a crisis. Photos (Left): George Braun, Sid Murphy, Princie Stewart and Brenda Curray handed out clothing; (middle right) Andy Schier and Jill Saunders hand out clothing; (middle left) Clark Fromong, Lee Verfaillie and Jva Carterman distributed soap, toothpaste and other hygiene items; and (right) Hazel Powers, Andy Schier, Chris Schurr, Verfaillie and Jerry Banks help give away shoes, socks and related accessories.
Giving back: Machinists build better communities

December is one of the busiest months on the calendar for IAM 751 volunteers.

Close to 100 IAM 751 union members, friends and family took part in the 16th annual KING-TV Home Team Harvest food drive to benefit Northwest Harvest, which supplies food banks across Western Washington.

Along with providing the manpower that collected cash and loaded donated food into semi-trailers, the Machinists brought checks totaling $3,400 donated by the Washington Machinists Council, District 751 and our affiliated local lodges --plus another $1,300 in cash collected by stewards in their shops and more than 600 pounds of non-perishable food.

Machinists have been involved with the food drive for 15 of its 16 years.

In addition to the food drive, IAM 751 volunteers:

- Staffed Salvation Army red kettles at Seattle's downtown Westlake Mall;
- Built two wheelchair ramps for families in Puyallup and Tulalip;
- Volunteered as part of Snohomish County Toys for Tots;
- Took part in the Salvation Army's annual Toy & Joy Christmas toy give-away in Seattle;
- Volunteered at the Toy Rescue Mission in Tacoma, Wash., which refurbishes donated used toys so that they're good as new for children of low-income families; and
- Helped feed the homeless at both the Everett Gospel Mission and The Rescue Mission in Tacoma.

“Service to the community is one of the core missions of the IAM,” said District 751 President Jon Holden. “The work done by our stewards, the members of the Machinists Volunteer Program and truly, all of our members who volunteer is a reflection of that. By helping our neighbors, they're making our communities better places to live, and they deserve a big thank-you from all of us for all they do.”
The meeting was called to order by President Jackie Boschk at noon on Nov. 14. John Guevarra led the prayer and President Boschk then led the club in the flag salute and singing of God Bless America.

The regular order of business was suspended and Carl Schwarz introduced the membership who are still working at Boeing. In health care and pension accrual for the December 12th Memorial event for the ‘Everett Massacre’, which included a reenactment of the sailing from Seattle to Everett. The meeting was called to order by President Boschok.

Motion to send up to $700 to provide appreciation gifts to IAM 751 staff for their support to our club and is so move. M/S/P President Boschok added that some of the pictures will be enlarged and put on display at the December Christmas luncheon so people can see and hopefully ID people in the photos.

Motion to spend up to $1,000 for door prizes, party favors and decorations for the December 12 Christmas luncheon and 1 so move. M/S/P

Health and Welfare: Vice President Helen Lowe read the decease report, which encompassed the past few months. A moment of silence was held.

Health & Benefits: Health & Benefits Rep Rod Sigler spoke about changes in health care and pension accrual for members who are still working at Boeing. He also stated his office has been helping a lot of members with their retirement questions. Several retirees attended the 100 year memorial event for the ‘Everett Massacre’, which included a reenactment of the sailing from Seattle to Everett. Continued on Page 10
Holiday spirit at Retirement Club annual luncheon

Hundreds of retirees and their guests filled the 751 Seattle Union Hall the afternoon of Dec. 12 for the Retirement Club’s annual holiday lunch. Those attending were treated to a delicious turkey dinner with all the trimmings complete with pumpkin pie.

Retirees and their guests enjoyed the annual event to kick off the holiday season and many went home with prizes donated from officers and staff. Santa made an appearance.

The Seattle hall was filled for the annual Retirement Christmas lunch on December 12.

A delicious turkey dinner with all the trimmings was served at the event.

Retirees enjoyed the event and visiting with friends.

District Sec-Treasurer Susan Palmer brought holiday greetings.

Leah Schelin brought a "Rosie’s" gift to raffle!

Gary Lasuchek, who is still working, caught up with James Hoague who retired in 2011.

The IAM Constitution requires dues rates be adjusted each January 1 according to a District’s Bylaws. The monthly union dues for District 751 Machinists at Boeing will increase $2.85 to $75.85 a month during 2017.

Under the formula approved by members in 2010, the 2017 dues were calculated at 2.25 times the weighted average hourly earning for bargaining unit employees as of Aug. 31 — excluding bonus pay — plus any IAM Grand Lodge per capita assessment increase.

Sailing into history: Cruise marks Everett Massacre centennial

More than 130 labor activists — including a full delegation of IAM 751 officers and Retirement Club members — took part in a cruise from Seattle to Everett to commemorate the 100th anniversary of the Everett Massacre, which was Nov. 5, 1916.

(Top left:) The steamship Virginia V stood in for the Varona, which carried union supporters from Seattle to Everett on the fateful day in 1916. (Bottom left:) Unlike 100 years ago, when the unionists were greeted with gunfire, activists disembarked peacefully to attend a rally at the Port of Everett. (Top right:) Retirement Club President Jackie Boschok and Ron McGaha dressed in period costume. (Bottom right:) Pam and Tom Lux on deck. Lux is an IAM 751 retiree and president of the Pacific Northwest Labor History Association, which helped organize the cruise and rally in Everett to raise awareness of the event, which was the bloodiest labor clash in state history. At least seven people died and 47 were injured.

2017 IAM Scholarship accepting applications

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

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

Awards to Children of Members are:

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

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

Eligibility for Competition:

Any applicant must be either:

• an IAM member, or

• the son, daughter, stepchild or legally adopted child of an IAM member and be planning to graduate this winter or by the end of the spring 2017 school year (normally a high school senior).

For information on all rules of eligibility or to obtain an application form, visit www.goiam.org and search 2017 IAM Scholarship. NOTE: Completed Application Packets must be postmarked no later than Feb. 24, 2017.

2017 Monthly Dues Rate is $75.85

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For information on all rules of eligibility or to obtain an application form, visit www.goiam.org and search 2017 IAM Scholarship. NOTE: Completed Application Packets must be postmarked no later than Feb. 24, 2017.

Obtain an IAM Scholarship application and guidelines online by visiting www.goiam.org & search 2017 IAM Scholarship or call 301-967-4708 to request an application.

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Thanks for your service

751 Retirement Club
November meeting minutes

December 2016

From the PNHLA Labor History Calendar

AD RULES
Each single ad must be 25 words or less. Use a double space 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 telephone number. Members’ ‘cottage industries’ will be OK in ads, but no commercial ads. When using own paper, include information required on regular ad blank.

Deadline For Next Issue
Jan. 16th

Choice of Venue Burial PLOTS located in Issaquah. Pauldo Lutheran Church, Kinsap County 3800 each, call for info. 360-275-4872

CONDO FOR SALE: 3 bedrooms, 2 ½ bath. 1480 sq ft. $3,500 bonus to use as needed and Boeing Employee gets additional $2,000 bonus. 10 minutes to Everett Boeing Plant, exit 193. Contact Khim at hean.khim@yahoo.com

SPORTING GOODS
“CURT” DELUXE BIKE RACK for 2 bikes (fits 2004 to 2009) Toyota Prius (like new) Paid $324 make offer 206-523-9526

TOOLS
GEARSTREN & SOINS TOOL BOX with many Starrett and other tools. Would work for maintenance machinist or toolroom machinist. Asking $1,250. Payable 253-848-0899

VEHICLES
WANTED any TOYOTA or HONDA with low miles. Have cash. Call 253-839-9169


2012 HONDA CIVIC 4 DOOR — Silver with beige leather interior — new tires — excellent condition — one owner — non-smoker — $6,000 commerntiles $1,000.00 cash. 360-652-3650


2016 PLYMOUTH ACCLAIM, 4 dr, 131K miles. Nice running, strong dependable motor/ transmission. New radial tires, brakes & recent front end alignment. 253-770-2399. $1,500 cash

2004 PLYMOUTH BREEZE, 4 dr, 2016. 200% satisfaction guaranteed, fully Certified. Asking $1,250.00 Puyallup 253-848-0892

1962 PONTIAC GTO hardtop, 1400 lb. axel. 73,000 miles. Have cash. Call 253-839-9169

1994 RANGER and other small trucks. Paid $400 OBO. 253-845-4533 (leave message)

RENTAL
751 AERO MECHANIC
You may already know where you want to spend your retirement years — a small beachfront town, perhaps, or within the heart of your favorite city. But one thing that tends to escape some soon-to-be retirees' minds is what that living space will look like. Do you still need a 3,000-square-foot home with five bedrooms, or would an upscale townhouse better suit your retirement lifestyle? Here are some important considerations for all empty-nesters and retirees when determining whether to downsize in retirement.

Create a long-term downsize plan. You may be ready to move into your retirement digs tomorrow, but in reality, you’ll need to give yourself time to consider the logistics of down sizing before you actually do it, says Donna Peterson, Retirement Income Strategist at Wells Fargo Advisors. In addition to thinking about how, when, and where you’ll live, take note of another transitional step — how much of your current possessions will you bring with you to your new home?

Compare the scenarios that deliver on your down sizing goals. Down sizing is meant to provide a simpler life, fewer financial stresses, and more freedom to live how you choose. For that reason, Peterson recommends evaluating the pros and cons of different home options, such as single-family, townhome, and condominium, based on your objectives for scaling back.

Peterson recommends simulating your options. “Pick out a smaller home in a location that you’d realistically consider buying as a way to estimate actual home ownership costs, such as property taxes, heating bills, maintenance, and any upgrades you may need to do later to accommodate you as you age,” she advises. Then, do the same research on other types of residences, such as condos or townhomes. Think about not only the costs, but also the amount of maintenance, amenities, and location. Also consider what your life will be like in the future and how that will impact how you want to live. For example, will a single-level home be more to your physical abilities in the future?

Ultimately, the point of the comparison exercise is to identify what financial and lifestyle benefits you hope to accomplish by down sizing, so you can choose the option that delivers on your priorities. It may turn out that you value the maintenance-free amenities that a condo affords. Conversely, you might find that a smaller single-family home where you

Think of downsizing?

You’re starting to downsize, a professional concierge moving service can help. Niña Wei ter-Liehr of My Divine Concierge (http://mydivineconcierge.com/) helps clients with the entire downsizing process from start to finish, including guiding them on what items should be thrown out, donated, sold (and how to determine if an item has monetary value), or brought to the new smaller space. Her organization also helps facilitate charitable donations, establish and disconnect utilities, and similar moving needs.

To keep yourself on task, Wei ter-Liehr says to consider your downsized home to be very expensive square footage. “What things are so valuable that they’ve earned a spot in that high-demand space? Surround yourself with the items that bring you the most joy and that you want to see every day.”

Proudly Serving the I.A.M.A.W. for over 25 years.

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• MAY loose VALUE

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Machinists at ASC poised for vote on contract

As the AeroMechanic went to press, Local 86 Machinists who work at ASC Machine Tools in Spokane Valley were set to vote on a proposed three-year contract that would increase wages and allowances for tools and work wear, while maintaining medical and retirement benefits. The union’s negotiating committee was recommending that the workers ratify the contract in a vote that was scheduled for Dec. 27.

“People are very hopeful for the membership,” said Union Steward Rick Coffman, who was part of the negotiating team. Management was “pretty stern in their terms of the tentative agreement, Machinists at ASC would get:

Raises of 2.5 percent in the first year, 2 percent in the second year and 2.5 percent in the third; Increases to the company’s contribution to workers’ 401(k)s, which would go up to $2,500 in the first year, $2,600 in the second year and $2,700 in the third year; and The ability to take cash advances of up to $500 at a time to buy tools, work clothes or boots.

In addition, the company will implement the paid sick leave standard mandated by Initiative 1433, which was approved by Washington voters in November. That will increase the rate at which ASC workers accrue sick leave.

“We’ve got a good deal here,” said Allen Eveland, another union steward who served on the bargaining team. “We got good wage increases for three years and good medical. We got extra allowance for tools, boots and clothing. We got a good 401(k) match. It’s just over all a good contract.”

Our union represents 99 hourly workers at ASC, who build specialized tools and machines used in the metal building, can manufacturing and metal stamping industries worldwide.

IAM 751 Business Rep Steve Warren praised the efforts of the negotiating team.

“I was really impressed with how persistent, educated and professional our negotiating team was,” he said. “If it wasn’t for their persistence, we wouldn’t have got the agreement that we did.”

Union supports workers as Triumph puts plant up for sale

Triumph Composite Systems, Spokane, is going to need skilled and experienced workers to make that equipment churn out parts, and profits.

There are about 500 workers at Triumph, which is the second-largest manufacturing employer in the Spokane area. Of those, about 400 are Machinists Union members.

They are specialists in composites manufacturing, and provide flood panels, environmental control systems, flight deck panels and composite interiors assemblies for Boeing, Airbus and Bombardier aircraft.

This fall, Triumph management announced a new phase of work transfers from Spokane to plants in Mexico.

Negotiating committee members Rick Trumper and Allen Eveland answer questions from Jeff Sautz.