Back Pay Corrects Progression Error

The value of union membership was evident to 751-member Brigitte Baker as she recently received nearly $2,900 in back pay to correct an error in her progression to maximum pay, thanks to assistance from Business Rep Rich McCabe.

After seeing an article in the Union paper urging members to check their work history and documentation after they change jobs to ensure their progression is correct, she began to wonder if her progression steps were accurate.

She looked over her history, did some calculations and discerned there was a mistake. Rather than trying to cut through the red tape on her own to get it resolved through TotalAccess, she called Business Rep Rich McCabe.

Rich looked it over and agreed that it looked like there was an error. He forwarded the information to his counterpart at Boeing and asked them to audit her progression records. The Company confirmed Brigitte’s progressions were reflected incorrectly and she should have reached the maximum rate approximately 19 months earlier since she had maxed out in progression years earlier in that job.

Boeing corrected the error, revised her work history and delivered the nearly $2,900 back pay in the next paycheck.

Brigitte maintains a long history with Boeing that has involved many different jobs. She originally hired into the Boeing Spokane plant in 1990. When the facility was sold in 2003 to Triumph Composite Systems, Inc., she had completed her progression steps.

In 2011, she relocated to Puget Sound after accepting a grade 4 Assembler Installer job to get back on with Boeing.

“I’m very thankful for our union’s help in attending to it. When this issue arose, it was nice to know that I had an advocate working for me,” said Brigitte. “I am extremely appreciative for my work at Boeing and am honored to have forged a wonderful career here.”

After returning to Boeing in 2011, Brigitte requested the assistance of IAM/Boeing Joint Programs Career Advisor, John House to utilize the ERT system. He also helped navigate the processes of the Education Assistance Office, Joint Programs QTTP, and Learning Together Program, where she earned certification through the Tool Maker program at Renton.

IAM Reps Stop Proposed Offload in Reclamation

When Boeing suggested offloading work from our reclamation shop in Auburn, our IAM Auburn Work Transfer Reps Chris Schorr and Dave Swan jumped into action.

Thanks to their vocal, proactive efforts that also involved our work transfer reps from Everett and Renton, our members will continue to do this work. The united effort paid off and the potential offload was cancelled.

Management initiated the work transfer proposal by claiming it was a “sound” business case to send this work to a vendor. However, when pressed to provide financials, the evidence for the case was never provided.

Recognizing the value our members bring in sorting and recycling these vast materials, our IAM work transfer reps launched their own investigation to propose an alternative to keep the work in-house. Part of the solution was to provide adequate staffing (by adding two additional heads to the crew) so there would be a better flow of work with the sorting and processing to increase the volume of work and revenue produced.

The two members, who were added to Auburn reclamation, appreciated the opportunity to transfer to reclamation and remain on the Boeing payroll under their union contract. Both worked decades as IAM Work Transfer Reps Dave Swan (far left) and Chris Schorr (far right) talk with 751-member members working in Auburn reclamation Jim Ricks, Debra Thornton, and Danus Sabatka, to brainstorm ideas to keep work in-house. After adding two additional heads to the crew, they were able to exponentially increase the volume of material processed in their shop to increase profits for Boeing.

Sick Leave Accrual Corrected

Keeping a watchful eye on your pay and benefits is always a good idea. By doing this, Everett Union Steward Matt Landry discusses the importance of ensuring Boeing is accurately accruing sick leave for our members under the new state law.

As a Steward, Matt regularly works to get issues corrected for members. He was surprised when reviewing his paycheck stub in TotalAccess to see his sick leave accrual was incorrect. The issue arose after he had received his contractual 40 hours of sick leave, and then under the new state law he should have accrued one hour of sick leave for every 40 hours worked.

However, he noticed he was only accruing .7 hours for every 40 hours worked. After he got the issue corrected, he realized he was probably not the only member to face this issue. He felt it was important to alert other members to ensure they are accruing sick leave accurately.

“Members need to be proactive to protect their interests and review their paycheck stubs every pay period,” said Business Rep Paul Veltkamp. “Simply trusting that everything is correct is a mistake. Check the hours paid, sick leave and vacation balance and your progression step. If a mistake is made, contact your Union Steward for help in resolving it. The Union is your advocate and we are here to help.”

The passage of I-1433 last year, which our union supported, is the reason IAM 751 members working at Boeing accrue additional sick leave above the 40 contractual hours starting in 2018. The February 2018 Aero Mechanic paper explained the various scenarios for how additional sick leave will accrue since Boeing accrues sick leave on a member’s anniversary date rather than the calendar year; therefore, the first year’s accrual is a bit more complicated.

Sick Leave Accrual Corrected Continued on Page 6
Report From the President

Active on Many Fronts to Make Us Stronger

By JON HOLDEN
IAM 751 District President

First, I want to invite all members to retirees and their families to attend our Membership Appreciation Fair on Saturday, June 23 at the Evergreen Fairgrounds in Monroe and the Puyallup Fairgrounds.

In recent months, we have had more workers from different employers approach us for help in gaining union representation and rights on the job. It is encouraging that even though Corporate America tells workers you don’t need representation, more workers are realizing the benefits of union membership and how it can change the balance of power.

With more workers reaching out for representation, I am pleased to report that we have added Jason Chan to our organizing department. Jason has been a leader in Local A and our District and has led many community projects our union is involved in. He speaks from the heart on how union membership has changed his life for the better and will be effective at helping others gain union representation, which makes us all stronger.

Workers at UTC Landing Gear, who have served on the District Council, our Union Business Representatives, and our District Lodge 751, have been tireless volunteers on our behalf. They have served as stewards and working on behalf of our members, helping others gain union representation, helping them to live a better life for the better and will be effective at helping others gain union representation.

Jason Chan joined the 751 Organizing/Unionizing Department in May to bring the benefits of union membership to more workers in our region.

In May, District 751 added another member to our organizing department to help with the needs to bring the benefits of union membership to additional workers in our state. We are proud to welcome Jason Chan to this full-time position.

Jason joined into Boeing in the Renton wingline and quickly became a shop floor leader, serving as steward and working his way up through Local A officer ranks to the position of President, which he has held the past 15 months. In addition, he has served on the District Council, our union’s governing body, and was elected District Vice President in 2017.

Jason is very excited to serve as one of two IAM Work Transfer Reps in Renton, proposing alternatives to keep work at Boeing in the hands of our members.

He has been a tireless volunteer on community service and organizing drives. He also became actively involved in the Asian Pacific American Labor Alliance (APALA) the past four years and was appointed to their National Executive Board last year, as well as serving as APALA’s rep on the King County Labor Council Executive Board.

“I’m honored for the chance to bring union benefits to more workers in our communities. I’m excited to embark on this new endeavor to continue learning and serving the membership in a new capacity,” said Jason. “My family and I would not have the life we enjoy without the IAM. I want to provide those opportunities to others as an organizer and help bring the union advantage to workers throughout our region.”

Free College for You & Your Family

Your union is now offering a Free College Benefit to Machinists Union Members 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 degree is transferable to a four-year degree and the program is hoping to expand to a four-year degree in the fall of 2018.

This free benefit is open to members in good standing, retirees and their families (defined as spouse, children, step children, children-in-law, dependents and grandchildren). Potential students’ membership will be verified by the union.

To talk with union represented assistants, call 888-590-9090.

Free College for You & Your Family

Your union is now offering a Free College Benefit to Machinists Union Members and their families. Currently, this online college allows you and your family members to earn a two-year degree free of charge from Eastern Gateway Community College. The degree is transferable to a four-year degree and the program is hoping to expand to a four-year degree in the fall of 2018.

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Back Pay Corrects Progression Error

Continued from Page 1

Technical College to turn her “lights green” for promotion to a grade 6 Tool Maker job that she had held years earlier.

Every member should print out and keep a copy of their work history. In addition, keep copies of emails from management about e-classification, move memos, etc. in addition to your work history. If you find a discrepancy in your work history or progression, contact your Union Steward or Business Rep for help in getting it corrected.

Verify Your Work History/ Progression at Boeing

Log into TotalAccess

Go to Profile—open menu

Click “My Boeing Profile”

Under Employee Summary & Service History

Click view my employee history

Print out a copy of your work history for your records. You should receive progression increases every 6 months until a total of 12 increases are received for that labor grade (6 years). If something appears to be wrong, contact your Union Steward.

To learn more or enroll visit: freecollege.iam.org

751 AERO MECHANIC
June 2018
IAM 751 Member Appreciation Day
Saturday, June 23 - 10 a.m. to 7 p.m.

Puyallup Fairgrounds & Evergreen State Fairgrounds Monroe

IAM 751 Member Appreciation Day is our union’s way to say “Thank You” to our members, retirees and their families. Mark your calendar and plan to turn out for a day of fun.

Watch for a mailing in early June to your home address that will include your ticket to fun.

The only cost will be games of chance, food and beverages – or you may bring a picnic lunch. There are two locations (Puyallup Fairgrounds and Monroe Fairgrounds), so choose the one most convenient to you and join us for a day of fun. Gates open at 10 a.m. and close at 7 p.m.

- For Puyallup Fairgrounds, park in the yellow or red lot and enter through the marked gates to obtain Machinists’ wristbands.
- For Puyallup Fairgrounds, park in the green, purple or orange lots (west side of ground) and enter through the purple gate (no wristband required at Puyallup location).

IAM Discount Night at the Races
IAM Members and their families will receive a $6 discount on June 23rd at Evergreen Speedway in Monroe for the Western Round Up Race Night. Show their IAM fair event bracelet to get tickets for $10 (Kids 10 and under are FREE). This will be an action-packed night of all-4 cylinder racing with drivers coming from 5 U.S. States and Canadian Providences. Drivers will battle it out on the oval track and includes some exciting figure 8 racing. The night is full of family fun entertainment. Gates open at 4 pm with racing at 6 pm.

Nothing Was a Gift – COLA at Boeing

Cost-of-living Adjustments (COLA) are an important part of the economic package of our contract with Boeing. COLA is designed to help protect your paycheck from losing ground to inflation. Without COLA, if our pay stays the same when prices rise for essentials, our standard of living and purchasing power would be less.

The value of the quarterly COLA, even when it is only a few pennies in a quarter, is significant to our base wage over time. Currently, $16.13 of the base wage is a result of quarterly COLA payments being folded into our base rates. (This is a conservative estimate using lowest COLA paid in 1983-1985 contract when it was paid as a percentage rather than the same cents per hour for all labor grades)

In summary, currently throughout a given year any positive generated COLA is paid as an “additive” to your base rate, like shift differentials. COLA will be paid above the base rate between each September at which time any positive COLA is then folded in and becomes part of the base rate. COLA not yet folded into the base rate may increase or decrease as the cost of living CPI index fluctuates between annual fold ins. However, it is important to understand that COLA can only increase the base rate each September. Because of our contract, any negative COLA cannot ever reduce the base rate.

One thing is certain, nothing we have was a gift from the Company. Every word and clause was hard fought with solidarity from those who came before us. Each contract is a building block for a stronger future. This feature shows the value of contractual COLA and how the language has evolved.

COLA Through the Years

| Year | Contract | COLA Language
|------|----------|----------------|
| 1963 | Contract | COLA first negotiated in the contract as a yearly payment. COLA was capped at no more than 3¢ per hour. COLA formula generated 1¢ for every 4 point change in CPI.
| 1971 | Contract | COLA was uncapped.
| 1983 | Contract | Rather than a flat rate cents per hour, the 1983 contract had a 3 percent prepaid COLA each October. Prepaid COLA each year varied depending on your labor grade from 29¢ for grade 1 to 47¢ for grade 11. Each year of that contract.
| 1989 - To Now | COLA formula revised to current language of 1¢ for every 0.75 change in CPI.

Over the last 55 years, our COLA language at Boeing has resulted in $16.13 of your current base rate.

*Consumer Price Index

COLA Formula at Boeing Generates 17¢ Effective June 1

Effective June 1, 2018, a 17 cent cost-of-living adjustment (COLA) will be added to the hourly wage rate for IAM members at Boeing. The 17 cents was generated for the quarter February, March and April 2018. COLA is generated quarterly under the IAM contract and is based on the federal government’s Consumer Price Index.

Showing their solidarity, members at UTC Landing Gear voted 100 percent to authorize strike sanction. Business Rep Greg Campos explains the negotiation process and next steps.

Strong Solidarity at UTC

On Friday, May 18, members from UTC Landing Gear in Everett showed their solidarity. These members, who voted for union representation on March 23, turned out in force for a union meeting to help formulate a first contract proposal.

Just as important as their input on proposals and identifying issues, these members are united in their goal of securing a contract. Members voted unanimously to authorize Strike Sanction. This impressive 100 percent vote sends a strong message to the company that these members are united and support their negotiating committee.

Chief of Staff Richard Jackson, Business Rep Greg Campos, and Staff Attorney Spencer Thal explained the negotiation process and laid out a timeline of events and activities leading up to a first contract.

Union leaders then talked about recent survey results and had open discussion on potential contract language for a first proposal – getting membership feedback and additional input to ensure our initial proposal will reflect the issues important to those working at UTC Landing Gear.

Members also selected Adrian Perez and Robert Neamtiu to be their union stewards and shop floor rep in negotiations.
751’s Voices Heard at IAM Legislative Conference

IAM members from across the country joined together in Washington, DC in May to meet legislators and advocate for working people. "Our message for every elected official is simple: represent the people who make this country move," IAM International President Bob Martinez said as a part of his opening remarks for the 2018 Legislative Conference. “The most important part of this Legislative Conference will be the conversations our members have on Capitol Hill. We have to let every elected official know that the Machinists will fight for our families, our union and all working people.”

District 751 delegates did just that visiting nearly every Washington Congressional office with a message asking for support for worker and senior issues. Delegates included District 751 President Jon Holden, 751 Sec-Treasurer Susan Palmer, 751 Political Director Larry Brown, Jim McKenize, Chris Schorr, Jason Chan, Terri Myette, Don Donovan, Derek Gottschalk, Adrian Camenz, John Kussy, Guerdon Ellis, Roy Wilkinson, Bill Langlois, Gary Naple, Charles Casmat, Denise Strike and Allen Eveland.

“Being in our nation’s capitol with hundreds of my fellow Machinists brothers and sisters inspired me and gave me hope for the future,” said Local F delegate Charles Cesmat. “It has never been more important for union members to stay politically active and engaged. With this blatant anti-worker agenda, I’m proud that the Machinists Union is standing united and fighting for our future!”

At the conference, Martinez discussed trade, strengthening Buy America laws, retirement security, protecting federal employees, right-to-work-for-less and more issues facing working people and IAM members.

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In conjunction with the IAM Legislative Conference, some 751 delegates attended a press conference with the Senate and House sponsors of the Workplace Democracy Act. U.S. Senator Bernie Sanders (I-VT) and U.S. Representative Mark Pocan (D-WI) introduced the Workplace Democracy Act legislation, a bill that would strengthen the middle class by restoring workers’ rights to bargain for better wages, benefits and working conditions.

“The Workplace Democracy Act will restore the right of every American to join together in a union—whether you live in Vermont, Wisconsin, North Carolina or Texas,” said Machinists Union International President Robert Martinez.

Continued on Page 5

District 751 Leads the P.A.C. in MNPL Contributions

District 751 and its affiliated lodges continue to win impressive honors for contributions to the Machinists Non-Partisan Political League (MNPL). MNPL serves as the Union’s political action committee (P.A.C.).

District 751 again finished first in the District Lodge total contribution category with $324,625.28 in 2017. Washington State also came out on top in total contributions for the state competition with $402,319.04.

Among local lodges, District 751 affiliates again swept the top three spots. Local A took first with $137,331.25; Local F followed in second with $85,201.79; and Local C earned third place with $83,635.64. Local C also took second in percentage of sponsoring members with an impressive 11 percent, followed closely by Local F who earned second place with 9 percent.

751 raises money for MNPL through various methods. The most successful method is through the dues checkoff - where members sign a payroll deduction card and have $1 or more per month deducted for MNPL. Remember: The more members who participate, the stronger our voice in the political arena. Each member should be proud of these accomplishments, which demonstrate our members understand the importance of political action.

751 received many of the MNPL awards for 2017 contributions. L to R: GVP Gary Allen, 751 Political Director Larry Brown, Int’l Sec-Treasurer Dora Cervantes, 751 Sec-Treasurer Susan Palmer, 751 Dist. President Jon Holden, 751 Chief of Staff Richard Jackson, IAM International President Bob Martinez, and Western Territory GLR Steve Cooper.

39 Machinists delegates spent an entire Saturday on May 19 representing District 751 at the Washington State Labor Council’s (WSLC) Committee on Political Education (COPE) endorsing convention. The COPE convention is when labor determines which candidates will receive endorsements. COPE is comprised of delegates from all of the affiliated AFL-CIO unions. The work done at the convention is the capstone to months of preparation with candidates filling out questionnaires, voting records evaluated and interviews conducted. County central labor councils from across the state conduct the interviews and make recommendations to COPE.

The delegates at COPE spend the morning listening to candidates’ speeches. Then the hall is cleared for speeches. Then the hall is cleared for the morning listening to candidates’ speeches. The delegates then consider additional endorsements at the WSLC’s Constitutional Convention, which will be July 17-19 at the Coast Wenatchee Hotel and Convention Center.
VRC’s and Career Advisors: A Resource to Rely On

751 members working at Boeing enjoy many benefits, which typically are not available to employees in other companies. In addition to the ability to earn living wages, with great health and benefits packages, members have opportunities to advance their careers, and/or move into different jobs through the Employee Requested Transfer process (ERT). This process is available to all hourly employees who are looking to make a change for themselves. Yet, it sometimes becomes a necessity to consider a transfer, when an employee experiences a physical or environmental restriction.

By working with IAM-Boeing Joint Programs, Career Advisors and Vocational Rehabilitation Counselors (VRC), many members have been able to turn their lights green to make upward or lateral moves into a better job that can significantly lengthen their careers.

Recently, VRC Cody Harrington worked with 751-member Pedro Aliaga after he suffered an on-the-job injury. When Pedro returned from a medical leave of absence, medical restrictions prevented him from performing all the physical demands of his job as an Intank Sealer. He found himself assigned to light duty. While these restrictions were temporary, both Pedro and Cody were concerned that similar injuries might continue to occur if he returned permanently to his job as an Intank Sealer.

He took a proactive approach and while working in a light duty capacity, Pedro began meeting with Career Advisor Stephanie Blochhaus to work on turning his lights green to qualify for other jobs. He had met with Stephanie years earlier to explore other potential jobs within Boeing and had taken classes over the years, but he now had a more urgent need to transfer to another job. Pedro was determined to have choices if returning to his previous job wasn’t the best option.

“The key is being proactive rather than reactive. People choose their own destiny,” said Pedro. “I didn’t want to be facing medical layoff because of medical restrictions. I took advantage of everything they offered me.”

Vocational Rehabilitation Counselor Cody Harrington (r) congratulates Pedro Aliaga, who worked hard to turn his lights green and transfer to a 61003 Materials Management Specialist B job so he wouldn’t get re-injured.

- taking many Saturday classes. I also took many challenge tests based on my experience at Boeing to turn my lights green faster.”

When Cody met with Pedro several months later for a final light duty meeting, he had been accepted into a new position as a 61003 Materials Management Specialist B. The new job was a better fit with his restrictions and didn’t have the same physical requirements as the sealer job.

“Upon having it reviewed by VRC’s and Career Advisors for advice and guidance through the ERT process. Working my new job at the end of the day, I have fewer aches and pains. It is a better job for me at this time in my life,” said Pedro.

Pedro offered good advice. “Tell others on extended light duty or who are seeing their bodies break down from these very physical jobs, don’t wait for Boeing to find you another job. Start working on a different job now so you have more options for the future.”

He added, “Every member should consider utilizing the ERT process and talk to a career advisor, whether it is to explore moving into a higher-paid job, into a role better suited for your medical restrictions or body mechanics, or even just to find a position you truly enjoy. Take control of your future.”

To schedule a meeting with a Career Advisor or VRC, call 1-800-235-3453.

Montalvo Recognized for Lifesaving Effort

751 member Art Montalvo never takes a vacation from caring.

He spent 25 years working for Boeing security and fire protection before he transferred to an hourly job in Nov. 2014. In his years working Boeing security, he had numerous opportunities to make a difference as a first responder and took a variety of training classes.

Recently, his years of training were invaluable during his vacation to Hawaii. While he and his wife were at their hotel pool, they saw a man carrying an unconscious boy. He had rescued from the bottom of the pool.

Recognizing the gravity of the situation and understanding time is of the essence, Art and two others who had medical training stepped in to help. The three worked on the boy for 10-15 minutes until emergency crews got there to take over. The medics, who arrived on the scene, emphasized the actions of the three individuals saved the boy’s life and, just as important, prevented possible brain damage.

While Art is quick to downplay his efforts and shy away from recognition, our union wanted to thank him for his selfless action that helped save a young boy. Business Rep Robley Evans and Union Steward Rob Eagleson presented Art with a certificate of appreciation and union visibility items for his heroic efforts.

“I was one of three individuals who helped save the boy. It was a real team effort,” said Art. “My main goal was to ensure he lived and didn’t have brain damage. I was very happy when I heard he was out of the hospital with no brain damage.”

751’s Voices Heard at IAM Legislative Conference

Continued from Page 4

Jr. speaking at the press event. “Unions strengthen democracy. Unions mean freedom and a better life for our families...for our children’s families!”

“We must no longer tolerate CEOs and managers who intimidate, threaten or fire pro-union workers, who threaten to move plants to China if their workers vote in favor of a union, and who refuse to negotiate a first contract with workers who have voted to join unions,” U.S. Senator Bernie Sanders said. “If we are serious about reducing income and wealth inequality and rebuilding the middle class, we have got to substantially increase the number of union jobs in this country.”

The conference ensured that 751’s voice is being heard in our nation’s capital and our elected officials are aware of our stance on issues important to workers and seniors.

751 delegates Gary Naple and Terr Myette took part in a press conference to announce the Workplace Democracy Act.

Interested in a 31606, 34107 or 59007 job code? Meet with an IAM-Boeing Joint Programs Career Advisor to Learn How to Make It Happen!

Interested in an opportunity to promote or transfer to a 31606, 34107 or 59007 job code? Boeing informed us they believe they have an increased need for qualified individuals to fill these positions.

In addition, Boeing has streamlined the ERT requirements for numerous jobs, including these.

59007 Inspector Integral Fuel Cell

In this position, you will work on composite/metal wings and perform inspection of various tasks to build and attach major wing assemblies. These tasks include an inspection of the following: structural components/ sub-assemblies, electrical, hydraulic, and mechanical systems using airplane diagnostic systems and electrical/ decorative systems and/or ERT based test equipment. You will be required to have knowledge of all aircraft systems and required test equipment. Technicians will be working on a “live” aircraft and will be exposed to airplane and facilities hazardous energy levels (e.g., electricity, fluid and gaseous pressure, noise, etc.).

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

NOTE: BE AWARE OF HOW AN UPGRADE IMPACTS PROGRESSION

If you are considering applying for an upgrade while still in progression, talk to a Union Representative about how an upgrade will impact your progression. If you are in progression and accept a promotion, you are not allowed to carry progression earned in the lower graded job into the progression for the higher graded job – meaning you could wind up in a new 6 year progression to maximum pay. We are not trying to discourage anyone from pursuing an upgrade, but just trying to make you aware of how your seniority progression to max pay is impacted by accepting a promotion.
Rewards Dental; Two South End Offices – A Union Dental Option

Union members have an option to visit a union dental office with Rewards Dental located in Burien and Kent. Employees at the two dental offices are represented by UFCW 21.

Rewards Dental has been in business six years and wanted to extend special offers to fellow union members who decide to utilize their services either a:

- Free Oral B electric toothbrush and a $20 Fred Meyer gift card OR get started with braces for $99 and a free initial consult.

“We wanted to provide affordable dental care to families in the south end. UFCW members asked me to reach out to other unions so I wanted to invite 751 members to enjoy the benefits of visiting Rewards Dental,” said Avinash Gupta, CEO of Rewards Dental.

Rewards Dental also wanted to educate members on the importance of regular dental checkups. This month we take a look at dental fillings.

Dental Fillings

The Centers for Disease Control and Prevention released statistics on the high prevalence of dental cavities among U.S. adults, and the numbers are sobering.

- Ninety-one percent of Americans over 20 have had cavities at some point in their lives.
- Notably, the agency reports that 27 percent have had cavities at some point in their lives.

Cavities are usually discovered during routine dental appointments, but they can sometimes offer indicators at home, such as:

- Pain when chewing or biting
- Sensitivity to hot, cold or sweets
- Visible dark spots
- A particularly rough tooth

Only your dentist can detect whether you have a cavity that needs to be filled. During a checkup, your dentist will use a small mirror to examine the surfaces of each tooth. Anything that looks abnormal will then be closely checked with special instruments. Your dentist may also X-ray your entire mouth or a section of it. The type of treatment your dentist chooses will depend on the extent of damage caused by decay.

Let’s take a look at the dental filling process and what you might expect if you need dental fillings.

Step 1 - The dentist will first ensure that you remain comfortable during the filling procedure by using a local anesthetic. The anesthetic will prevent you from feeling pain during the procedure.

Step 2 - After the cavity site is numbed, the dentist will prepare your mouth for the filling procedure. Depending on the location of the cavity, your dentist may choose to use a rubber dam or bite block to help you keep your mouth open more comfortably.

Step 3 - At this point, it’s time for your dentist to remove the decay from your tooth. Because of the numbness, you should not feel any discomfort during this process.

A high-volume suction tool is used at the same time to help remove water and debris from your tooth. A lower-volume suction tool is also used to get rid of excess saliva and to prevent you from swallowing any additional debris.

Step 4 - After the decay is removed, the dentist will fill in the space left behind with the filling material. One of the most popular forms of dental fillings is tooth colored composite fillings. Tooth-colored composites are designed to mimic the natural look of your teeth and can easily and effectively be placed within your mouth to eradicate a cavity. Composite fillings are mercury-free and can be made to naturally mimic the color of your teeth.

The Cost of Avoiding a Filling

If the decay is not removed from the tooth, it will progress and cause further damage. It could result in the need for a bigger filling. If the decay advances even further, it will reach your root and the nerve of your tooth. This not only causes an infection in the root of your tooth, it also typically results in severe pain. At this point you will need a root canal to eliminate your infection and preserve your tooth.

If a dental infection is left untreated, it can potentially spread to other teeth and even other areas of your body. It may also get to the point where your tooth cannot be saved, resulting in the need for an extraction. Most patients would rather have a less invasive filling early on rather than to wait and have to endure a root canal or extraction.
Union Advantage Visible Every Day for 751 Member Luizane Chiv

Getting hired at Boeing and becoming a Machinists Union member was a turning point in life for 751-member Luizane Chiv. Because of the impact this had on her life, Luizane is excited to share her experience with other new hires and senior members so they too can recognize the tremendous value that comes with union membership in the IAM.

“I am happy to pay union dues for what I get in return,” said Luizane, who is still in progression at Boeing and has not yet reached the maximum pay rate for her labor grade. “I only have to look at my bank account and my savings for retirement to see what a difference a union job can make.”

Prior to hiring into Boeing five years ago, Luizane worked at a local non-union aerospace company for nearly 15 years. Her job was literally a one-woman show. She was tasked with purchasing, receiving, inventory, issuing parts, dealing with customers overseas and in the U.S., and working closely with engineers and managers. The pressure from management to complete her work often had her stay on her own time and work for free. In addition, she paid much more for her health care with fewer benefits, had no voice on the job and struggled to get by. As managers pushed her to do more, she continued to take on more until she herniated disk 4 and 5 in her back lifting heavy boxes and literally laid on the floor calling for help. Half her body was paralyzed and to this day she still walks with a limp – a permanent reminder of the price of a non-union job. But what was her repayment for more than 14 years of dedication? “I only have to look at my bank account and my savings for retirement to see what a difference a union job can make.”

Another member provided good advice when she hired in: put 20 percent in your Roth IRA and save an extra $200 a month for a strike fund. She needed the advice and now five years later, she continues to contribute to her VIP each paycheck – making sure to maximize Boeing’s matching contribution.

But the difference between a union and non-union job goes beyond money and benefits. It is also about rights on the job. “If a member believes the work puts them in imminent danger, they have a right to stop work until the danger is resolved. That means so much,” said Luizane. “Also if a manager, HR or security asks to meet with you, always ask for a Steward. You have a right to have an advocate there to ensure that discipline is fair and consistent and to ask clarifying questions. It is reassuring to know you are not on your own.”

Luizane stepped up to become a Union Steward three years ago to help others and educate them on their rights and benefits. This has become her passion. She has also stepped up to serve as an officer in her local lodge, as well as volunteering to help on organizing drives to bring the benefits of union representation to other workplaces. She regularly reaches out to new members and tells them their rights and benefits. She notes that new hires often get a COLA raise after just hiring in and progression increases every six months.

She also reaches out to others who may have a language barrier when English isn’t their native language which could make them more hesitant to ask questions. They help them feel more comfortable and answers questions about our contract and our union.

“If English isn’t your native language, be sure you have a steward with you and ask questions if you don’t understand,” she added. “I have an app on my phone that translates Boeing unique terms into other languages so members can understand the question so they can give an accurate answer.”

If a member complains about paying union dues, Luizane is quick with an answer.

“Paying dues is not a burden, but it’s a privilege of membership. Paying dues shows our commitment for what we have. Paying dues teaches your children that freedom isn’t free. Paying dues is a privilege and an example of a responsible person,” said Luizane. “Paying dues gives you a sense of pride and dignity; you’re not just a number. Paying dues is not meant to be a complaint but an accomplishment.”

“In life, we are all going to pay our dues one way or the other. I hope we do it out of the willingness of our heart rather than because we are forced to. The benefits of union membership pay off long into the future for the next generation and are something we can all be proud of. We are all the union and are stronger when we all step up and get involved,” Luizane added.

Machinists Helping Hands Visible

Machinists volunteers continued to help in our communities with a variety of projects in May ranging from a road clean-up in Auburn, to preparing and serving meals at area missions, sorting food at Northwest Harvest Warehouse, assisting with Youth & Family Wellness Fair in Everett, Letter Carriers’ Food Drive and collecting tons of peanut butter for area food banks to ensure children get protein during the summer months. If you would like to get involved, visit www.iam751.org and click on the calendar for a list of events or email kaymo@iam751.org to be added to the email list.

Steward Coordinator Ed Lutgen delivered peanut butter collected during the drive in the south end to the Emergency Food Network.

Right: Paul Richards shows part of the peanut butter collected in Everett. Paul Richards continued to push hard for collections that resulted in 907 jars of peanut butter. He was even able to convince Elizabeth Land, Vice President of the Everett site, to contribute cash to the cause to buy additional jars.

Photo above and right: John Allen and Cliff Bakla prepare and serve breakfast at the Everett Mission on two different weekends.

NOTE: Carter Woldbain was also volunteering but took the photos.
Family and friends struck up a good time at the annual Local F Unity Bowl on April 22. The Machinists Non-Partisan Political League (MNPL) was rolling in the money from tournaments that took place at Secoma Lanes in Federal Way and Glacier Lanes in Everett. The event brought in $16,325. MNPL is the political arm of the Machinists Union (since dues money is not spent for political candidates).

Every bowler at both locations took home a prize. Trophies were given to the top two teams at each location.

Everett: The first place team of Desiree Barnett, Rick Quintana, Paul Marcello, Nelson Apostol Sr and Nelson Apostol Jr took top first with a series score of 2939. The second place team was Kyle Davis, Doug Allen, Travis Danforth, Dennis Papka and Tim Papka turned in 2769 series score. In Federal Way, first place with a series score of 2960 went to Bruce Boe, R.J. Boe, Sarah Jackson, Josh Jackson and Tyler Boe. Second place with a score of 2713 went to Peggy Baskett, Tom Hayden, Parker Portalski, Hal Stewart and Ken Seaton.

In Everett, men’s high game and high series went to Paul Marcello with 258 and 727. In Federal Way, Joel Elwell took men’s high game with 255 and high series went to Josh Jackson with 681. Women’s high game and high series went to Jordan Thayer (205, 555) in Federal Way and Desiree Barnett (189, 554) in Everett.

‘We Tried” trophies in Everett went to Luke Gettmann, Levi Wilson, Gina Beardsley, Paul Schubert and Adrian Camoz while the kid’s team of Hali Mobley, Haley Collins, Lily Beach, Nina Dennis and Hailey Land took the south end trophy.

Thanks to all who helped organize the event and to all the sponsors and volunteers who ensured it was a day of fun.

Thanks to our lane sponsors:

- Jon Holden
- Susan Palmer
- Robert Jackson
- Dena Bartman
- Rod Sigwartson
- Greg Campos
- Forge
- Rich McCabe
- Howard Gordon
- Dan Swank
- Robley Evans
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- Spencer Burts
- Grace Holland
- Andre Traban
- Garth Luerk
- Paul Veltkamp
- Ed Lutgen
- Connie Kelliher
- Spencer Thal
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- Stosh Tomala
- Mark Clark
- Christine Fullerton
- Mike Hill
- Jason Chan
- Tim Myette
- Jeremy Cody
- Local A
- Local C
- Local E
- Organizing Dept


Thanks to our lane sponsors:
Dr. Kim Schrier, our endorsed candidate in the 8th Congressional District, spoke to retirees. After putting it in the budget, it is going to hurt the middle class. Americans voted for candidates that supported the middle class. If you believe in the values of a middle-class family, vote in November for someone who will stand up for those values. This is not a political issue. This is a human issue.

By Carl Schwartz

The Washington State Alliance for Retired Americans held their 2018 Annual Convention on May 15th. Some 70 delegates, including seven from our 751 Retiree Club attended. Participants heard Rich Fiester, National Director of the Alliance speak on the status of senior issues at the national level. He reported that seniors from union backgrounds voted two to one for candidates that supported senior and labor issues, while other voters were generally 55 to 60 percent against. However, in the last year, the pro-senior support has increased significantly. He noted that in order to pass his budget, the President promised that Social Security and Medicare would NOT be cut. Now plans are underway to do just that.

Delegate Carl Schwartz stood up and said, “You mean he lied?” This caused some laughter and chuckles. Stan Sorensen, from SPEA and President of the WA Fair Trade Coalition, spoke on trade issues. He noted while we support trade, it must be fair trade with regard to work standards. Some of the trade proposals made would negatively impact drug prices and health standards.

Congratulations to the following who retired with the Union:

Harold Adams
Michael Ballwe
Kevin Barney
David Bond
Marlilyn Brock
Orion Burns
James Carucha
Robert Caswell
Connie Cauffman
Keith Chigboro
James Chrystler
Robert Clement
Ricky Crisp
Ronald Dilks
Paulette Drewry
Tammy Eiken
Richard Elinis
John Everett
Vicki Firth-Vandoren
Stanley Flanders
Myles Gallaywelt
Wayne Hays
Cheryl Harris
Timothy Herbert
Neal Hoeppner
Michael Hoepner
Gary Huizenga
Lee Jeffcoat
Robert Johnson
Myron Knight
Donald Kosai
Bruce Kumbera
Lance Lennen
George Litz Jr.
Robert Lofaso
William Matuswski
David Mathison
Clifton Maxie

Dr. Schrier Meets with Retirees

On May 14, Dr. Kim Schrier, our endorsed candidate for the 8th Congressional District spoke to our 751 Retirement Club. She explained who she is, why she is running, and answered questions on Medicare, Social Security, and taxes. She informed delegates, WSARA is working on the history of the Council of Senior Citizens, which was instrumental in winning the fight for Medicare and its legacy today. Ron McGaha gave a presentation on the history of the Council of Senior Citizens, which was instrumental in winning the fight for Medicare and its legacy today. Ron reported on the history of Medicare. This is an important history.
Balancing debt repayment with investing goals takes some strategy and prioritization, consider the following guidelines for handling debt in light of investing goals:

**Save for a rainy day.** Before paying down debt (beyond required payments) or settling on an investment strategy, make it your first priority to put funds aside for an emergency reserve. We recommend six months or more of living expenses; an absolute minimum is three months’ worth. These funds should be in savings accounts or very short-term, highly liquid, low-velocity investments.

**Put your future first.** As a general rule, your long-term investment plan should take priority over applying extra amounts toward debt. Be careful as well not to let “lifestyle creep,” a tendency toward more expensive tastes and luxury consumption, impede your investment outlook.

By contributing to a long-term investment plan as early as possible, you may set yourself up for a brighter future. If paying down debt is also a priority, your next step is to examine your personal budget to decide how much to direct each month toward investing and how much toward debt repayment. Just remember, there are no magic numbers. In general, the best advice is to make sure your investment strategy fits your financial expectations for the future.

**Prioritize your debts.** With an emergency fund in place and your investment strategy up and running, putting any extra money toward your debts is also a smart way to go. But how do you decide which debts to pay down first?

One approach is to start with the smallest debts first to eliminate at least some of your debt burden and interest payments in a timely manner. It also makes sense to pay off high-interest debts like private student loans and credit card debt more quickly. Federal student loans and mortgages might be lower priorities, because their terms are longer. Vehicle loans might fall somewhere in the middle. Tax considerations might also come into play. It’s personal. As you decide and conquer debt, don’t forget to consider the emotional side of your strategy. If paying off a certain debt will help you feel more secure, you might want to go with your gut feeling. You’ll enjoy a growing sense of financial freedom as you stay on course and get your debt under control. As it shrinks over time, you may find you have more funds available for enjoying the present and focusing on the future. Proudly Serving the I.A.M.A.W. for over 100 years.

This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group, OR at 503-921-8399 or www.scottwealthmgmt.com.

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Gearing Up for UPS Negotiations

With UPS formal negotiations just over a year away, Business Rep Steve Warren and Steward David Bakken are encouraging full membership participation in the survey process by visiting each UPS satellite location.

The input received from members and results of contract surveys will be used to formulate union proposals when negotiations proceed in July. Steve Warren, along with Union Stewards David Bakken and Corey White, will serve on the local agreement negotiating committee.

In addition to the Spokane hub, we have satellite shops located in Sandpoint ID, Coeur d’Alene ID, Lewiston ID, Colville WA, Moses Lake WA, Wenatchee WA, Pullman WA, Kennewick WA and Yakima WA. The satellite shops are staffed with IAM mechanics that work in the evening and are assigned to service a fleet of approximately 45 UPS vehicles and trailers at each location.

IAM National Pension Fund Rep Damien Anderson provides an update on the IAM National Pension Fund. The two had onsite meetings at B&B trucking, Triumph Composites, DRG and AKIMA. In addition, Damien attended the Local 86 monthly meeting and quarterly morning meeting as well, giving multiple opportunities for members to ask questions, hear updates and learn more about the IAMNPF.

IAM National Pension Fund (IAMNPF) representative Damien Anderson, along with Business Rep Steve Warren, visited Local Lodge 86 shops communicating the ongoing benefits of a defined benefit contribution to the IAM National Pension Fund. The two had onsite meetings at B&B trucking, Triumph Composites, DRG and AKIMA. In addition, Damien attended the Local 86 monthly meeting and quarterly morning meeting as well, giving multiple opportunities for members to ask questions, hear updates and learn more about the IAMNPF.

Machinists Visible at Annual Bloomsday Run

Local 86 Machinists Union again participated in Bloomsday 2018. This year Bloomsday had over 40,000 participants and well over 100,000 people visiting and supporting the runners in downtown Spokane.

Two corporate teams sponsored by District 751 participated in the competitive part of the 7.5 mile race through the streets of Spokane. Congratulations to Team One for coming in second place in the corporate division.

Local 86 volunteers distributed over 5,000 informational and organizing packets to runners and visitors after the race. 2018 marks the eighth year the Machinists Union has participated in the park event and in the race. Congratulations to all the runners and volunteers showing our involvement in community events. Below: Cheryl Nalls passes out IAM informational bugs on the benefits of union representation to the thousands of Bloomsday participants.

Updating IAM Pension Information

IAM National Pension Fund Rep Damien Anderson (far left) provides an update on the IAMNPF to members at Triumph and answers their questions.

IAM NPF Rep Damien Anderson (far right) and Business Rep Steve Warren meet with members at B&B Trucking to give an update on the IAM pension plan.

Doing It for the Dogs

Machinists Union volunteers in the Tri-Cities spent Mother’s Day weekend helping with a cause near and dear to them — raising money for Guide Dogs of America. The events raised $2,680 for the weekend.

Friday, Saturday and Sunday, Machinists had a booth in the Ranch and Home parking lot in Kennewick handing out free hot dogs and information about the Machinists Union while collecting donations for this worthy charity.

Ranch and Home has been a long-standing sponsor of Guide Dog fundraisers in Eastern Washington. The group has an excellent spokesperson at the event. Beth Roth brought her Guide Dogs of America dog Emmett to the event. She was happy to tell others about how receiving a guide dog changed her life and gave her freedom and independence.

Members held another fundraiser on Saturday, May 19 in the Grigg’s Ace Hardware parking lot in Pasco. The Ranch and Home event drew attention from a local TV station helping to bolster donations.

While raising money for this worthwhile charity, Guide Dog fundraising efforts also help build solidarity among members and raise our union’s profile in the community.

UPS Steward David Bakken and Business Rep Steve Warren talk with Colin Herr at the UPS Lewiston location.

Left: At the Kennewick UPS Hub, Stan Berezovskiy, Business Rep Steve Warren and Staff Assistant Chris Powers discuss issues he has identified as important.

Above: Tony Wade passes out informational packets.


Helping at the Ranch and Home event L to R were: Mark Shear, Ray Roth, Beth Roth with her guide dog Emmett, Jim Herle and Jack Griffin. (Also helping but not pictured Chris Powers, Don Giese, Tommy Edhardt, Brad Davis, and Merle Fowler).