Solidarity on Second Shift Brings Positive Change

The strength of our union has always come from our members on the shop floor and their ability to unite toward a common goal. Recently several crews on second shift in Everett demonstrated the power of solidarity after several Union Stewards inspired them to use their collective power to make positive change.

While the circumstances were different in each situation, the recurring theme was the power our members have when they stand united to take on an issue.

Credit goes to Union Steward Judy Morrison, who regularly communicates with her crew and actively worked to educate members on contractual information and their rights. Together, Judy teamed with Stewards Mark Hartman and Ray Meduna to help members resolve issues with two different managers – demonstrating the value of union membership and Stewards working together.

One manager was creating a hostile work environment with continual threats and intimidation mainly targeted at newer members if they didn’t work faster. He bragged that his best day at Boeing was firing 12 people. However, rather than offering training for the new members – some of whom were struggling, he thought putting fear in them would make them better mechanics.

Judy and Ray worked together and met separately with the crew that had concerns. Member after member described the hostile work environment this particular manager was creating. The revisions were approved after a public hearing in February

Stewards pointed out that every Boeing employee signs the Code of Conduct and pledges to treat one another with dignity, trust and respect.

Our Stewards encouraged the members to stand together and use their collective power, which is exactly what they did. Many long-term members stepped forward and provided their first ever statement detailing the unacceptable behavior of the supervisor. Our Stewards presented the documentation to Ethics, who passed it on to HR (or the fact finders who then didn’t bother to call any witnesses).

Our Stewards didn’t want the situation to be ignored and elevated the issue to Business Reps Garth Luark and André Trahan, who took it to labor relations. As a result of following our process and providing solid documentation from multiple members, the manager received discipline, had his authority reduced and now has a better understanding of how to treat people per the Boeing Code of Conduct.

The same collective action of members banding together to give statements brought discipline to another manager who had been targeting a member. A manager (now her former manager) set his sights on Jennifer Nguyen, but as a former Steward she knew her rights and asked Judy to represent her and take her case to EEO. When other members saw Jennifer standing up for herself and unwavering in her focus to push forward for justice, they provided statements about the situation, which resulted in

A ‘Sign’ of Support in Everett IRC
Crew Learns Sign Language to Support Co-Worker

751 members regularly work together to make the workplace safer, more efficient and to support their co-workers. However, our members in the Crushed Core Press Row of the IRC in Everett have taken this concept to a whole new level.

These members, as well as area managers, embraced a unique opportunity and have spent the past year learning American Sign Language (ASL) so they can better communicate with 751-member Stefanus Roesli, who is deaf. The results have brought the group closer, made them more aware of the machinery, dangers in the area, and ultimately made their work environment safer.

“When I came to this shop, my co-workers welcomed me and asked me to teach them to sign so we could communicate. They picked it up quickly,” said Stefanus. “I’m proud of them for learning to communicate in my language and making me feel more a part of this team. I’ve been able to learn additional equipment and new skills so I can grow toward my career goals.”

For many of these members, it was the first time they had worked with a deaf person so they were unaware of the challenges someone faces in a shop environment.

“Having a deaf co-worker presented a unique situation. Everyone came together and has made it work. We had to think outside the box in how to help a co-worker overcome challenges. It was great the crew was willing to do that,” said Union Steward Jake Stadler. “Every person on the crew has learned some sign language, and all of us know the specific signs for the shop procedures when Stefanus is operating the machines.”

It is no small task to learn another language, which is precisely what ASL is. This group has learned through a variety of sources. Several members

Updated on Page 11

Health & Benefits Rep Rod Sigvartson helped revise L&I rules so workers can request replacement hearing aids every five years on hearing loss claims.

Effort Brings Results on Hearing Loss Claims
In May, thanks to our Union’s proactive effort, positive changes were made to the Washington Administrative Code (WAC) that will be beneficial to our members (and other workers) who have suffered industrial hearing loss while working at Boeing.

The revisions were approved after a public hearing in February

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AIA Legislative Conference

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Members' Collective Power Is What Brings Us Results

By JON HOLDEN
IAM 751 District President

Retirement security is one of the biggest issues working people are facing in this country today and a high priority for our members. This is true, not only at Boeing, but for every contract we negotiate.

Our members know all too well the battle to maintain retirement security, and your union is motivated to do whatever it takes to provide retirement benefits into the future.

In this time of turmoil in the retirement industry, we need a new model. At District 751, we are leading the charge and are ahead of the curve in planning for the changes in building retirement security for our members.

During our strike at Triumph Composites in 2016, we were able to establish a new Retirement Management Trust to create the District 751 Savings Plan, which is jointly administered by company and union trustees who give a little background on what a defined contribution plan is. It is just like it sounds. There is a set dollar amount per year or per hour entirely just like it sounds. There is a set dollar amount per year or per hour entirely. It is a defined contribution plan. It is one of the biggest issues in this country today and a high priority for our members.

Recently, we negotiated this plan with company contributions for our members in two new bargaining agreements. Cadence Aerospace, a group of over 100 members, secured this in their second contract. Then in May, T&K agreed to the plan at a $2.30 per hour contribution rate for each member at JBLM and Yakima.

This is a very exciting time for our members as we anticipate that more employers in additional bargaining units will be interested in joining and participating.

Expect growth in terms of the number of participants and plan assets. This defined contribution savings plan is good for our members and for the employees we represent, and the costs are known up front and for the life of the agreement. This plan provides a benefit that can be counted on by the participants.

Your union still believes in defined benefit pension plans; however, this is a solid option to negotiate into our agreements with provisions that will help the contributions be securely invested and grow over time protecting our members’ future.

One of the things that is most important to me is that these funds not be solely for retirement. Administrative costs of this plan are very, very low by members exclusively. Administrative costs of this plan are very, very low by members exclusively. Administrative costs of this plan are very, very low by members exclusively. Administrative costs of this plan are very, very low by members exclusively. Administrative costs of this plan are very, very low by members exclusively.

We feel strongly that this retirement security option will be beneficial for the members we represent, and we will work hard to negotiate this in as many bargaining agreements as we can.

Retirement security is something that all workers deserve and your leadership is passionate about this for a good reason. We will continue to explore innovative new ways to ensure our members can retire with dignity.

Keep in mind membership solidarity is the key to our success in any negotiations. This is a message that we emphasize to our members during our 90-minute Introduction to Your Union seminars each month. We continue to get good turnouts with our seminars. Our members are attending and eager to learn more about their union. We stress that nothing is a gift in our contracts and every benefit we have fought and achieved by those who came before us. The feedback is positive and members leave with a better understanding of their rights, the power they have as union members, and how to get more involved in their union.

A good example of members using their collective power to bring positive changes in their shop and ensure they are treated fairly by their managers is on the front page. Every shop has the power to make changes, when they stand together with a common goal – this is the foundation of our union.

We continue to search for opportunities to educate our members and the public on the collective power and advantages of union membership. Recently, we have taken part in several high school career fairs and even brought our message to a local elementary school at students at a young age are aware that community and technical colleges, trade schools and apprenticeships provide pathways to great careers – many of them union represented jobs.

Ultimately, our members demonstrating their collective power is what brings us results.

Local C MNPL Golf Tournament - June 15

Golfers will want to save the date of Saturday, June 15th to take part in the annual Local C Golf Tournament to benefit the Machinists Non-Partisan Political League (MNPL). The event will take place at Auburn Golf Course (29630 Green River Rd SE, Auburn) with a 4-man scramble format and shotgun start at 7 a.m.

Cost is $50 per-person, which includes 18 holes of golf, cart, barbecue lunch and prizes for closest to the pin and longest drive. Entry forms are available at all union halls or on the website (www.iam751.org). Prize donations are greatly appreciated.

If you would like to donate prizes, sponsor holes or have questions, call Chris Schorr at 253-797-2288.

Bridge Agreement Approved at TK&K

Machinists Union members working at JBLM and the Yakima Training Center saw the benefits of union membership after their employer L3 Doss lost the bid for a new contract. TK&K Services became their new employer.

Because they are represented by the IAM and had a collective bargaining agreement in place, our Union was able to negotiate a bridge agreement that extended the hours and conditions of employment from the current bargaining agreement with a few improvements. The final wage increase from the previous agreement increased from 2.25% to 5%. The bridge agreement also added the District 751 Savings Plan at a contribution rate of $2.30 an hour.

Members overwhelmingly voted to approve this bridge agreement on May 20.

July Local A 6 pm Meeting Moved to July 2nd

Due to the 4th of July Independence Day holiday, Local A Stewards and members need to take note of a date change for their monthly meeting in July only. July 4th's regularly scheduled 6 pm meeting will be changed to Tuesday, July 2nd at 6 p.m. at the Seattle Union Hall.

District Lodge 751, International Assn. of Machinists and Aerospace Workers

Jon Holden
President, Directing Business Representative
Paul Schubert
Vice President
Susan Palmer
Secretary-Treasurer
Mike Hill
Seafarers-at-Arms
Steve Warren (Eastern WA)
Dan Swank
Paul Veltkamp
Demes Campos
Greg Campos
Garth Lauck
Richard McCabe
Spencer Burris
Andre Trahan
Ira J. Carterman
Wilson ‘Fergie’ Ferguson
Patrick Bertucci
Grace Holland
Robby A. Evans
Don Lopez Jr.
Howard Carlson

Union Offices:
• 9125 11th Pk. S., Seattle; 206-763-1100
• 201 A SW, Auburn; 253-833-5590
• 2-33 Burnett N., Renton; 425-235-5777
• 8729 Airport Rd., Everett; 425-555-8821
• 820 N. Mission, Spokane
• 509-386-9400 or 1-800-763-1305

Web site: www.iam751.org
New Work Transfer Reps Join the Battle to Keep Our Work In-House

Every day throughout Puget Sound our Union Work Transfer Reps search for potential alternatives to keep work in-house by meeting with our members to brainstorm innovative ways to perform the work more efficiently and to propose viable alternatives – all in an attempt to prevent Boeing from offloading work.

There are six IAM 751 Work Transfer Reps, who are tasked with challenging the efforts of literally hundreds of Boeing Work Transfer Reps whose primary purpose is to outsource our work. It is a daunting task, but each of our IAM reps brings a passion to preserve our hourly work and develop counter proposals to keep the work in-house.

We have two new IAM Work Transfer Reps serving Renton/Seattle who were appointed by District 751 President Jon Holden to fulfill this role: Terri Myette and Patrick White. While Terri and Patrick are new to our IAM Work Transfer position, each has years of experience as shop floor leaders and vocal advocates for our membership. These dedicated members join Mike Hill, Steve Morrison, Chris Schorr and Dave Swan in fighting to stop potential offloads at Boeing.

Every hour of work preserved for IAM members working at Boeing could translate into a saved IAM job.

Terri Myette - Terri Myette was appointed as a Work Transfer Rep last August. She joined IAM 751 when she hired into Boeing in 1987 as a customer coordinator in Renton. Terri served many years as a Union Steward and has worked her way up through the leadership ranks of Local F serving as Local Audit, District Audit, Vice President, President and District Council Delegate. Terri chairs the 751 Women’s Committee, is on the National Executive Board of the Coalition of Labor Union Women (CLUW), and is a delegate to the Pierce County Central Labor Council. Terri is also an active community service volunteer and assists with various Guide Dogs fundraisers.

Patrick White - Patrick White was appointed a Work Transfer Rep in May and welcomes the challenge of finding ways to keep work in-house. Patrick joined the IAM in 1989. He has worked most recently for years as a crane maintenance mechanic. He has long been a vocal shop floor leader and has also served our membership in various leadership positions. Patrick has served as Union Steward, Local C Auditor and a District Council delegate. He has volunteered with various Guide Dogs fundraisers and on organizing drives to bring the benefits of union membership to other workers.

Nothing Is a Gift: The History of Vacation/Sick Leave at Boeing

Vacation/Sick Leave Benefits: Progress Through the Years

1944
Earned one hour of vacation for every 22 hours worked.  

1950
One hour vacation for each 20 hours worked. Absences because of illness may be used as vacation provided employee filled out form within five work days following return to work.

1963
0 to 10 years seniority - Earned one hour of vacation for every 17 worked  
10 or more years seniority - One hour earned for every 14 worked

1965
0 to 10 years seniority - One hour earned for every 17 worked  
10-20 years seniority - One hour earned for every 14 worked  
20 or more years seniority - One hour earned for every 13 worked

1968
Unused vacation could only accumulate for that year. Unused vacation was paid out on next eligibility date. 

1974
Amended to provide a carryover of vacation time from one year to the next to allow extended vacation periods. At the end of the second year, any vacation that had not been used was paid out.

1980

1984
10 or more years seniority - One hour earned for every 13 worked  
10-20 years seniority - One hour earned for every 14 worked  
20 or more years seniority - One hour earned for every 15 worked

1989
First year employees will be able to utilize their sick leave account. Also if Sick Leave is exhausted, management may approve on a case-by-case basis an employee's request to use vacation in lieu of sick leave for legitimate reasons. However, requests will not normally be approved if the employee is under a Corrective Action Memo for attendance.

January 2018
New state sick leave law implemented through effects bargaining required all hours worked accrue sick leave resulting in additional sick leave at the rate of 1:40 (depending on seniority). There is no limit to the amount that can be accrued at the 1:40 rate. The Union also secured that for third shift employees 6.5 hours worked counts as 8 hours worked for purposes of the additional sick leave accrual.

May 2018
Through effects bargaining improved contract language so that vacation in lieu of sick leave is now available to everyone regardless of any previous attendance discipline and the absence will be excused. In addition, vacation in lieu use was expanded and can now be used for any reason under the law or our contract.
Machinists Delegates Make Our Voices Heard on Capitol Hill

By CHELSEA MASON
District 751 Legislative Director

Members of the IAM 751 Legislative Committee, along with District and Local Lodge leadership, joined Machinists from across the country at the annual IAM Legislative Conference in early May. The conference was held in Washington, D.C. and included two full days of乃oteworthy political and union speakers and visits with Members of Congress.

Several speakers at the conference were U.S. presidential candidates seeking Machinists’ members support in 2020. They included U.S. Representatives Tim Ryan (OH-13) and Seth Moulton (MA-06); U.S. Senators Amy Klobuchar (MN), Cory Booker (NJ), Kirsten Gillibrand (NY) and Bernie Sanders (VT); and, former U.S. Representative John Delaney (MD).

Conference attendees applauded the International’s announcement that all IAM members will have an opportunity to weigh in on who the union endorses in the U.S. presidential election. This is a first for the Machinists Union and possibly the first time any International Union has sought the input of all its members in a presidential endorsement. Stay tuned as more details become available. In the meantime, Machinists members can register to participate at iam2020.org (see blue box below).

While in the nation’s capital, delegates from District Lodge 751 met with almost all of Washington’s Congressional delegation and/or their legislative staff. Key issues addressed in each meeting included: The renegotiated U.S.-Mexico-Canada Agreement, or “NAFTA 2.0,” does little to discourage continued outsourcing or implement and enforce higher labor standards in Mexico. Without stronger language, the Machinists Union will oppose the measure if it comes to Congress for a vote. Repeal the 40% health benefits tax. Often referred to as the “Cadillac tax,” the Affordable Care Act included a 40% tax on arbitrarily defined “high-cost” health plans. The tax is delayed until 2022 yet is already impacting workers whose employers are raising deductibles and decreasing benefits in anticipation of the misguided tax. A bill in Congress, supported by the Machinists, would repeal the tax entirely.

Reauthorize the Export-Import (Ex-Im) Bank. The Ex-Im Bank directly supports American jobs by providing loan guarantees for the sale of U.S. goods and services to international markets. Its authority sunsets in September 2019 if Congress doesn’t move to reauthorize the Bank. The Machinists Union is a leading proponent of Ex-Im and, while union members were in D.C., the Senate finally appointed enough members to the board for it to fully function again. Major transactions, like large aircraft, were on hold for several years because a quorum couldn’t be reached on the board.

Support the Protecting the Right to Organize (PRO) Act. The PRO Act, which received a hearing in the House the week of the IAM conference, would strengthen workers’ rights to organize for union representation and bargain for higher wages, better benefits, and safer working conditions. It would also increase the penalty on employers who violate workers’ rights and expedite the process of union elections. Washington Senator Patty Murray introduced the measure in the Senate and Representatives Adam Smith (WA-09) and Pramila Jayapal (WA-07) were original cosponsors in the House. Representatives Denny Heck (WA-10) and Kim Schrier (WA-08) signed on after meeting with IAM members in Washington D.C.

Other issues Machinists brought to Capital Hill concerned pensions and retirement security, universal healthcare coverage, pay fairness for federal workers and contractors, and FAA reauthorization.

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DISTRICT 751 LEADS THE P.A.C. IN MNPL CONTRIBUTIONS

District 751 and its affiliated lodges continue to win impressive awards for contributions to the Machinists Non-Partisan Political League (MNPL). MNPL serves as the Union’s political action committee (P.A.C.) since dues money cannot be spent on political candidates.

MNPL is committed to candidates who support programs that benefit union members as well as all of the programs to maintain a prosperous nation through full employment and decent wages.

District 751 again finished first in the District Lodge total contribution category with $285,795.92 in 2018. Washington State also came out on top in total contributions for the state competition with $370,782.92.

Among local lodges, District 751 affiliates again swept the top three spots. Local A took first with $116,374.44, Local F was second with $76,358.39; and Local C was close behind with $76,183.98. Local C also received second place in percentage of sponsoring members with Local F taking third in this category. 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.


Left: Our delegates meeting with Senator Patty Murray.

Representative Tim Ryan told delegates why he is running for president in 2020.

You Have a Voice in the IAM’s U.S. Presidential Endorsement; Register at iam2020.org

At the IAM Legislative Conference, IAM International President Bob Martinez announced that members will now have a direct voice in deciding who the IAM endorses for U.S. President next year. Members can register to vote in our endorsement process at iam2020.org (note: you will need your book number which is on the mailing label of this AeroMechanic paper). Talk to your IAM Sisters and Brothers and get as many members as we can to register to vote in our endorsement process at iam2020.org.

Endorsement; Register at iam2020.org

By CHELSEA MASON
District 751 Legislative Director

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Continued from Page 1

The EEO investigation expanding into a criminal investigation since the issue was much broader than simply targeting one member.

It shows the collective power members have when they work together toward a common goal whether it is a contract violation, a safety concern, unjustly receiving a layoff or any issue in the workplace. Whenever an issue arises in your shop, contact your Union Steward – they are your first line of defense and always your advocate.

“Standing together is how we effect change. Membership unity is the key to our power. I’m proud of our members for unifying and using their collective power to stop abuse from a manager. Our Stewards do a great job of representing our members and are even more effective when the members are active and engaged,” said Business Rep André Trahan.

“When I became a Steward in 2008, I was mentored by more senior stewards and BR’s. We have carried on that tradition with a group of second shift stewards who meet regularly to share information, past grievances, discuss best approaches and mentor new stewards. This is a good way to pay it forward so other stewards can best represent the members in their area,” said Hartman.

Solidarity on Second Shift Brings Positive Change

Knowing Your Union Rights Gives Members’ Power

“Knowledge is Power” is certainly true to dealing with management in the workplace. Several Union Stewards recently used their knowledge to counter bullying efforts from managers who attempted to intimidate our stewards into silence when they were in meetings representing our members.

This occurred in various plants, it seemed important to publish an article to educate stewards and members on their rights with union representation. Many stewards have already taken advantage of these rights.

Stewards are supposed to simply observe and take notes. A few managers went so far as to say they would contact HR about any questions – insinuating they were going to retaliate against Stewards for speaking up on behalf of our members. The fact is that threat of retaliation against our Stewards is illegal.

First, members need to know the laws and regulations around their union representation rights. Remember, under the National Labor Relations Act, stewards and union officers are considered to be equals with management. In representational activities, they are considered to be equals with management. The National Labor Relations Act, including The Equality Rule under the National Labor Relations Act (NLRA), stewards and union officers have a protected legal status. When stewards and union officers are engaged in representational activities, they are considered to be equals with management.

Behavior, which could otherwise result in discipline, must be tolerated. The NLRA describes the equality rule this way:

The relationship at a grievance meeting is not a “master-servant” relationship but a relationship between company advocates on one side and union advocates on the other side, engaged as equal opposing parties in litigation. The equality rule is consistent with declarations of the U.S. Supreme Court, which has said that the NLRA protects “robust debate” and “gives a union license to use intemperate or strong language without fear of restraint or penalty if it believes such rhetoric to be an effective means to make its point.”

Stewards can be effective without using abusive or insulting language, but the equality rule means that a steward can raise his or her voice, gesture, challenge management’s claims, threaten legal action, or raise the possibility of group protests without fear. An employer cannot label a steward’s vigorous advocacy as insubordination and impose discipline. In addition, the employer is prohibited from retaliating against the steward for representing their members.

The equality rule applies when a steward acts in his or her representational capacity, but it does not apply when a steward acts in an individual capacity. Stewards are acting in representational capacity when investigating a grievance, requesting information, presenting a grievance, or representing a steward acting in an individual capacity is when they are discussing his/her own work assignments, work performance or compliance with work rules.

Supervisors sometimes assert that the only function of a steward at an investigatory interview is to observe the discussion; in other words to be a silent witness. This is wrong.

Our stewards have the right to counsel members during the interview and to assist our members to present the facts. Legal cases have established the following rights and obligations:

• When the steward arrives, the supervisor must inform our member and our steward of the subject matter of the interview – for example, the type of misconduct which is being investigated.

• The supervisor does not, however, have to reveal management’s entire case.

• The steward must be given a chance to talk to the member privately before the interview and before questioning begins.

• The steward can speak during the interview. But the steward has no right to bargain over the purpose of the interview or to obstruct the interview.

• The steward can interrupt to object to a question or request the supervisor clarify a question so our member can understand what is being asked.

• The steward can help ensure the questioning is germane to the issue at hand so it doesn’t turn into a “fishing” expedition searching for an issue designed to effect change.

• The steward can advise our member not to answer questions that are abusive, misleading, badgering, confusing or belittling.

• A steward can ask for a break for a member who becomes emotionally upset or ill during questioning.

• If a steward believes a member is having problems understanding the questions asked (possibly due to stress, language problems or a mental handicap), the steward should point out to security. It may be appropriate to ask for an interpreter.

• The steward should make sure the member has an opportunity to explain his/her side of the story.

• The steward should ask the member questions and point out facts helpful to the member.

• When the questioning ends, the steward can provide information to justify our member’s conduct.

Our Union Stewards also have the right to investigate complaints and conduct union business on Company time.

“We need more vocal stewards and members educated on their rights, so they can challenge when management oversteps their bounds. Knowledge is power and knowing our rights makes us stronger,” said District 751 President Jon Holden.

ALWAYS Ask for a Steward

It’s Your Federally-Protected Right

One of the most important rights of unionized workers is the right to have a steward present if they find themselves in any situation with management, HR or security – a conversation, a discussion, an interrogation – that could lead to disciplinary action. This protection is called Weingarten Rights, named after a 1975 Supreme Court decision.

However, unlike Miranda rights, in which police are required to tell suspects about their rights before they begin questioning, employers do not have to tell employees about their Weingarten rights. Workers have to ask for them.

There is why we often write articles to help inform members of this right because if we don’t educate members, how else will they know to ask for a union steward.

Our Union has distributed “It’s My Right” cards for members to keep in their badge holder. Should you find yourself in a situation that may result in discipline, you simply hand over the card or state, “I want a Union Steward.”

Members should ALWAYS request a Union Steward in any situation you believe may result in discipline. You can’t be punished for making this request.

The key word here is “May.” If there’s the slightest concern that the session, phone call or email question could bring discipline, you have the right to ask for a union steward.

Business Rep Pat Bertucci (l) talks with Stewards Chris Craft (center) and Robert Luk at about the equality rule that ensures Stewards are equal to management or HR when representing one of our members.

Continued from Page 1

L to R: Steward Mark Hartman, Business Rep André Trahan and Steward Tylor Short discuss recent issues in Everett where members stood together to effect change.
Machinists Volunteer Program Builds Better Communities

751 volunteers continue to be visible throughout the region with projects nearly every weekend. In May, volunteers cleaned up our stretch of road in Everett and Auburn, delivered thousands of pounds of peanut butter through our annual drive, prepared and served meals at both the Everett and Tacoma mission, as well as taking part in the Letter Carriers Food Drive at multiple locations and building several wheelchair ramps for area residents (see page 7).

L to R: Rob Curran, Gary Perry, George Braun and Tim Wilkins helped prepare and serve meals at the Tacoma Mission.

751 members Kevin Currie and Brian Ball helped with the Everett adopt a road clean up in April.

Above: Gary Perry, Rob Curran, George Braun and Katie Finnegan helping out at the Rescue Mission. That day our volunteers prepared and served hot cakes, sausage, hard boiled eggs, cold cereal, and pastries to 243 people.

Helping with the Auburn road clean up L to R: Jason Chan, G. W. Schmidt, Dorothy Lambert, Hazel Powers, Princie Stewart and Carolyn Romeo. Above inset left: Dorothy Lambert. Above inset right: Carolyn Romeo.

L to R above: Seth Hill, Cynthia Urquart and Mike Hill helping with the Letter Carriers’ Food Drive in Everett.

Caitlin Chan and Jason Chan help at the Letter Carriers Food Drive on May 11 in Fife.

L to R: Derek Gottschalk, Wes Heard, Adrian Camez and Richard Pollack were among the Everett volunteers for our May road clean up. (Karen Wakita also volunteered, and took the photo)

Above: Jason Chan (l) and Katie Finnegan (center) delivered 355 jars of peanut butter to the Pierce County Central Labor Council. Katie was actively collecting money from her shop to purchase the peanut butter to help ensure kids get protein during the summer months.

Peanut butter collected up north was donated to the Snohomish County Labor Council. Special thanks to Paul Richards and the 777 crew (including managers) who contributed 1037 pounds in 800 jars. Tremendous effort to help our community!
Union Preserves Right for Screenings for HazMat Members

Thanks to proactive efforts from our Union, our members working in HazMat (Job codes 85505, 85507 and 03505) continue to have the option to have screening labs during their yearly Occupational Health Exams (OHE) at Boeing.

Last year, Boeing changed their policy, which previously had mandatory screenings as part of the OHE. Members expressed concern about the removal of the screenings and asked to have them continue this laboratory surveillance. Keep in mind this is for our members who work their entire shift around hazardous materials every day, and therefore need. They will draw up a plan and give a cost estimate. We provide free labor but the cost of the materials is the responsibility of the recipient. If you agree to the plan and cost estimate the MVP committee will set a date to build the ramp. Usually one of our volunteers will purchase and deliver the materials and the recipient reimburses that person. The ramps we build are considered temporary and therefore do not need permits. They can be removed when no longer needed.

Building and installing wheelchair ramps has become a labor of love for many of our volunteers when they see the joy and appreciation from the residents who can now travel to and from their homes. Recently, our volunteers built ramps in Arlington, Bellevue and Kent.

Volunteers Build Ramps to Ease the Climb for Area Residents

Union Steward Donny Donovan (l) and Business Rep John Lopez recognize the importance of having the option for yearly screenings to know if they have been contaminated while performing their job. The ramps we build are considered temporary and therefore do not need permits. They can be removed when no longer needed.

Union can only help with issues that are brought to our attention. "It is important to bring forward to your Steward any changes in working conditions. If the members and Stewards here hadn't raised the issue, our Union would not have known about the change or been able to resolve the issue to our members' satisfaction," said Business Rep John Lopez.

Having a baseline from year to year, also it lets me know if I have been exposed to any certain chemical. It is good peace of mind and reassuring to know the protective equipment I use at work is doing the job." Any issue surrounding a change in your job or procedure that concerns you, should be brought to the attention of your Union Steward.

"It is important to bring forward to your Steward any changes in working conditions. If the members and Stewards here hadn't raised the issue, our Union would not have known about the change or been able to resolve the issue to our members' satisfaction," said Business Rep John Lopez.

"At the end of the day, I always keep the end in mind, and that’s the recipients. Having a ramp with no cost is a dream come true for them. I always try to bring the best out of the company. I want to make sure that they provide excellent service," Steward Donny Donovan said.

"It's all about putting the recipient first. If you're providing a service that's free, that's the best," Business Rep John Lopez added. "We want to make sure that members have the option to continue having their screenings and it's important to us that they know we're here for them."

"The Union is committed to protecting the health and safety of its members. We will continue to fight for their rights and advocate for them," Business Rep John Lopez said. "We are working to ensure that members have the option to continue having their screenings and it's important to us that they have peace of mind knowing that they can get the care they need."
A ‘Sign’ of Support in Everett IRC

Guide Dogs Fundraisers: Summer Fun for a Great Cause

Our union will once again host a series of fundraising events to support Guide Dogs of America. District 751 is one of the top fundraisers for the California-based charity, which provides service dogs -- and training in their use -- free of charge to people who are blind or have impaired vision from across the United States and Canada. The charity was founded by a Machinists Union member.

Guide Dogs Golf Tournament - Jul 21

The annual Guide Dogs of America Charity Golf Tournament will be Sunday, July 21, at the Willows Run Golf Course in Redmond. The tournament will be a scramble format with a shotgun start at 8 a.m. The cost is $100, which covers green fees, cart rental, tournament t-shirts, and a lunch at the end of play.

Shoes for Puppies - Aug. 10

The 15th annual Shoes for Puppies horseshoe tournament will return to Maple Valley on Saturday, August 10. The tournament, which is sponsored by Local E, will start at noon Aug. 10 at the Red Dog Saloon, 18605 Renton-Maple Valley Rd. SE. Entry forms are available at all IAM 751 union halls around Puget Sound. Pit sponsors are also available for $50.

1977 Superbowl Champ Otis Sistrunk will be in attendance.

Check-in for exhibitors is 8 to 9:30 a.m. Registration is $25 on the day of the event or $20 in advance.

Registration forms are available at all 751 union halls or on the virtual board on our website at www.iam751.org.

Pacific Raceways Aug. 15-18

District 751 is teaming up once again with Pacific Raceways for our annual joint charity fundraising event.

Our union is selling $5 tickets for drag racing Aug. 15-18 at the track, which is at 31001 144th Ave. SE in Kent. Tickets are on sale at all IAM 751 union halls around Puget Sound. They are good for entry on any one day of the event. Children under 6 are free.

Racing starts at 9 a.m. all three days and will feature racing in the Lucas Oil Drag Race Series, featuring Top Alcohol, Screamin’ Eagle Harley Davidson Series, and Sportsman Classes. All proceeds from ticket sales will go to benefit Guide Dogs of America.

The event offers a special treat for any Oakland Raider fans: 1977 Superbowl Champ Otis Sistrunk will be in attendance.

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The meeting was called to order at 11 a.m. on May 13, 2019 by President Jackie Boschk. She led the club in the flag salute and God Bless America and Carl Schwartz led the prayer.

Roll Call: All officers were present or excused.

President Boschk suspended the regular order of business to announce that the Executive Board approved a motion to support President Boschk’s appointment of Pam Harris to the position of Secretary. President Boschk then swore in Pam Harris.

President Boschk then introduced Chelsea Mason, District Legislative and Political Director. She spoke about the recent IAM national legislative conference she attended in Washington DC. She said the District attendees heard from several of the US presidential candidates and met with most of the Washington State delegation and shared issues that are important to union members. She also spoke about the plans the International has to open up the process of endorsement for President of the United States. The website IAM2020.org has more information about the new process. President Boschk mentioned that you will need to know your Book # (which is on the mailing label of the Aero Mechanic) in order to register on the website. She will discuss with Susan Palmer how retirees can best engage with the Washington Machinist Council in this new process.

Minutes: The April meeting minutes were approved. M/S/P

Executive Board Report: The appointment of Pam Harris to the Secretary position was approved. M/S/P

Legislative Report: Tom Lux gave the report. It was M/S/P

Legislative Report: Carl Schwartz stated one important bill passed the Washington State legislature, SB160, supported by our endorsed State Senator Manka Dhingra. It improves property tax exemptions for low income seniors and for disabled people. Instead of a set amount, the exemption will be based on 65% of each county’s median home assessed value. For King County this raises the qualifying amount substantially. The requirement will go into effect later this year.

Another highlight of the past session of our state legislature is the enactment of a long term care bill. Workers will pay a small tax for a long term care benefit that they can receive after retiring. It is a national pace setting program for future retirees. This bill shows that we have had an impact on our legislators for issues that impact seniors.

It is through our national Alliance organization are still working to improve staffing levels of the Social Security administration. As increasing numbers of Americans retire there must be enough staff to help people to ensure they receive the benefits they have earned.

Another highlight of the Aero Mechanic has been the “cut out” form of our resolution to support requiring Medicare to negotiate for lower drug prices. This measure will, when passed, save Americans millions of dollars and also help them to have more health options.

Good & Welfare: Helen Lowe spoke about the Fun Run and Walk coming up on June 1. Please tell your friends about this fundraiser for Guide Dogs of America. We need more people to participate and volunteer.

The meeting was adjourned at 12:05 p.m.

Retirement Club Casino trip on Wed. June 19th to the Nisqually Red Wind Casino located near Yelm. Bus leaves Seattle Hall at 9 a.m. and will leave the casino at 3 p.m. To reserve a spot on the bus for the casino, call Betty Hutchins at 206-772-5331.

751 Retired Club
Meeting Minutes for May

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Free College for IAM Members & Their Family

Our union offers a Free College Benefit to ALL 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 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, dependents, grandchildren, parents, spouses, and siblings). Potential student’s membership will be verified by the union.

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

For Members Only

FREE WANT ADS

BOATS
1985 HUNTER SAILBOAT 24 ft. $1500.00 with trailer. Both licensed. White with blue interior, cabin is all wood, leather and chrome. Lots of storage. 26 ft. $3,500.00 with trailer. Good boating condition. 18 ft. $2,000.00 with trailer, both have diesel engines. Contact: Melody at von@skylineproperties.com


TOOLS
ACRA vertical turret horizontal milling machine $12,000 OBO High performance variable spindle head. 15hp 1,000 rpm OBO. These tools belonged to Fred McEl- kettie. 206-248-0686 or 206-595-0666

FURNITURE
GIRL’S BEDROOM SET: Twin canopy bed, nightstand, pine wall unit, chest and drawers, triple dresser, with 2 mirrors and 6 drawer lin-eate chest. $400. Auburn lane 253-839-6056

DARK PINE: CANTON BEDROOM SET: queen headboard, 2 night stands, triple dresser with shelfed mirror and chest of draw- ers. $400 Bonney Lake 253-839-6056

COTTAGE INDUSTRIES
FISH WITH A GUIDE FOR red fish in Nisqually River June 14th, call for new rates or hite for free ad in Montana in the spring and summer. Call at 425-327-9343 or www.allwateranglers.com

INTERESTED IN BETTER HEALTH & BEAUTY want better focus, energy, strength, fat loss? Mood! 253-389-8384

PHOTOS BY CHAD is your premier photo studio. Photos available in 24 hours. Contact: 253-231-7950

WANTED TO BUY: Slo-Mo-Show, Hawaii pool, Jacuzzi and much more. 206-459-3444

Miscellaneous
WANTED TO BUY: Slo-Mo-Show, Hawaii pool, Jacuzzi and much more. 206-459-3444

RETIRED WHO WORKED AT KSC N/C MACHINE SHOP 18-62 Bldg. Join us for breakfast once a month at Emerald Downs Café. For more information contact clintonbinnie@hotmail.com

EXPERIENCE REAL WELLNESS by us-ing pure, powerful, life-changing thera-pies at Emerald Downs Café. 253-690-0838

TRAINING FOR STUDENT PILOTS Ground training. For more information call: 425-569-0916

REPAIRMEN TO PARTICIPATE AT THE TREASURE HUNT FLEA MARKET on the first Saturday of every month. Contact Dori Heck for information. 206-899-0916

NEED AN AWNING COVER for your wood deck, concrete patio, carport for your car or truck, front or back porches? Call Anthony Buildings 206-250-7139

ANTIQUEs – COLLECTIBLES – Yard Birds in Chehalis #105. Dish-es, vases, stamps, jewelry. Open Sun 10-2 and Sun 253-715-1832 or 253-569-4532

GARAGE DOORS REPAIRED OR RE-PLACED. South of Olympia, located at 2100 N. National Ave, Yard Birds mail box #105. 253-569-4532

HOUSE PLANTS: rooted plants & plants ones $5 to $10 medium & large ones. DellePhi has rooted & planted chubm club; spar, plants, crown of thorns, African milk tree, sple, split leaf philodendron (2 large), poinsettia plants, green – nice plants will have price. 253-872-6809

PRE-1960 BASEBALL CARDS – Retired member wants to buy pre-1960 baseball cards. 206-954-3039

IRC RETIREES meet for breakfast on the 2nd Monday of the month. Contact: Sun 253-735-1832 or 253-569-4532

REAL ESTATE AGENT? I would be honored to help you buy/sell a home. I’m pas-sionate and dedicated to helping people with their real estate needs. Jamie Hanson, Person Real Estate Group. Cell: 253-332-8316 (call or text) Email: jhanson@personrealestate.com FOR GOOD VEHICLE CARE

SHOP NUMBER
____________________________________________________________________________________________________________

NAME

MAIL COUPON TO:

June 2019

July 2019

June 2019

TOOLSHOP

Page 10

RECORD ALBUMs LAYING AROUND? I will buy them! Rock and roll, blues, funk, metal, jazz, obscure. Those genes wanted. Fair price for good stuff. 206-861-5558

RECENT ADDITION TO OUR FAMILY: Yard Birds in Chehalis #105. Dish-es, vases, stamps, jewelry. Open Sun 10-2 and Sun 253-715-1832 or 253-569-4532

I WILL BUY THEM! Rock and roll, blues, funk, metal, jazz, obscure. Those genes wanted. Fair price for good stuff. 206-861-5558

EMERALD DOWNS CAFé. For more info contact clintonbinnie@hotmail.com

Maury’s BAYLINER 20’ w/350 ChevV8 inboard. Runs good. Toilet, 2 bunks, low hours with trailer. Boat and trailer both licensed. $1,600 for both. One owner. Home: 425-322-5870 Cell: 425-319-3633

Since 1995 WANTED TO BUY: Slo-Mo-Show, Hawaii pool, Jacuzzi and much more. 206-459-3444

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Since 1995
Administering the Oath of Office to Our New Officers

Union Effort Brings Results on Hearing Loss Claims

Continued from Page 1 and a period for public comments.

Before the revisions, a worker could only get a replacement hearing aid at the discretion of Labor & Industries (L&I) — making it much more difficult for the worker to prove he/she needed a new hearing aid, not to mention it was a much more cumbersome process to apply for and receive the new hearing aid.

The revised rule language was developed through the recommendations of a workgroup of experts and interested parties that included our 751 Health and Benefits Rep Rod Sigvartson. The State House of Representatives and L&I convened the workgroup (which included audiologists, fitter/ dispenser/manufacturers, business and labor) to review issues regarding hearing aids and replacement hearing aids. The workgroup suggested that the state revised their policy for hearing aids for Medicaid recipients and state workers.

As a member of this workgroup, Rod was very pleased to see the improvements that the workgroup was able to make. The revisions now include:

- replacement upon request five years after the issue date of the current hearing aid;
- battery replacement for the life of the hearing aid.

“This is a great example of why it is important for our Union to be active and engaged on many levels. By serving on the workgroup, Rod was able to make a positive difference for our members with hearing loss to ensure they can get a replacement hearing aid every 5 years. If we hadn’t been in the workgroup, it might have been a longer time frame or remained that replacements were only at the discretion of L&I,” said District 751 President Jon Holden.

Members of the workgroup discussed the pros and cons of revisions, as well as options for replacing audiometric data and the cost of repair vs replacement hearing aids after various years before determining what revisions to recommend.

Our Health and Benefits Anthem AIP* helps clients with the entire downsizing process from start to finish, including guiding them on what items they should throw out, donate, sell (and how to determine whether an item has monetary value), or bring to the new smaller space. Her company also helps facilitate charitable donations and manage similar moving needs.

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

Starting Early to Explore Options for Rewarding Careers

District 751 recently took part in the Stewart Elementary School Career Curiosity Fair. The event was designed to show students the wide range of jobs in their community and the many different education and training pathways that lead to rewarding careers.

IAM 751 Legislative Director Chelsea Mason helped organize the event and was instrumental in gaining a Spark Grant to ensure it was an impactful event. “The goal is to spark interest in young minds about all sorts of jobs and show students that community and technical colleges, trade schools and apprenticeships also lead to great careers. I believe starting these conversations at the elementary level and with parents is important,” said Chelsea.

The “Building a 777 Quickly” video drew in students to the 751 booth. IAM 751 Organizer Jason Chan explained the many jobs available building airplanes and airplane parts, as well as the benefits union membership provides to members and their families, including educational opportunities.

L to R: Local F President Shiane Van Pelt administers the oath of office to Local F Auditor Kevin Carrie, Local F Educator Luizane Chiv and Local F Auditor Mark Hartmann at the second shift May lodge meeting.
Machinists Visible at Annual Bloomsday Run in Spokane

The Annual Bloomsday Run drew more than 38,000 registered participants and just as many spectators waiting in Riverfront Park in downtown Spokane to greet the runners at the finish line. Recognizing the importance of an event of this magnitude, Local 86 Machinists Union members had a presence to remind participants we are a vital part of the Spokane community.

For the ninth straight year, union volunteers handed out informational packets that educated others on the benefits of union membership to thousands of runners and visitors after the race.

Machinists Local 86 also had a presence in the race with our Corporate Cup team “Unity Wins” that placed third in their division and 17th overall. Congratulations to our runners Dan Brown, Joe Marek, John Warren and Si Mai for their strong finish.

“The event is a great way to raise awareness for our union in the community and to educate others on the benefits of union membership and how we are continually striving to provide everyone a better standard of living,” said Business Rep Steve Warren. “We got a lot of positive feedback and more people know we’re part of the community and here for them.”

Thanks to all the volunteers at the event, as well as those who spent hours stuffing the packets in April.

Ranch & Home Event Delivers for Guide Dogs

Local 1951 Machinists raised more than $1,400 for Guide Dogs of America with their annual hotdog feed in the Ranch and Home parking lot over Mother’s Day weekend. Members handed out free hotdogs and asked for donations for this worthwhile charity. Many were drawn to the booth when they saw Beth Roth and her Guide Dog, Emmett. Having a Guide Dog recipient there allowed others to hear first hand how receiving Emmett changed her life and gave her freedom and independence.

Special thanks to Ranch and Home for their long-standing sponsorship of our Guide Dog fundraisers.

Volunteers also helped raise our union’s profile in the community by distributing information on the benefits of union membership and explaining the many ways we give back to our communities.

A New Face at our Spokane Office

Joylyn Meyer is excited to be a part of the Machinists Union and to help others. She is the smiling face greeting our members in the Spokane office and on the phone.

Joylyn has a diverse background. She was raised in Colton, WA, graduated from WSU, where her career path took her to California. There she worked in a number of industries including legal software, technical support, management, and consulting in Arizona and Florida before returning to Spokane.

Upon returning to Eastern Washington, Joylyn wanted to give back to the community and stand up for people’s rights. The position at Local 86 was a perfect fit.

“I strongly believe in fighting for workers’ rights, love the passion of our members, and look forward to meeting and helping our members,” said Joylyn.

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Talking Contract at Republic Services

The 140 Machinists Union members working at Republic Services in Goldendale are gearing up for their next contract negotiations later this year. The group selected their negotiation subcommittee and are ordering T-shirts to show their unity to obtain a fair contract.

Union Stewards and subcommittee members are currently reviewing final drafts for a survey that will be distributed at the June 9 membership meeting.

In addition, the stewards and subcommittee members will attend a week long Negotiation Prep training in July to put together a timeline of events, prepare proposals, and develop a communication plan to keep members active and engaged.