Members Speak Up to Stop Potential Tooling Offload

Because 751-Members were proactive and spoke up to question an engineer who proposed offloading a work package, our talented members in Auburn tooling will continue to do the work.

Our members did more than simply question the reason for possibly sending our work out; they also did the required research.

Credit goes to 751-members David Wyatt and Gary Wilkening who worked together to eliminate excuses for this proposed offload.

Gary was upset that a tool he was building could have a part from an outside vendor and brought the issue to David’s attention. Gary, like our other tooling members, takes great pride in his work and appreciates getting to fabricate a tool from raw material.

David, who was previously a Local C Officer, took an active role in questioning the proposed offload. Rather than consider another material or search for a weld process, the engineer proposed offloading a piece of the tool to an outside supplier because he claimed “there wasn’t a weld process for the material originally used.”

“When I heard there wasn’t a weld process, I asked how do we know that? No one had taken the time to search for it. I learned there were hundreds of weld process documents (many from the 1950’s) scattered in various locations throughout the building. I rounded up the paperwork, reviewed each document and found the weld process we would need to cover that weld using another material,” said David. “Basically, I did the leg work and took away engineering’s excuses for wanting to offload it. We have the skill set to perform the work so it should remain here as a Machinists built tool.”

Management was 100 percent supportive of the effort to keep the work in-house and encouraged David to research the proper weld process and potential material.

Management also has worked to bring additional work into the shop.

David also contacted our IAM Work Transfer Reps in Auburn, Dave Swan and Chris Schorr, as well as Business Rep Jason Chan, for their advice and assistance.

Proposed offload was an l-beam plug for the tooling package, as noted above left.

Members Approve New Contract at Republic Services

The 173 Machinists Union members working for Republic Services at the Roosevelt Unit and Tri-County Unit in Goldendale overwhelmingly ratified a new 4-year contract on Nov. 26.

This agreement builds on the solid foundation of earlier contracts delivering a stronger future for all members. The new contract included General Wage Increases in each year of the agreement, maintained the current health and welfare benefits, added one additional day of vacation, continued to cover full payment of the pension surcharge, and increased premium rates for journeyman operators, truck drivers of self-tippers, lead employees, and a premium for training other employees.

“Our new contract had only improvements with no takeaways. We were able to get some language changed for the better that has needed to be revised for a long time,” said Union Steward Corbin Steader who also served on the union bargaining committee.

“For holidays, members are now paid for their regular shift. Going forward, if you work a 12-hour shift, your holiday pay is 12 hours. Before it was never fair and something that had upset me for a long time. I’m glad we finally got it changed,” said Corbin. “We were also able to lower the probationary period from 24 months to 12 months, which is important.”

“Overall, it is a fair contract,” added Corbin. “Serving on the bargaining committee was an honor for me and I am glad to say that the members voted to ratify it.”

This agreement builds on the solid foundation of earlier contracts delivering a stronger future for all members.

The town halls are a great opportunity to ask questions, engage in candid two-way communication with union leaders, and hear reports on current issues.

We look forward to seeing you at one of the meetings.

There will be three meetings at each location are listed below:

**Town Hall Meetings Jan. 14-16; Your Chance for Candid Two-Way Communication**

Members and retirees are invited to take part in town hall meetings January 14, 15 and 16 (see below for times and locations).

- Members will first hear a state of the shop report, including an update from your local lodge, and hear reports on current issues.
- Members will then be able to ask questions, engage in candid two-way communication with union leaders.
- The town halls are a great opportunity to ask questions, engage in candid two-way communication with union leaders, and hear reports on current issues.
- Town halls provide members a chance for two-way candid communication with union leaders.

**Mark your calendar for the January town hall meetings**

**Tuesday, Jan. 14th**
- Auburn Union Hall
- 201 A St SW
- Three meetings:
  - 6:45 a.m., 11 a.m. and 3:30 p.m.

**Wednesday, Jan. 15th**
- Everett Union Hall
- 8729 Airport Road
- Three meetings:
  - 6:30 a.m., Noon and 3 p.m.

**Thursday, Jan. 16th**
- Renton Union Hall
- 233 Burnett Ave. N.
- Three meetings:
  - 6:30 a.m., 11:30 and 3 p.m.

**Continued on Page 7**
Members Are a Positive Force Now and in the Future

By JON HOLDEN
IAM 751 District President

As we wrap up the year, I want to take a moment to tell you what an honor it is to lead District 751 and represent our members across the state and across Puget Sound. You are the heart of the labor movement. Without your commitment and solidarity, we would not have been able to achieve all that we have over the past year.

Every day we are living up to the motto of the IAM Flag – Justice on the Job and Service to the Community. Our Stewards are the face of our union in your shops, and they work tirelessly to ensure that the contract is enforced, no unjust discipline is issued to our members and readily volunteer their time to build better communities. I want to extend a personal thank you to each and every Union Steward for the work they do each day.

For our members at Boeing, this has been an especially challenging year with the grounding of the 737 MAX. I am proud of our members for their commitment to excellence and willingness to do whatever it takes to ensure a quality and safe product. No matter what challenge is thrown your way, our members step up to the task.

With Boeing announcing they are temporarily suspending production on the 737 MAX line in January, it brings more uncertainty. Scott was able to help another member avoid a potential attendance CAM. “Sometimes it takes that extra effort to look at the facts and discover what actually caused an issue. Scott’s proactive approach prevented unjust discipline for that member, but potentially for others who were using the kit,” said McCabe.

As IAM International President Bob Martinez noted, the IAM has repeatedly said to win the support of the IAM, the USMCA must make fundamental changes to NAFTA in order to protect workers in the aerospace sector and other manufacturing sectors to Mexico. These changes must include robust labor standards, effective enforcement and stronger rules of origin that do not leave major sectors of manufacturing.

Since NAFTA was enacted over 25 years ago, the U.S. aerospace sector alone has lost more than 40,000 jobs to Mexico, many of these were IAM-represented aerospace jobs. The flawed rules of origin continue to exclude aerospace and other manufacturing sectors with no real explanation for why.

Because the IAM doesn’t believe the USMCA will curtail the outsourcing of aerospace jobs, we currently don’t have any part of the Buy American challenge. Changing our buying habits is only the first step in accomplishing the goals that were promised to workers. USMCA must make fundamental changes to the current trade agreement.

As IAM International President Bob Martinez noted, the IAM has repeatedly said to win the support of the IAM, the USMCA must make fundamental changes to NAFTA in order to protect workers in the aerospace sector and other manufacturing sectors to Mexico. These changes must include robust labor standards, effective enforcement and stronger rules of origin that do not leave major sectors of manufacturing.

Since NAFTA was enacted over 25 years ago, the U.S. aerospace sector alone has lost more than 40,000 jobs to Mexico, many of these were IAM-represented aerospace jobs. The flawed rules of origin continue to exclude aerospace and other manufacturing sectors with no real explanation for why.

Because the IAM doesn’t believe the USMCA will curtail the outsourcing of aerospace jobs, we currently don’t have any part of the Buy American challenge. Changing our buying habits is only the first step in accomplishing the goals that were promised to workers. USMCA must make fundamental changes to the current trade agreement.

As IAM International President Bob Martinez noted, the IAM has repeatedly said to win the support of the IAM, the USMCA must make fundamental changes to NAFTA in order to protect workers in the aerospace sector and other manufacturing sectors to Mexico. These changes must include robust labor standards, effective enforcement and stronger rules of origin that do not leave major sectors of manufacturing.

Since NAFTA was enacted over 25 years ago, the U.S. aerospace sector alone has lost more than 40,000 jobs to Mexico, many of these were IAM-represented aerospace jobs. The flawed rules of origin continue to exclude aerospace and other manufacturing sectors with no real explanation for why.

Because the IAM doesn’t believe the USMCA will curtail the outsourcing of aerospace jobs, we currently don’t have any part of the Buy American challenge. Changing our buying habits is only the first step in accomplishing the goals that were promised to workers. USMCA must make fundamental changes to the current trade agreement.

As IAM International President Bob Martinez noted, the IAM has repeatedly said to win the support of the IAM, the USMCA must make fundamental changes to NAFTA in order to protect workers in the aerospace sector and other manufacturing sectors to Mexico. These changes must include robust labor standards, effective enforcement and stronger rules of origin that do not leave major sectors of manufacturing.

Since NAFTA was enacted over 25 years ago, the U.S. aerospace sector alone has lost more than 40,000 jobs to Mexico, many of these were IAM-represented aerospace jobs. The flawed rules of origin continue to exclude aerospace and other manufacturing sectors with no real explanation for why.

Because the IAM doesn’t believe the USMCA will curtail the outsourcing of aerospace jobs, we currently don’t have any part of the Buy American challenge. Changing our buying habits is only the first step in accomplishing the goals that were promised to workers. USMCA must make fundamental changes to the current trade agreement.
Steward Ensures Unjust Attendance CAM is Removed

Recently, when an overzealous manager incorrectly issued a Corrective Action Memo (CAM) for attendance, Union Steward Kenny Paine Jr. worked to get it reversed for member Meagan Coombs.

“It was nice to have the backing of my union and an advocate to ensure this was corrected,” said Meagan who hired into Boeing in February of 2018.

Meagan knew to ask for a Union Steward when she was called into the meeting with management. Management insisted on issuing an attendance CAM for what they claimed were two unexcused absences in 60 days. At the time the CAM was issued, Meagan told Management she had applied with FMLA, but it hadn't been approved yet.

Kenny argued the Company should delay issuing the CAM until a determination was made regarding the member's FMLA. However, it fell on deaf ears. Kenny then made it his mission to overturn the CAM.

In addition, the manager also misinformed Meagan that she wasn't allowed to use vacation in lieu of sick leave. This was another point Kenny was quick to clear up.

“Some members still don’t know that vacation in lieu of sick leave is available to all 751 members needing to cover their time regardless of if they have an attendance infraction. This was a result of Union discussions and was announced in May of 2018,” said Kenny.

“Stewards received this information and regularly educate managers and HR about this change that provides more options for our members to cover their time.”

Normally a manager would check leave services before issuing a CAM. I’m glad Kenny was there to ensure the unjust CAM was removed,” said Business Rep Rich McCabe.

“Kenny does a great job representing and educating the members, as well as enforcing the contract. Other senior members in the shop appreciated the importance of early preparation and the tremendous power our members have when they stand united toward a goal,” McCabe added.

Despite having all the documentation, the second level insisted it was an unexcused absence that would have to be covered with Medically Documented Absence (MDA) hours and was removed,” said Business Rep Paul Veltkamp.

“Kenny does a great job representing our members and educating managers.”

“We have many old school managers who try to convince our newer members whatever they say must be true. Members should know their rights and ALWAYS ask for a Steward because the manager’s information is not always correct, and they are definitely not looking out for your best interests,” said Kenny.

“It’s very important that members track all of their absences to ensure that the Company is accurate and they aren’t impacted by attendance violations,” said Kenny, who also got email verification on the correct FMLA coding and confirmed the CAM was removed from her file.

Knowledge is power so educate yourself on language and options surrounding attendance to avoid getting unnecessary corrective action. Whether it is a contract violation or battling unjust discipline, documentation is key to take notes and keep copies of emails or other documents.

Steward Prevents Unjust Discipline on 16.10(d)

Quick action from Union Steward Ariel McKenzie, with assistance from Business Rep Jason Chan, ensured a second level manager in Auburn was not able to incorrectly code a member’s absence to count against his attendance.

The member came into work on a Wednesday very sick because he had no benefits to cover his time. He tried to work his shift, but his manager gave him permission to leave work and visit a medical provider.

The member immediately went to his doctor as directed and got a note that he was to return to work on Friday.

On Friday, he returned to work with the doctor’s letter and went to Boeing medical, who after an evaluation noted he was medically unable to work and advised him to see his doctor again. He didn’t want to lose his job, so he still had a double ear and sinus infection, accompanied by a high fever and got a note to return to work Monday.

The member provided all the necessary documentation and followed the instructions to ensure 16.10(d) applied when he returned on Monday. Even though his first line manager felt it should not count against his attendance, the second level insisted it was an unexcused absence that would have to be covered with Medically Documented Absence (MDA) or unexcused (UXA).

Ariel then attempted to educate the second level on the 16.10(d) MOA and included the Boeing PowerPoint for managers and HR that clearly supported the position this did not count against our member’s attendance. In fact, the PowerPoint went so far to note: “Manager’s Action: Exceed the above scenario using exception code COM in ETS if the employee provided proof of medical care to Boeing Medical, other Boeing designated process or to the manager upon return to work.”

Despite having all the documentation, the second level refused to correctly code the absence for this member. Business Rep Chan elevated it to his HR counterpart, who responded “We will allow it this time.”

Jason was quick to note, this will be allowed EVERY time since it is part of the MOA the Company signed.

The member appreciated having our Union to advocate and ensure when he was so sick, he would not be facing an attendance infraction for following agreed upon contractual procedures.

INFO TO KNOW ON ATTENDANCE

Clarifications on attendance members should know:

• 6.10(b) - Vacation in lieu of sick leave - Vacation in lieu of sick leave option is available to everyone regardless of previous attendance discipline. Also expanded use of vacation in lieu of sick leave to include reasons in our contract and state law.

16.10(d) Medical care that unavoidably occurs during working hours - Any injury or illness that causes you to leave work and get medical care during working hours on the SAME DAY is an excused absence. For 16.10(d) to apply, you must be at work, get manager approval to leave work to obtain medical care that unavoidably occurs during working hours and bring proof of medical care the day you return. Note: Using 16.10(d) does not count against MDA hours and is available regardless of available benefit coverage.

How to Set Up Your ISF Payroll Deduction!

You will need your bank routing number and account number. Then decide the designated amount per paycheck ($50 every paycheck would accumulate to more than $6,000 by contract expiration).

From a computer at work at:

• Access WorkLife
• Select “My Paycheck”
• Select “View/Change Your Direct Deposit”
• Select “Add Account”

From Home www.boeing.com:

• Top Right Select “Employee/Retiree”
• Select “WORKLIFE”
• Select “ACCESS WORKLIFE NOW” under the WORKLIFE FROM HOME option
• Enter your BENMSID and Worklife Password and select “Login”
• Select “My Paycheck”
• Select “View/Change Your Direct Deposit”
• Select “Add Account”

Business Rep Jason Chan thanks Ariel McKenzie for ensuring a member did not receive an attendance infraction after using 16.10(d).
When the Association of Community College Trustees (ACCT) convened its 50th anniversary leadership conference, District 751 representatives made sure to leave an impression and help trustees from other colleges around the country see unions in a different light. Our 751 representatives took part in a panel discussion to promote labor as a strategic partner in public advocacy. For many of the trustees attending the conference, this was the first interaction with labor unions in a college setting and an opportunity to learn how they can partner with labor at their colleges.

IAM District 751 had four representatives: District 751 Sec-Treasurer Susan Palmer (also a Trustee at Renton Technical College), 751 Legislative & Political Director Chelsea Mason (who serves as Trustee on the Green River College Technical Colleges), 751 Retiree Jackie Boschk (who serves as Trustee on the Green River College Board), and 751 Retiree Tom Lux (who serves as Trustee for Shoreline Community College). At the 2017 ACCT conference, Susan and Jackie attended an anti-union workshop and realized a new workshop was needed to present unions in a different light. They partnered with other trustees to put together a pro-union workshop to educate trustees and college presidents on how beneficial it can be to work with unions and hosted an initial workshop in 2018.

This year our four 751 reps, along with Beth Thew (Trustee Community Colleges of Spokane) and Mark Martinez (Trustee at Clover Park Technical College), presented “Labor as a Strategic Partner in Public Advocacy” workshop. The workshop told how unions advocate for colleges and are valuable partners. With industry, apprenticeship, and workforce expertise, unions bring an important perspective to governing and advisory boards and in college classrooms. Labor can also be a powerful tool to help shape public policy and increase funding in support of community and technical colleges. They noted in Washington State unions have tremendous impact on the community and technical colleges since state law requires a labor trustee to serve on technical college boards and a labor rep to serve on the State Board for Community and Technical Colleges.

“The response to our workshop was overwhelmingly positive,” said Palmer. “We are now working to create labor caucuses within ACCT as a new constituency group. That way labor trustees around the country will have a network to help each other to learn best practices.”

**IAM-BOEING JOINT PROGRAMS**

Wilson and Lether Honored for Commitment to Safety

At the annual IAM-Boeing Joint Programs year-end luncheon, two 751 members were recognized with the special awards for their extraordinary commitment to safety in the workplace. Each has worked decades to make the workplace safer on a number of fronts. The first recipient, Tommy Wilson has been a leader in safety for decades at 751, and received a special recognition achievement award. Tommy spent 10 years as the District Safety Coordinator while also serving as a Business Rep before taking a job at IAM-Boeing Joint Programs in 2016. He also spent years on the Site Safety Committee when he was in the shop.

Recently, Tommy has stepped up to coordinate safety procedures and processes for our members working at the Moses Lake facility. Because Moses Lake is not a standard factory, there are additional challenges that must be addressed.

“As co-Director, Tommy is expected to support Joint Programs, but he goes well beyond that. He has done so much to help our membership and ensure the workplace is safe. His priority has always been ensuring that our members go home in the same condition as they arrived at work. We truly appreciate all his contributions to support this partnership and his leadership at Joint Programs,” said IAM-Boeing Joint Programs Executive Director Mark Clark.

The Ambassador Award was presented to long-time Everett Union Steward Gregg Lether. Gregg has been a part of the Everett Site Safety Committee for almost 10 years. During that time, Gregg has shown his leadership and his commitment for the better of IAM members and The Boeing Company.

Gregg resides on the shop floor by the IAM members and management for his problem-solving abilities and for always searching for a common solution. Gregg also has the respect of the safety professionals at Boeing for his work on numerous Incident Review Boards (IRBs) and state inspections. Gregg brings a professional and objective approach to issues.

Gregg is a regular instructor of Joint Programs Everett classes and continues to respond to emergency situations that arise on the shop floor.

“Gregg noted, “I love doing accident investigation and we have accomplished a lot. Without the support of everyone in this room, none of this would happen. Safety remains at the forefront and a passion of mine, and I look forward to continuing to help resolve safety issues.”

**Challenge Test Available to ERT to Toolmaker Position**

Thanks to collaboration between the IAM-Boeing Joint Programs and the toolmaking team, our members no longer have to transfer to a toolmaker job now have the additional option of a challenge test that is available in both Everett and Auburn.

Until recently, the only way to file an Employee Requested Transfer (ERT) for the 75506 Toolmaker C job was to complete the Aerospace Manufacturing Core and Aerospace Manufacturing Tooling Mechanic certificate programs at the Washington Aerospace Training & Research Center (WATR Center) in Everett. Successful completion of this intense training would turn a member’s lights green for the job so they could file an ERT. Because the WATR center training is a full-time curriculum, five days a week and our members work full time (and often overtime), completing this training was challenging and left them doing something else – especially if a member lived in the south end. That has changed!

IAM members who have good mechanical aptitude to assemble, build, read blueprints, specs and follow instructions, can take the new 16-hour challenge test rather than the 12-week WATR Center certificate training.

Members living in the south end have another option: a new Toolmaking Technology certificate at Bates Technical College in Tacoma. The Bates program is a 15 credit, one quarter certificate program with classes three hours a day Monday-Friday, which also includes online training.

Employees will have two attempts to successfully complete the challenge test. If they are not successful after two attempts they will have to enroll in the WATR center or Bates Technical College training in order to get their green lights turned on.

Members can sign up for the toolmaker challenge test or toolmaker training at Bates or the WATR Center through a Career Advisor by calling 1-800-235-3453.

751-member Joe Cobb is one member who has successfully passed the intensive tooling challenge test. “Because I work at the Renton plant, it would have been very difficult to attend the WATR center training in Everett. When I heard about the Tool Maker Challenge test, I worked with career advisor Rebecca Menaux to sign up. It was a challenging 16-hour test but I believed my skills from past experiences in fabrication and modifying tools made me a good candidate. I completed and passed the Tool Maker Challenge test, and have filed my ERT.”

**Challenge Test Available to ERT to Toolmaker Position**

**Joint Programs Coordinator Prince Steward** (r) congratulates Joe Cobb, who successfully passed the 16-hour Toolmaker challenge test.
**751 Veterans Committee Takes Part in Auburn Parade**

District 751’s Veterans Committee proudly marched in the Veteran’s Day parade in Auburn on Saturday, November 9.

Nearly 30 of our veterans marched proudly down Main Street in Auburn wearing IAM Veteran t-shirts and union jackets and carrying the IAM Veteran’s banner, as well as flags from the five branches of military service. Three of our newest members with only a few months here took part in the parade and were proud to spend a day bonding with other union members and veterans. Our two Machinists Union vans flanked the walkers.

Twice during the parade our committee was called out as veterans who now build and fabricate Boeing airplanes that are part of the military hardware they once operated while serving the U.S. military in their particular branch.

If you are a veteran and an IAM member, be sure to fill out our IAM Veteran form by visiting www.iam751.org/veterans for the online form.

---

**Members at JBLM Approve Bridge Agreement with Dyncorp**

When Dyncorp International won the bid as the flight contractor at JBLM, IAM 751 jumped into action to secure a bridge agreement that protects our members’ wages and benefits. Our Union’s proactive efforts ensured we maintained everything achieved in the previous negotiations, along with several other improvements.

The previous contractor was PAE and M1 Support Services.

Through the bridge agreement, we:

- Maintained the 3 percent General Wage Increase previously negotiated for April 6, 2020.
- Increased Sick leave carryover to 56 hours (up from previous 40 hours).
- In place of the IAM National Pension Plan, we were able to secure a $2,000 lump sum payment into the Dyncorp International Savings Plan upon ratification. Going forward through the life of the bridge agreement, members will receive $1.75 per hour into the Dyncorp International Savings Plan. Effective Dec. 1, 2020, members will receive $2.75 per hour for all hours paid up to 80 hours in a pay period into the Dyncorp International Savings Plan.

During negotiations we were able to evaluate the health care plans and secure lower monthly premiums for comparable benefits while also maintaining the opt out payment at previous levels.

Members voted to approve the bridge agreement on Nov. 6. This agreement covers more than 100 members who work on military helicopters at JBLM and workers who provide supply support.

Special thanks to our bargaining committee members Jon Holden, Patrick Bertucci, Spencer Thal, Mike Springer, and Kevin Dittoe for the extra effort to protect our members at JBLM.

Kevin Dittoe (l) and Mike Springer count the ballots on the bridge agreement on Nov. 6.
Machinists Volunteers Visible Throughout the State

751 volunteers were visible throughout the state building better communities through various community service projects. Our volunteers built wheelchair ramps in Tacoma, Gold Bar and Spokane. Volunteers helped with HomeTeam Harvest food collection throughout Puget Sound on Dec. 7, as well as continuing to prepare and serve meals at the Tacoma Mission. A one day turkey drive resulted in many turkeys for both the Tacoma Mission and Everett food bank. The Human Rights Committee toiletry drive also provided more than 90 gift bags for the Providence Regina House in the SouthPark neighborhood.

Volunteers helped with HomeTeam Harvest food collection throughout Puget Sound on Dec. 7, as well as continuing to prepare and serve meals at the Tacoma Mission. A one day turkey drive resulted in many turkeys for both the Tacoma Mission and Everett food bank. The Human Rights Committee toiletry drive also provided more than 90 gift bags for the Providence Regina House in the SouthPark neighborhood.
Holiday Help in Our Region

In December, 751 volunteers stepped up to help with annual holiday events. Our volunteers helped collect and sort ‘Toys for Tots’ donations in Snohomish County. Our volunteers also did toy collection for the Salvation Army’s Toy N Joy event and then were on hand to help with the distribution of toys to area families at CenturyLink Event Center. Our volunteers served as elves/personal shoppers to help pick out toys for area children.


Helping with the Toys for Tots Snohomish collection: L to R: Jeremy Wise, Shane Schneider, Don Yetter, Scott Kreider.

Helping with the Salvation Army Toy N Joy event. Left: Lee Verfaille, Larry Hagen and Chris Black.


Members Speak Up to Stop Potential Tooling Offload

Continued from Page 1 in keeping the work in-house. “In this shop, we fabricate from scratch using raw materials. It was insulting to have one or two small pieces come in from an outside source to install on my tool,” said Gary. “We weren’t talking a subassembly part, but part of the structure of the tool this shop was asked to build so it was important that we build it.”

In addition to keeping this work in-house, the BR&T engineers will now catalog and digitize all weld process paperwork. This will allow anyone in Puget Sound to easily search existing weld processes.

In this instance, the work package proposed for offloading involved machining an I-beam plug for the tool, grinding it to fit, then having Operating Engineers (who are Boeing employees) weld the part.

It is up to each of us as members to protect our jobs, which means speaking up or letting your Steward know about a situation or potential offload so we take action to keep the work here. No one will care about our jobs and our work like we do. It is important to question even small pieces of a bigger work package being offloaded because it can add up and eventually eliminate an hourly job,” said Business Rep Jason Chan. “I want to thank David and Gary for speaking up and ensuring this work stays in the capable hands of our members.”

“We are potentially reworking 9 more LH and RH units of this tool for the 737 program,” said Gary. “Everyone now understands the process and has the documents to perform their part of the work. This set precedence that it is our work so we won’t have to fight this battle in the future.”

Washington State Paid Family & Medical Leave

The new law requires employer and employee premiums. The new Washington State Paid Family and Medical Leave Act (PFMLA) took effect in January of this year. Employees and employers covered by the law began paying premiums in 2019. The premium is 0.4% of wages, and the law allows employers to deduct 63.33% of the premium from employee’s pay with the remainder being paid by the employer. Covered employees can then begin taking paid family and medical leave in 2020.

Local E Jan. 1 Meetings Moved to January 7, 2020

Because of the New Year’s Day holiday, please note Local 751-E January meetings have moved from Wednesday, January 1 to Tuesday, January 7 at 11 a.m. and 5:30 p.m. at the Seattle Union Hall (9135 15th Pl. S.).

Covered employees can then begin taking paid family and medical leave in 2020. FMLA protections from discipline still exist for IAM members. As the new PFMLA provisions come into effect in January of 2020, the old Washington State FMLA law will expire. However, the federal FMLA law remains in effect and continues to apply for all Machinist-represented employees at Boeing. Therefore, IAM members will still be protected by the FMLA when it comes to the Company’s application of its attendance standards. In addition, the Boeing policy that allows additional protected leave time for continuous pregnancy disability will remain in effect. Boeing has not indicated any intent to change this policy, but if it did, we would have the right to demand bargaining about any changes. Machinist members are also protected by the federal and state disability discrimination laws, and these that may require additional leave time when such leave constitutes a reasonable accommodation.

If you have an issue or concern about your right to take needed FMLA leave, please contact your business representative.
Retirement News

Luncheon Kicks Off the Season

Retirees and their guests filled the Seattle Union Hall for a festive luncheon to kick off the holiday season on Monday, Dec. 9. Those attending were treated to a delicious turkey dinner with all the trimmings, including dessert. Retirees had a chance to catch up with old friends, make new friends and get an update on union activities. District 751 President Jon Holden welcomed the crowd and thanked them for their service to building our union. The event was also an opportunity to honor long-time members who had continuous service milestones of 55+ years or more (see February Aero for complete list of 50+ service award recipients).

District 751 Retiree Carl Schwartz (center) was honored with the Senior Advocate Champion Award for his lifetime of efforts to help workers and seniors. Presenting the award WSARA President Jackie Boschok (l) and Ron McGaha (r). He began his introduction by saying that he first met Carl as his Business Representative nearly 50 years ago when Ron was a newly appointed IAM Shop Steward in the Everett Boeing plant. He noted that Carl has been an activist his whole life. While he retired from Boeing in 1995, he didn’t retire from being an activist. Just three years after being hired by Boeing in 1960, Carl was elected as IAM Local 751F President. He went on to serve as Business Representative from 1970 until 1972. The infamous ‘Boeing Bust’ saw many thousands of members laid-off at that time. This resulted in thousands of members laid-off at that time. This resulted in Carl returning to his quality assurance job in the factory. Continued on Page 9

Schwartz Honored as Senior Champion

751 Retiree Carl Schwartz was honored at the 2019 Washington State Alliance for Retired Americans (WSARA) Senior Champion Awards Luncheon on November 12. Carl received the Senior Advocate Champion Award to recognize decades of retiree activism and for continually providing a strong political voice for seniors.

Carl gave an eloquent review of his lengthy participation with IAM District 751 as a union leader, and Legislative Committee member. He has also been a long-time Democratic Party state leader. Carl provided many stories of using his political connections with state legislators and members of Congress to help workers and retirees.

Carl is also well known for writing articles to our Union newspaper, frequent letters to the editor and as a prolific author of resolutions (see the February Aero Mechanic for complete list of 50+ service award recipients).
Schwartz Honored as Senior Champion

He was elected in 1999 to the Washington State Electoral College and on Dec. 18, 2000 cast his ballot in Olympia for Al Gore for President. He has been a long serving Democratic Party

member of the Alliance for Retired Americans since its founding and attended multiple national and state meetings of the Alliance for Retired Americans. He has lobbied on senior issues at both the state and federal level.

Carl is a prolific writer. He is well known for writing articles for our union newsletter, letters to elected officials and frequent letters to the editor. He is the “go to guy” when you want to submit a resolution.

It was fitting that he be honored for his lifelong commitment and steadfast support of senior issues.

He is the “go to guy” when you want to submit a resolution. He was elected in 1999 to the Washington State Electoral College and on Dec. 18, 2000 cast his ballot in Olympia for Al Gore for President.

Carl is a prolific writer. He is well known for writing articles for our union newsletter, letters to elected officials and frequent letters to the editor. He is the “go to guy” when you want to submit a resolution.

It was fitting that he be honored for his lifelong commitment and steadfast support of senior issues. He continues to be passionate about politics and his union — a true advocate and champion of our issues!

2020 IAM Scholarship Now 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. They are granted for a specific period from one to four years leading to a bachelor’s degree or a two-year vocational/technical certification.

Awards to Children of Members are:

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

Eligibility for Competition

Any applicant must be either:

• an IAM member, or

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

Child of a Member Applicant—

• Must have one living parent with two years of continuous good-standing membership up to and including the closing date of Feb. 21, 2020.

• Must be planning to graduate during the winter or by the end of the spring 2020 school year (i.e., normally a high school senior);

• Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;

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

For information on all rules of eligibility or to obtain an application form, visit www.goiam.org/iamscholarship. NOTE: Completed Application Packets must be postmarked no later than Feb. 21, 2020.

Local C Hold ‘Em Poker and Slot Tournament to Benefit Guide Dogs of America — Saturday, January 11, 2020

Local C’s Guide Dogs of America Hold ‘Em Tournament promises to be a fun deal on Saturday, January 11, at the Muckleshoot Casino in Auburn. Registration starts at Noon; Tournament begins at 1 p.m. Registration is $100 per player. There will be a payout to the top 10 players at the final table. All proceeds from the tournament go to Guide Dogs of America.

Free Online College for IAM Members and Their Family

Our union offers a Free College Benefit to ALL Machinists Union members, retirees and their families. Currently, this online college allows you and your family members to earn an associate degree free of charge from Eastern Gateway Community College. The two year degree is transferable to a four-year degree. This free benefit is open to members in good standing, retirees and their families (defined as spouse, children, stepchildren, children-in-law, grandchildren, parents and even siblings). Potential students’ membership will be verified by the union.


The program is now enrolling for spring classes starting January 13, 2020. To talk with union represented assistants, call 888-590-9099.

Get Started on Your College Degree.

Take a look at this exciting program and take advantage today to help grow your career. To learn more or enroll visit: freecollege.goiam.org.

To learn more or enroll visit: freecollege.goiam.org.
FINANCIAL SENSE: Your Estate Planning Checklist: 10 Documents to Get Started

If you’ve been dragging your feet when it comes to estate planning, you aren’t alone. According to a 2017 survey by Caring.com*, nearly six out of 10 American adults lack even basic estate-planning documents. Even if you’ve put some documents together, are you sure you have what you need?

“Anyone who has assets needs to get organized and engage in estate planning for the benefit of those they leave behind,” says John F. Padberg, Planning & Life Events Specialist at Wells Fargo Advisors. “While each person has unique circumstances to plan for, there are some key documents that can form the foundation for most estate plans.”

The 10 documents outlined here can serve as that base set. Six of the 10 are best kept as signed hard copies; the remaining four can be stored digitally (if you wish).

Signed documents to safeguard as hard copies:

1. **Will.** This important set of instructions directs assets that you own individually (with no beneficiary designation), can designate a guardian for minors, and appoints an executor to administer your estate after you pass. You may opt to send copies to certain interested individuals, but keep the signed original in a secure place, like a safe deposit box, that’s known to people who will need access to it, such as an executor or close family members.

2. **Power of attorney (POA) for financial matters.** This POA names someone you trust as the person to help manage your financial affairs. It could be structured to become effective at the time you sign it or could be triggered to take effect upon becoming incapacitated.

3. **Durable power of attorney for healthcare.** This POA appoints an agent to make medical decisions for you if you can’t make them yourself.

4. **Health Insurance Portability and Accountability Act (HIPAA) release authorization.** As a stand-alone document or as part of other documents, such as a durable POA for healthcare, this privacy-related document allows you to explicitly declare who should have access to your important medical information.

5. **Living will.** Also called an advance directive, these instructions dictate your wishes about prolonging your life in cases like a terminal illness or if you’re in a permanent incapacitated state.

6. **Revocable living trust.** Like a will, this document also directs how your assets will pass to your beneficiaries, but it may be funded during your lifetime and can provide for incapacity planning, as well. A revocable trust can provide some benefits that you wouldn’t typically get with a will, with more privacy and without the costs and hassle of probate court.

Documents that you can keep in a digital format:

7. **Current net worth statement.** This list all of your assets and liabilities and what they’re worth. You could even include how various assets are titled. A net worth statement can be a big help in the process of getting organized, reveal the true scope of your estate, and provide your advisors with a very useful tool as they work to put together a customized plan for you. It can also save your successors significant work in figuring out all that you have. Keep this document updated so that it reflects current information about all of your accounts, real estate, liabilities, and other items.

8. **List of professional advisors.** Includes contact information for important advisors, such as your financial advisor, attorney, CPA, insurance agents, and doctors.

9. **Medical condition record.** This is an informal way to let your trusted agent know about your health status when there’s a need.

10. **A guide to these documents (both physical and digital).** Those you’ll leave behind will appreciate a simple catalog of all the estate-planning documents you’ve prepared and their locations so they can find them without hassle.

“This list is a good place to start, especially for those who haven’t prepared any estate-planning documents at all,” Padberg says. “But remember that each plan is different, and there certainly could be a need for other items, especially as the level of planning gets more sophisticated.”

With the assistance of your financial advisor and estate-planning attorney, you can get a basic estate plan put in place, and, as appropriate, discuss other strategies for preserving wealth. A financial advisor can talk you through options that can save you time and money when you sit down with an attorney. One final important tip: Set a time on your calendar for a regular review to keep all these documents up to date.


Trust services available through banking and trust affiliates in addition to non-affiliated companies of Wells Fargo Advisors. Wells Fargo Advisors and its affiliates do not provide legal or tax advice. Any estate plan should be reviewed by an attorney who specializes in estate planning and is licensed to practice law in your state.

Delivering the Green for Guide Dogs and & MNPL


Local A Trapshoot raised $3,977 for MNPL. L to R: Susan Palmer, Paul Schubert, Levi Wilson, Derek Gottschalk and Jon Holden.


Local C Officers recently presented checks from their two 2019 fundraisers that delivered $9,230 for Guide Dogs of America and $16,162.65 for MNPL. L to R: Ken Oppers, Jim McKenzie, Susan Palmer, Donny Donovant, John Coolidge, Joe Bathl, Chad Baker, Shari Boggs, Patrick White, Mike Hill, Chris Schorr, John Lopez, Fran Moran, Jon Holden.

Scott Wealth Management Group of Wells Fargo Advisors

Proudly Serving the I.A.M.A.W. for over 30 years. This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group in Portland, OR at 1-800-923-6399 or www.scottwealthmgmt.com. Investments in securities and insurance products are:

• NOT FDIC-INSURED
• NOT BANK-GUARANTEED
• MAY LOSE VALUE

Wells Fargo Advisors is a trade name used by Wells Fargo Clearing Services, LLC, Member SIPC, a registered broker-dealer and non-bank affiliate of Wells Fargo & Company. ©2018 Wells Fargo Clearing Services, LLC. All rights reserved. 1018-00881
Members Approve New Contract at Pexco Aerospace

More than 150 Machinists working at Pexco Aerospace ratified a new five-year contract on November 12. The agreement offered improvements in various areas of the contract—with no takeaways.

“I think it was a fair contract all the way around. It had many improvements and built on what we already had,” said Jeremiah Yharte, a Union Steward who served on the bargaining committee. “For the most part, people are happy. The only thing people didn’t like really was waiting five years for the next round of bargaining.”

Under the terms of the new contract, workers:

• Receive a respectable general wage increase each year of the contract.
• Improvements in overtime language so non-worked holidays and vacation hours are considered hours worked for overtime calculations.
• Increased Company match for the defined contribution retirement plan to 50 percent of contributions up to the first 6 percent (previously 6 percent).
• Improvements to vacation—previously vacation did not increase above 80 hours until a member was in their 10th year. Now members receive an additional 48 hours in year six, and increases in two other seniority bands with most senior members eligible to earn an additional 46 hours of vacation.
• Held the line on health care—no rate increases for 2020. Premiums increases cannot exceed 10 percent annually.
• Increased shift differential by 20 cents an hour.
• Increased lead pay by 10 cents an hour.
• Increased safety shoe allowance to $125 per year (previously $100).
• 8 hours of additional sick leave.

These talented members manufacture structural aircraft interior components and other extrusion parts for construction and aerospace manufacturing. “These members were united from the beginning of the process nearly a year in advance through the ratification vote. They continued to speak with one voice to management in conveying their top issues, and that solidarity resulted in a better contract going forward,” said Business Rep Steve Warren. “Our members can learn from this. When they stand together with their peers, they get a contract that is good for everyone.”

Thanks to the following who served on the bargaining committee: Steve Warren, Chris Powers, Jerry Phillips, Benjamin Schlaich, Brett Travis, Jeremiah Yharte.

Members Approve New Contract at Republic Services

Continued from Page 1 — committee was definitely an eye-opening experience and a lot more work than people think. I have a better understanding of how the Company operates and can sleep at night knowing we got the best we could from the Company for our members.”

“Our members were active and engaged all year providing input and feedback and demonstrating to the Company their solidarity made a difference in what we were able to obtain at the bargaining table,” said Chris Powers, 751 Staff Assistant who served on the bargaining committee.

These members in the Roosevelt unit not only dispose of waste that comes from the entire West Coast, but ensure the methane gas created by the decomposing trash is turned into electricity.

Members vote on by the end of the year.

In December, our Negotiation Committee met multiple times with the Company to discuss both economic and non-economic issues.

“As a membership, you have demonstrated solidarity and unity throughout this process. That message is more powerful than anything we can say at the bargaining table. Your strength is what gives your negotiating committee the ability to bargain with leverage on your behalf,” said Business Rep Steve Warren, who serves on the negotiating committee along with Allen Eveland and Rick Coffman.

Members at ASC sent a strong message to management on Dec. 11 with a 100% strike sanction vote—showing they are united!