Gearing Up for Contract at Collins Aerospace

Following the Christmas holidays and Boeing’s change to the COVID policy, our Union Stewards have been actively working issues members encountered as they navigate ever-changing Boeing policies during a global pandemic. Changes to policy and procedure, as well as an uptick in cases following the holidays, swamped the Boeing COVID hotline – making things even more difficult for our members and Stewards who are fighting against unjust corrective action. Everett Union Steward Kenny Paine was able to successfully work several COVID-related issues for members in his work area that included getting paid time off for COVID-related absences, as well as excused LWOP – ensuring no corrective action occurred for the time off for COVID-related absences, as well as excused LWOP.

Kenny helped a member who had multiple positive COVID tests navigate through Boeing’s policy to ensure he got the proper paid time off. In addition, Kenny convinced management to allow additional excused LWOP absences because this member had multiple positive COVID tests and was erring on the side of caution to not infect co-workers by returning to work too early when he still might be contagious.

Kenny worked another issue for a member who had family members living at home positive for COVID. This member explained his circumstances to his manager, who advised him in an email to stay home and not to call Boeing Health Services. At the time, the member didn’t question this direction and followed management’s instructions. The member didn’t know if the time would be paid or not, but was certain it would be an excused absence. When he learned it was unexcused absences that could lead to discipline, he contacted Kenny who provided email documentation of the conversations with management and when no resolution could be reached, he escalated it to Business Rep Paul Schubert, who provided documentation to Corporate Labor Relations. Union action ensured our member had excused absences and did not get corrective action because he was trying to keep his co-workers safe and following the directions of his manager.

I appreciate Kenny and our other Stewards continually working through these COVID issues for members. No one should be disciplined when they are staying home to keep their co-workers safe. The pandemic is truly uncharted ground to navigate for our members who work in close proximity to literally hundreds of others and try daily to keep themselves and their co-workers safe. I applaud our Stewards for their hard work on this in order to ensure members don’t receive corrective action when they are erring on the side of caution to protect others,” said Business Rep Paul Schubert.

Renton Preflight Steward Tony Moss also worked a COVID-related issue for a member on his crew. The member had gotten his COVID vaccination in early December when Boeing policy provided two hours of pay (overtime if during off shift) for each vaccination. When the member entered the two hours “OT” in ETS, he was denied payment on his next check. We went on the Christmas holiday break before our member was able to address the issue with his manager.

When he returned to work after the first of the year, the member put in for the two hours’ overtime pay again since he received the vaccination during non-working time in 2021. His manager responded that it was no longer the policy and he would be compensated based on the current policy of either coming in to work 2 hours late or leaving 2 hours early.

The member then approached Tony to see if this was correct. Tony knew that Boeing changed their policy on COVID vaccinations after the first of the year so the member should have received two hours of overtime pay if so desired for the day he received the vaccination.

Continued on Page 4

Stewards Continue Working COVID Issues

Members from Collins Aerospace met at the Everett Hall to begin identifying issues to address in their second contract later this year.

Many was the high inflation and ensuring their wages are keeping up so they are not losing buying power during these inflationary times. Other topics members brought up included promotions and progression so members have a pathway to move upwards, larger raises, a better dental plan, more vacation and the option to roll over and accrue more time on the books, and many other topics. Members appreciated the face-to-face interaction and ability to speak freely, ask questions and learn more about the negotiation process.

These members voted for IAM Union representation in 2018 after their employer went through several multi-billion dollar acquisitions, and workers recognized they needed protection and security for their families.
Union AMPP Committee Ensures 5.8% Payout

Thanks to efforts by our Union side AMPP Committee, our members working at Boeing received a 5.8 percent AMPP payment on their Feb. 24th paycheck. This was the highest payout since the program began in 2012.

Credit for the payout can be directly attributed to the work of our Union side AMPP Committee (Ed Rutgen, Jason Chan, Dan Swank, Connie Kelliher, Mark Clark and David White from IAM Strategic Resources). Through many meetings and discussions with Boeing, our Union AMPP Committee found errors, and they were resolved accordingly and resulted in the 5.8 percent payout for our members. The payout was 5.8 percent because of the hard work of our committee. As reported in local lodge meetings, Boeing’s last cumulative AMPP calculation had the payout at less than 1 percent. Our Union committee continued to dig through the data until they discovered an error in the formula for both productivity and quality. After reviewing the data points issued, the payment increased to 5.8 percent.

Our AMPP Committee meets with the Company throughout the year. Our AMPP Committee’s role is to evaluate the information to ensure the accuracy and transparency of the data and that the results truly show the impact of our members’ actions where we had success in safety, quality and productivity. We also look for events that had a negative impact on the final results that were outside of our members’ control and should therefore be excluded. Our AMPP Committee did an excellent job ensuring that was the case.

While we always strive for the maximum of 6 percent, due to the membership’s hard work and effort throughout a challenging year, members received the highest AMPP payout since its inception. Our members are measured for no other payout or incentive plans at Boeing and contribute daily to the success of this Company.

AMPP Payout Percentages

<table>
<thead>
<tr>
<th>Year</th>
<th>Maximum</th>
<th>Payout</th>
<th>Possible 4%</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>3.1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td>3%</td>
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<td>2014</td>
<td>3.1%</td>
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<td>2020</td>
<td>1.2%</td>
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</tr>
<tr>
<td>2021</td>
<td>5.8%</td>
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</tbody>
</table>

[Note: Possible 4% is additional income that can be earned under certain conditions.]

L to R: Union AMPP Committee members Jason Chan, Dan Swank and Ed Rutgen pour through data to ensure it’s accuracy. The Committee found several errors in data points that when corrected increased the payout to 5.8 percent.

By JON HOLDEN
IAM 751 and West President

Unions make life better for workers. We could be biased, but when we see union workers earning higher wages than non-union workers in the same industry, it makes sense to be union.

Better health care coverage with less cost to workers and their families is important. Paid vacation, sick leave and holiday pay are great. And rights on the job and a safer workplace are what we count on from the union difference.

But don’t take our word for it, federal government data shows that union workers do better after year (see article page 6).

This is what unions fight for. This is the union difference. Workers form unions to have a say and help determine priorities for themselves and their co-workers in the workplace. By speaking with a collective voice, they make positive changes which are secured in a written contract. Union members have better pay and benefits—that’s the point!

Unions change the power dynamics in the workplace and give working people a say in their wages, benefits and working conditions.

It’s no surprise that corporations are doing everything they can to stop unions, but workers have the power to stand together and speak with one voice. We have that in our union!

Our members at Collins Aerospace are currently preparing for their second contract and met in February to start determining their priorities in this round of bargaining. Members in Spokane working at Peskae are also meeting to identify issues they want addressed in their next contract. And members at Boeing are filling out surveys to begin prioritizing and defining issues they want addressed in their 2024 contract with Boeing.

The federal data released in January confirms that Union workers earn more money — on average nearly 20 percent — which means they are better able to support their families.

Another federal report shows the union advantage translates into better benefits.

I have to agree. I grew up in a union family, and I’ve seen the benefit that generations of union membership can bring.

We can attribute to the work of our Union side AMPP Committee. Boeing realized an increase in their yearly payout to their union workers, which pointed to the wrong data sets.

The payout was 5.8 percent because of the hard work of our committee. As reported in local lodge meetings, Boeing’s last cumulative AMPP calculation had the payout at less than 1 percent. Our Union committee continued to dig through the data until they discovered an error in the formula for both productivity and quality. After reviewing the correct data points, the payment increased to 5.8 percent.

Our AMPP Committee meets with the Company throughout the year. We attribute credit for the payout can be directly attributed to the work of our Union side AMPP Committee (Ed Rutgen, Jason Chan, Dan Swank, and Ed Rutgen pour through data to ensure it’s accuracy. The Committee found several errors in data points that when corrected increased the payout to 5.8 percent.

New contracts, and much more. We are representing workers in bargaining sessions in our union and encourage each of you to take ownership. Talk to your steward, consider attending a union education class or a monthly union meetings (both are currently held on Zoom, visit iam751.org, calendar for meeting and Resources tab) (Registration). We have another example every Friday with new members at Boeing to give them a brief overview of our Union, their benefits, their rights and more, and how to see the value in ownership and becoming engaged because ‘U’ are the Union and it takes all of us working together to be successful.

Every day we have Stewards working hard to enforce the contract. Our Stewards network and share their experience of what worked best in a particular situation to grieve a contract violation, protect members’ rights, push back on a management decision or to simply better represent our members on the job.

However, the sharing of information must go beyond just stewards and officers and extend to our fellow workers. As our Stewards have success in the shop pushing back when management violates our contract, I encourage them to take a few moments and share our success with their crew.

Explain what part of the contract was violated so members will recognize if it happens again and know to document and bring it to the attention of a steward.

Every word and clause in the contract has meaning and intent. When we are all engaged and participating, we are stronger and management is less likely to violate the contract.

It’s much more than simply offering classes on different subjects. When members see how our contract impacts others in day-to-day activities at work, they are more likely to retain the knowledge.

In February, stewards working at Boeing realized an increase in their yearly AMPP incentive payout. The higher payout directly correlates to the work of our Union AMPP Committee, which meets throughout the year to evaluate the information and data to ensure accuracy, as well as look for events that had a negative impact and were out of our control. This year our Committee found errors, which were resolved accordingly and resulted in the 5.8% payout for our members on Feb. 24th. This is just another example of our Union in action working for you.

Finally, I want to thank each member who filled out a survey and gave us their time to evaluate the information and data to ensure accuracy. As we look for events that had a negative impact and were out of our control. This year our Committee found errors, which were resolved accordingly and resulted in the 5.8% payout for our members on Feb. 24th. This is just another example of our Union in action working for you.

Thank you.
Stewards Ensure Members Receive OT Pay Per Contract

Thanks to swift action by Union Steward Katie Eagleson, a 30+ year member working at Spares Distribution Center was able to remain on his preferred shift. 751-member Doug Parker approached Katie after management informed him they were forcing him off his preferred shift. The member received an email from the manager stating a report date to the new shift. Katie knew a first level manager cannot involuntarily move a senior member off their preferred shift. She grabbed her contract book, approached the manager and explained Section 5.4 Shift Preference language to the manager. She noted the manager’s action was a violation of our contract and emphasized senior members cannot be forced off their preferred shift with very limited exceptions and a documented date to return in writing. This is a good example of a contractual provision that emphasizes the value of seniority, which is important in so many contractual situations.

As a result of Katie’s action, Doug (who has a 1989 seniority date) got to stay on his preferred shift and the manager was called out on their blatant contract violation and educated on our contract so it shouldn’t happen again in the future. “Our contract provides stewards, members and managers alike with guidelines for staffing shifts. Any improper movement can be not just argued but grieved, if necessary,” said Business Rep Shane Van Pelt. “Katie did a great job presenting the member’s case and ensuring management followed up and did the right thing to keep the senior member on his preferred shift.”

The situation again shows the value of union membership and having an advocate to speak up and protect your rights on the job and ensure the Company follows the contract they signed.

Union Action Keeps Senior Member on Preferred Shift

“Machinists Institute Gains Approval for Statewide Machinists Apprenticeship”

Steward Diana Noinala talks with Business Rep Shane Van Pelt about an overtime issue she was able to resolve and the importance of educating managers and members on our overtime language in 6.10. A Memorandum of Agreement (MOA) between the Union and Company further clarified the phrase “normally perform the particular work activity on a straight time basis” means: during the week of the overtime requirement to be eligible within the crew (1st line manager) and the shift.

In addition, 6.10(b)(1)(a) clearly defines who should be asked “First, ask the employees regularly assigned to either the machine, job, crew or position…”

Diana confronted management and asked why no one from their work group was brought in or even asked to work the overtime. Management responded “because no one was cross-trained.” After Diana pointed out our contract language, management continued to insist they could bring in anyone they wanted for overtime and that there was no contract violation. Diana was not deterred and continued to elevate the matter and included emails from the manager as written evidence they brought someone from outside the area to work overtime. Diana worked with her business rep who was prepared to take the matter to arbitration because it was the principle that management clearly violated the contract.

When the matter was elevated to a higher level, Boeing agreed it was a violation and paid Joyce for the weekend she should have been offered to work.

“It took months to get resolved, but I knew management had violated the contract and Joyce should have been allowed to work the overtime. It was a learning experience for management who now understand our overtime language and haven’t done it again since Joyce was paid,” said Diana.

“I applaud Diana for being tenacious and pushing until the issue was resolved and the violation corrected. Management makes our members abide by the contract each day so it is only right they must also be held accountable to the contract provisions,” said Business Rep Shane Van Pelt.

Steward Diana Noinala (l) talks with Business Rep Shane Van Pelt about an overtime issue she was able to resolve and the importance of educating managers and members on our overtime language in 6.10.

Machinists Institute Gains Approval for Statewide Machinists Apprenticeship

The Machinists Institute, which is the training arm of our Union, continues to grow and expand its program offerings to help workers achieve their career goals and learn new skills. In February, the Machinists Institute (MI) received good news from the Washington State Apprenticeship Training Council on January 20th. The State Council approved the new standards in February, which change the geographic area from Puget Sound to statewide, as well as incorporating parts of Idaho and Oregon. In addition, the state approved adding the occupation of “Machinist” to the standards.

With that approval MI can begin to sign on employer training agents to the program and begin apprenticeship training for machinists across the state. This will also create opportunities for the pre-employment students the MI has already begun training and the mission of MI and IAM751 to increase access and opportunities into these family sustaining wages and careers.

On February 21, District 751 President Jon Holden, Secretary-Treasurer Richard Jackson and Chief of Staff Jason Chan joined MI Executive Director Shana Peschek to set up equipment at the MI Tukwila Training center for the expanded apprenticeship programming.

751 Member Doug Parker (r) thanks Steward Katie Eagleson for enforcing our shift preference language to ensure he remained on his preferred shift.

751 Secretary-Treasurer Richard Jackson installs equipment. A Joint Apprenticeship Training Center (JATC)

The MI Executive Director Shana Peschek and Tommy Hunt (IAM 160) and chair of NW Machinists Apprenticeship Committee presented new Registered Apprenticeship standards to the Washington State Apprenticeship Training Council on January 20th. The State Council approved the new standards in February, which change the geographic area from Puget Sound to statewide, as well as incorporating parts of Idaho and Oregon. In addition, the state approved adding the occupation of “Machinist” to the standards.

Going by ‘the Book’
Second shift Union Stewards in the Renton wingline Jon Voss, Daniel Ponce and Vinh Lien work together to ensure contract provisions are enforced and no unjust discipline is issued to our members. These Stewards recently had several cases to share. In one case this happened to other members in a similar situation.

Ensuring Progression Steps Are Correct
After Recall

The first success impacted several of our QA members and pertained to members who were recalled from layoff within a year. Our contract states in 6.3(a): "Employees recalled from layoff within one year will be credited with any time they had prior to their layoff toward their next six-month progression increase."

"While the contract language is clear, as we talked with our recalled QA members we learned several didn’t get credit for time toward their next progression step that they accumulated before layoff. When we gathered our information, we knew this was a contract violation," said Steward Daniel Ponce.

"We provided the member with all the relevant data and showed him how his time had been laid-off for less than a year and ensured those who should have already reached their next progression step got the proper back pay. Showing them it pays to be a Union." Our Stewards gathered pertinent information on each member (hire in date, layoff date and recall date) and presented the information to the manager with no results. Undeterred, our Stewards elevated the information to Business Rep Rich McCabe who got the matter resolved with Labor Relations.

As a result of our union action, QA members were recently credited for all time they had been laid-off for less than a year and ensured those who should have already reached their next progression step got the proper back pay. Showing them it pays to be a Union."

Our Stewards presented the information to the manager and asked him to make contact with our member’s current manager to explain what transpired, why the dates were coded wrong and get them corrected, which ensured no CAM was issued to our member.

“I appreciate the proactive Union Stewards here in Renton who helped get this issue resolved so I didn’t receive this infraction. It is good to have an advocate and have support when you needed it to resolve an issue. It pays to be a Union,” said the member.

Another member reached out to Steward Jon Voss after management told them they had recently exceeded their 47.9 hours in Leave Without Pay (LWOP). Jon evaluated our member’s LWOP usage and noticed they were at 48 hours LWOP and simply needed to change at a minimum of 1 LWOP to sick leave. The member changed their ETS, used their benefits to cover and management backed off issuing an attendance CAM.

"I’m glad the member came to me because he wasn’t aware how our union can assist in this situation," said Jon Voss. "I invited him to attend my first Local Lodge meeting to learn more useful information and see how our Union advocates for members always.”

Finally, another member was issued their first attendance CAM and was worried about not being able to cover their future absences after being on an extended LOA due to COVID concerns. After the member came to work and became visibly ill, the Stewards then educated this member on Article 16.10(d) (the 2018 revision) – that ensures if an illness causes you to leave work to get medical care during working hours, on the same day, it is an excused absence that doesn’t count toward an attendance inflation. After learning of this language, the member left work, went straight to her doctor, who instructed her to remain home a minimum of six days. When the member returned to work, she provided the Reed Group with the doctor’s note and the absences were excused.

With the ramp up in the 737 program, these Stewards actively seek out and greet new members entering their work area (whether they overtime transfers in, get recalled or is a new hire). When members know their Stewards, they are more likely to ask questions or bring an issue forward for the advocates to work.

Every day our army of Union Stewards are fighting issues for members on the shop floor, but they can only be an advocate if they are aware of a situation. Consider attending Union meetings which are held on Zoom. In addition, members are welcome to attend Union education classes via Zoom to learn their rights, contract language and other important information. Register for union classes by visiting www.iam751.org, then click on the class registration tab. The classes rotate topics each month.

Knowledge is power and the more members are educated on their rights and our contract, the stronger we are as a Union.

SAVING What for? 2024!

Start Your ISF to Prepare for 2024 Boeing Contract

Our strength at the bargaining table is when we face The Boeing Company in 2024 is a direct reflection of solidarity and preparation of our membership.

Take the time now to plan for a strong future is NOW! Start your Individual Strike Fund (ISF) savings account today with a new payroll deduction to savings to give us strength at the bargaining table (right for step-by-step instructions)

Even though the 2024 contract is more than 2.5 years away, it is important to start now. Personal savings are always necessary should we face a decision on whether to strike or not.

Remember, the goal is always to achieve a contract offer that we can accept. In order for our members to be in the best bargaining position, your personal savings are key to confidence and security when it matters most.

Talk with co-workers and let’s get everyone thinking ahead. Early preparation years out means you will be ready to stand on principle to achieve the contract you have earned.

If you direct $50 every paycheck into your ISF, you will have the confidence to accept or reject the Company’s offer based on the details of the final proposal when our contract expires in 2024!

How to Set Up Your ISF Payroll Deduction at Boeing!

You will need your bank routing number and account number. Then decide the designated payroll account (50$ every paycheck will give you the confidence to accept or reject Boeing’s offer based on the details).

From a computer at work:

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

From Home www.boeing.com

Top Right Select “Employee/Retiree”

• Select “WORKLIFE”
• Select “ACCESS WORKLIFE NEW OR CHANGE THE WORKLIFE FROM HOME option”
• Enter your BEMSID and Worklife Password and select “Login”
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Stewards Continue Working COVID Issues

Continued from Page 1

because it occurred in 2021. The first and second level managers insisted we would only get two hours of early out or late in time because the policy changed the first of the year. Tony again pointed out that the member received the vaccine in late 2021 under the previous policy and was therefore entitled to two hours of overtime pay. It was then Tony elevated the matter to the director, who agreed that the vaccination occurred under the previous policy; therefore, the member was entitled to two hours of overtime pay.

“Tony was the first to question who was issued an ETS, used their benefits to cover and management backed off issuing an attendance CAM. The first and second attendance CAM due to a first attendance infraction. After learning of this language, the member left work, went straight to her doctor, who instructed her to remain home a minimum of six days. When the member returned to work, she provided the Reed Group with the doctor’s note and the absences were excused.

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Qatar Airways announced on January 31 that they would purchase 34 new Boeing 777X freighters and a surprise purchase of 25 Boeing 737 MAX (with an option to add 25 more), both of which are built by IAM 751 members here in Puget Sound. These orders will significantly impact IAM members at Boeing in the Pacific Northwest and IAM aerospace members throughout the nation.

The announcement occurred at a White House signing ceremony attended by IAM District 751 President and Directing Business Representative Jon Holden. This marked the first time District 751 officials were invited to an airplane order signing at the White House.

“This is great news and provides substantial work for our members with Qatar as the 777X freighter launch customer,” said IAM District 751 President Jon Holden. “Today’s announcement is a result of the partnerships that helped make Washington State the hub for the Aerospace industry. The IAM has trained aerospace workers since 1935, and it was made possible through collaboration. We help provide pathways into aerospace jobs in our communities through aerospace training and state-registered apprenticeship programs. The Puget Sound community will benefit from the good-paying family-wage jobs. On behalf of IAM District 751, I want to thank all parties for not only the future investment in our community but in our nation.”

Along with Boeing and Qatar officials, joining Holden at the press conference was Senator Sherrod Brown and U.S. Commerce Secretary Gina Raimondo and International Federation of Professional and Technical Engineers (IFPTE) President Matthew Biggs.

“The IAM represents tens of thousands of members in the aerospace industry who welcome this long-term commitment,” said IAM International President Robert Martinez Jr. “This investment, championed by the administration, signals an understanding of the impact of one of our nation’s most vital manufacturing sectors. IAM District 751 members are some of the most dedicated and skilled workers in the world, thanks in large part to being part of a union that gives them a voice in strengthening the aerospace industry. Together we are able to give voice to many communities that will benefit from the good union jobs this investment will create.”

“I along with our Brothers and Sisters in the Puget Sound and the entire aerospace industry welcome the great news on the new orders,” said IAM Western Territory General Vice President Gary R. Allen. “The aerospace industry is one of the best sectors in the Western Territory that provides good-paying jobs. With this investment, we are able to build strong communities throughout the West including the Puget Sound area.”

“Another boost to our members working in the aerospace industry,” said IAM Aerospace General Vice President Mark Blondein. “Once again, this proves how much our members’ skillsets are valued in the industry. We continue to build the best products in the world, and this investment is proof.”

751 Continues to Have an Active Voice in Olympia

IAM District 751 had an active voice throughout the 60-day legislative session in Olympia by testifying on multiple bills, meeting and coordinating with other union leaders and monitoring progress (or lack of) on proposed legislation that will impact workers.

As the Aero Mechanic paper went to print on Feb. 23, several of the bills we are supporting were still alive going into the final weeks of this legislative session.

These included:

- Bills concerning expanding apprenticeships, higher education and career pathways:
  - E2SSB 5600 – Concerning the sustainability and expansion of state registered apprenticeship programs
  - E2SSB 5764 – Concerning apprenticeships and higher education
  - E2SSB 5789 – Creating the Washington career and college pathways innovation challenge program

- Two bills aimed at fixing issues the state’s new long-term care program (WA Care):
  - HB 1732 would delay the implementation of the WA Care payroll tax by 18 months until July 1, 2023. The bill will address issues for those near retirement. In February, HB 1732 would allow workers nearing retirement age to become eligible for long-term care benefits if they paid premiums for at least one year before retiring.
  
- HB 1733 creates new voluntary exemptions from the WA Care program, including out-of-state residents who work in Washington, and supports trust programs for certain populations.

IAM District 751 was also supporting ESBH 1688 and SB 5751 which would improve workplace safety and patient care in health care facilities by addressing staffing needs, overtime, meal and rest breaks and enforcement.

With the session going into its final two weeks, legislators found themselves making difficult decisions about which bills will be prioritized to pass and which will fail just for lack of votes, but for the simple scarcity of time. In the 2022 session, House members introduced 4,002 new bills, which included Senator Karen Keiser and Representative Mike Sells. Sen. Keizer, chair of the state Senate Labor, Commerce and Tribal Affairs Committee, served many years as the communications director for the WSLC while Rep Sells, chair of the state House Labor and Workplace Standards Committee, served as secretary-treasurer of the Snohomish and Island County

Participants also heard from Caitlin Jekel, senior labor policy advisor for Governor Jay Inslee, who previously served as WSLC’s workforce development director. She spoke about how union members supporting expanded apprenticeships has made an impact and noted several bills are making their way through the legislature including bills on stable housing, food security and aid to schools across the state.

Before meeting with their legislators, WSLC attendees were briefed on how to make an impactful impression on legislators by sharing personal stories of how key bills affect them, asking for support on those bills and demonstrating their union values by ensuring all voices in the meeting were heard.

The virtual conference ensure 751 and labor’s voice is heard by legislators throughout the state.
Federal Report Confirms: It Pays to Be Union

Unions give each member an equal opportunity to advance in the workplace. We believe every worker deserves a fair chance to succeed. Unions ensure members are paid for the job they perform.

The $194 a week difference translates into more than $10,000 a year. Over a 30 year career, the union advantage would mean more than $300,000 more. "The additional pay a unionized job provides translates into a significant difference in your ability to provide for your family," said Holden. "We often say it pays to be union, and this data proves that saying is true."
The collective power of standing together with your co-workers also translates into better health care and

Union membership translates into more pay and benefits according to data from the Bureau of Labor Statistics (BLS) proving it pays to be union.

As the BLS released its annual survey of union members and weekly earnings in late January, more and more workers in America are struggling to simply get by. The best option to improve their situation is very simple: have working people stand together, or in other words, join a union.

Federa data confirms that besides more pay, union workers are far more likely to have employer-provided health care and other benefits than their non-union counterparts. Across the board, federal reports verify that Union members get more: pay, benefits, vacation, sick leave, paid holidays and life insurance.

In 2021 with the global pandemic, Washington State remained union strong and moved up to #3 among the most unionized states in the country. Union members account for 19 percent of Washington State’s workforce, according to the 2021 union membership report released by the BLS. That’s significantly higher than the national unionization rate of 10.3 percent (see article on page 7). Union membership has consistently translated into higher wages. In 2021, median weekly earnings for union workers was $1,169 last year, according to the BLS report, compared to $975 per week for non-union workers. That’s a nearly 20 percent higher pay rate on average for union members. That’s the Union Difference. (NOTE: Median means half of workers were paid more than that, and half were paid less.)

"This shows Union members earn more money, which means they are better able to support their families and businesses in their communities," said District 751 President Jon Holden.

The $194 week difference translates into more than $10,000 a year advantage. Over a 30 year career, the union advantage would mean more than $300,000 more. "The additional pay a unionized job provides translates into a significant difference in your ability to provide for your family," Holden said. "We often say it pays to be union, and this data proves that saying is true."

The collective power of standing together with your co-workers also translates into better health care and

paid leave benefits according to a report released in September 2021 from BLS. That report showed:

- 95 percent of union workers are offered health care benefits at work, compared to 68 percent of nonunion workers;
- The quality of union benefit plans typically are better too. For example, the Bureau reported that companies on average paid 81 percent of the premium cost under union-negotiated family health care plans, while only paying 64 percent of the premium cost for family plans for non-union workers.
- The union advantage is also clear when it comes to paid time off:
  - 87 percent of union workers have paid sick leave, compared to only 76 percent of non-union workers (NOTE: this is a nationwide survey. Washington State passed a paid sick leave law that went into effect in 2018, but does not apply to all employers);
  - 90 percent of union workers have paid vacation compared to only 78 percent of non-union workers;
  - 81 percent of union workers have life insurance benefits, compared to only 54 percent of non-union workers;
  - 90 percent of union workers have paid holidays compared to only 80 percent of non-union workers.

During the global pandemic, union workers also were able to speak up about workplace safety, cleaning protocols, personal protective equipment (PPE), while non-union workers had to simply accept whatever their employer did or did not do to keep the workplace safe from COVID.

Beyond just wages and benefits, union workers have a say in their working conditions, hours of work, promotional system, safety programs and a defined grievance procedure to dispute management actions. These issues, coupled with giving a member a true voice in their workplace, any workplace, is tremendously powerful.

"Combined, the increased wages and lower health care employee costs are a significant difference, which is well worth the investment of annual union dues," Holden said. "That means it’s easier to buy a car or a home, save for a child’s education, or take a family vacation. These are the basic components of an American middle-class lifestyle, and each one is easier to achieve, if you’ve got a union contract.”

“All of us want the same things for our families,” Holden said. “We want to own our homes. We want our children to be healthy, and we want to save money for their educations. We want to retire with security and dignity.

“All these basic parts of the American Dream are more likely to become a reality for workers who have union contracts,” he continued. “That’s why we say it pays to be union.

The advantage – more than $10,000 a year – makes a real difference in the lives of working Americans,” said Holden. "Today’s economy is out of balance with most economic gains going to the top, forming a union is the only way workers can stand together and demand better wages, working conditions and rights on the job. Who doesn’t want rights? Workers deserve their fair share."

Our state’s high union density at 19 percent or nearly one in five workers helps raise the standard of living for everyone, Holden said. "Higher union density means employers have to do more to compete for workers, and that raises pay and benefits for nonunion workers too, which injects even more dollars into our communities."

Union vs. Nonunion Benefits

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Union</th>
<th>Nonunion</th>
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<tbody>
<tr>
<td>Health Care Coverage</td>
<td>95%</td>
<td>68%</td>
</tr>
<tr>
<td>Employee Share of Health Premium for Single Employee Coverage</td>
<td>83%</td>
<td>77%</td>
</tr>
<tr>
<td>Sick Leave</td>
<td>87%</td>
<td>76%</td>
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<tr>
<td>Paid Vacation</td>
<td>90%</td>
<td>78%</td>
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<tr>
<td>Paid Holidays</td>
<td>90%</td>
<td>78%</td>
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<tr>
<td>Life Insurance</td>
<td>R I P</td>
<td>81%</td>
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Federal Report Confirms: It Pays to Be Union

Weekly Earnings, Union vs. Nonunion

<table>
<thead>
<tr>
<th>Earnings Level</th>
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</thead>
<tbody>
<tr>
<td>Men</td>
<td>$1200</td>
</tr>
<tr>
<td>Women</td>
<td>$1150</td>
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Union Advantage translates into more!

A worker covered by a union contract earns, on average 19.9% more in wages than a peer with similar education, occupation and experience at a non-union employer in the same industry. The Union Advantage translates into more!
More Workers in Washington State Say Union Yes!

With 72,000 more members, state now ranks 3rd in Union membership

Reprinted From The Stand — More and more people in Washington State are seeing the value of joining together in unions.

The state’s union membership rate increased to 19 percent of the total workforce in 2021, up from 17.4 percent in 2020, according to a report released in late January by the U.S. Department of Labor’s Bureau of Labor Statistics. With an additional 72,000 workers joining the ranks last year, there are now an estimated 629,000 union members in Washington, making it the third most unionized state in the nation behind only Hawaii and New York.

“This is great news not only for Washington’s union members who gain power with increased numbers, it’s good for all working people in this state,” said Larry Brown, President of the Washington State Labor Council, AFL-CIO. “When workers join together in unions, they earn more money, they boost our state and local economies, and fight to lift working standards for everyone. Higher minimum wages, paid sick leave, paid family leave, access to overtime pay. All of these things were fought for and won by Washington’s labor movement, but they benefit all workers. That’s the power of collective action and joining together.”

Union membership once again meant higher wages in 2021. Median weekly earnings for union members was $1,169 last year, according to the BLS report, compared to $975 per week for non-union workers. That’s more than a 19 percent higher pay rate on average for union members. That’s the Union Difference.

JOIN TOGETHER! — If you don’t have a union at your job, learn how to join together with your co-workers and get higher wages, better benefits and respect on the job by visiting voteyesiam.org

Amazing Achievement: Crew Goes 17+ Years Accident Free

Safety is Top Priority for Renton Blue Streak/Composite Repair Shop That is Accident Free Since 2005

In Renton, the Emergent Operations Blue Streak/Composite Repair shop has made safety a top priority and their record reflects that dedication. Safety is built into every task for this shop and the fact you travel throughout the factory and other locations, it is amazing to hit the one-year mark without an injury. By making safety a priority, you have done so much more than that,” said McCabe. “For more than 17 years, you have made sure you leave work in the same condition as you arrived. That is incredible. This record didn’t happen by accident. You are working safe because you look out for each other every day and are intentionally conscious of safety procedures.”

These members have built safety into the forefront for all members in this shop. Despite photo approvals of unions being at an all-time high, the national union membership rate continued to decline in 2021 to 10.3 percent, down from 10.8 percent the prior year. The decline happened despite significant union momentum, with high-profile organizing victories in new industries and widespread strikes as workers stood up during the pandemic for better wages and working conditions.

The fact that unionization nevertheless declined is a glaring testament to how easy it is for employers who oppose unions to exploit weak and outdated federal labor laws to thwart workers’ attempts to join together in unions. That’s why organized labor has been fighting for U.S. labor law reform and urging the Senate to pass the House-approved Protecting the Right to Organize (PRO) Act and the Public Service Freedom to Negotiate Act.

“At a national level, these 2021 numbers are a wake-up call,” Brown said. “Here in Washington State, despite these broken labor laws that create obstacles to unionization, working people are overcoming these undue barriers. But it shouldn’t be so hard to join together and demand a better life. Congress must pass the PRO Act and the Biden administration must promote the right to union representation and collective bargaining if we truly want to rebuild our economy.”

In addition to earning higher wages, the BLS also reports that union members are far more likely to have employer-provided health care and retirement benefits:

- 95 percent of union workers had the option of an employer-sponsored health care plan, compared to 68 percent of nonunion workers.
- 94 percent of union workers had access to an employer-sponsored retirement/401(k) plan, compared to 67 percent of nonunion workers.
- 93 percent of union workers had the option of an employer-sponsored prescription drug coverage, compared to 67 percent of nonunion workers.
- 74 percent of union workers had the option of an employer-sponsored dental plan, compared to 40 percent of nonunion workers.

In Renton, the Emergent Operations Blue Streak/composite repair shop has more hazards than most and as they work in unfamiliar areas and unique situations almost daily – making this safety record even more impressive. Their work regularly requires them to fabricate parts and assemblies by hand to support production, AOG or critical spares. They use drill presses, saws, mills, presses, forming equipment, plating processes using acid, heat treatment operations at over 920 degrees, and liquid nitrogen at temperatures below 400 degrees. They work with a variety of chemicals, hard acids, solvents and potting compounds daily to complete their work packages.

“We don’t just perform work here in our shop at Renton. Our job takes us to Seattle. No matter where our work takes us, we keep ourselves safe and think about those working around us.”

Life is Better Where Labor is Stronger.

Not only do states with higher union membership invest more in education and health care, the outcomes are better where unions are stronger. Life expectancy is actually longer (80.2 years) in states with high union membership compared to states with low union membership (78.1 years).

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First and second shift A-3934 Emergent Operations Blue Streak/Composite Repair have gone an impressive 17+ years without an accident or injury — showing Safety First is more than a slogan to these members. Their achievement is even more impressive when you consider they work in unfamiliar areas and unique situations daily and travel to various locations including San Antonio, Victoria, Moses Lake, Everett and Seattle.

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These members have built safety into every task so that it is second nature. While nearly every job at Boeing has some sort of inherent danger, the blue streak/composite repair shop has more hazards than most and as they work in unfamiliar areas and unique situations almost daily – making this safety record even more impressive. Their work regularly requires them to fabricate parts and assemblies by hand to support production, AOG or critical spares requirements. They use drill presses, saws, mills, presses, forming equipment, plating processes using acid, heat treatment operations at over 920 degrees, and liquid nitrogen at temperatures below 400 degrees. They work with a variety of chemicals, hard acids, solvents and potting compounds daily to complete their work packages.

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Continued on Page 8

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The Seattle Corridor HSI Site Safety Committees led by IAM-Boeing Joint Programs Administrators Stosh Tomala and DelBora Winston-Farago welcomed new Business Reps Carolyn Romeo and Shane Van Pelt to the Committees. Carolyn will be the Business Rep focal for DC/Kent and Shane will be the focal for the Plant 2 committee. Both Carolyn and Shane have been passionate about safety for years and are excited to continue promoting safety in the workplace in their new role.

In late January, Shane and Carolyn participated in safety walk/tours at the 14-01 Thompson site and Seattle Delivery Center with the Site Safety Committees to review recent SHEAR activities and resolutions.

While newly appointed as IAM Business Reps Carolyn and Shane bring years of experience as both have served on Site Committees. "Both Carolyn and Shane have previously served as Site Safety Committee members and join us ready to hit the ground running. They are excited to support and assist our members in their new roles. Our Site Committees and Seattle Corridor members will reap the benefits of having these two experienced union leaders serving on our safety team," said IAM-Boeing Joint Programs Administrator Stosh Tomala. "I look forward to working with them and appreciate their passion for keeping our members safe."

Apprentice Graduates Offer Input to Improve Program

COVID has changed many aspects of our daily working life and our members in the IAM-Boeing Joint Apprenticeship Program found themselves facing many challenges. Traditionally, the program required on-the-job training and off-hours classroom instruction, as well as in-person quarterly meetings to track and review each apprentice’s progress. COVID eliminated all of that initially.

To ensure our apprentices could continue their program when in-person learning wasn’t possible due to physical distancing requirements, IAM-Boeing Joint Programs was pro-active and found new ways to adapt and bring this training to our apprentices – including switching instructor led courses to online and finding new instructors when previous ones chose to retire. Joint Programs was creative and found ways to ensure apprentices continued to learn the skills of their chosen trades while adhering to strict state guidelines governing apprenticeship programs.

While the changes kept apprentices on schedule, it also added stress to our apprentices – recognizing how rigorous and intense this training is without a pandemic.

Several of the most recent apprentice graduates offered encouragement to fellow students and feedback to try to improve the program and reduce the stress and anxiety that apprentices were feeling.

IAM-Boeing Joint Programs is using feedback from our apprentices to try to improve the program, re-evaluate current practices and look for creative solutions.

Amazing Achievement: Crew Goes 17+ Years Accident/Injury Free

continued from Page 7

We always put safety first,” said 751-Member Marcy Parker, who has worked in the shop since before the last injury occurred 17 years ago.

“We have an incredible variety of work, chemicals, and tools used by our crew, but safety is our top priority,” said Martin Schmidt, who also has been in the shop since before the last injury. “Everyone looks out for each other all the time so we all go home safe. It is ingrained in every task and shows in our safety record.”

To achieve such an impressive record, management support is critical and helped shape a culture where safety truly is a priority so members don’t feel pressured to hurry and get the job done.

“The nature of our work demands we work as one big safety team. We don’t rely on one person to push safety, and we are not afraid to speak up if we think something is wrong,” said Union Steward Bobby Buechler. “You can’t be complacent; safety doesn’t happen by accident. It is a purposeful mindset and a raised level of awareness.”

“Be aware of your surroundings always. Take the time to stop, look and listen,” advised 751-member Mark Magnason.

By celebrating their success and sharing their story, this shop hopes to inspire other Machinists Union members to make safety the top priority so no one is injured as we perform the dangerous task of building these airplanes each day. By making a collective, conscious effort, we can all leave work in the same condition as when we arrived – which is a cornerstone of union values.

Renton’s Emergent Operations Blue Streak/Composite Repair members have not had an injury or accident since 2005. Making that record more impressive is the fact these members regularly travel to other locations as shown above working on a plane in San Antonio damaged from a hail storm.
Nomination & Election Process for Replacement Convention Delegates

Because the 2020 Grand Lodge Convention was delayed until October 2022 several of the delegates elected in 2020 have retired, are no longer members or are unable to attend with the new dates. This prompted the need to elect replacement delegates from those locals. The IAM International President has granted dispensation to all Local Lodges so that we are using the process created in 2020 (and used again in 2021) for a mail in nomination and election.

Nominations for replacement Delegates or Alternates to the 40th Grand Lodge Convention will only be accepted from members in good standing of their respective local lodge. Candidates for Delegates or Alternate Delegates must meet the requirements outlined in Article II, Section 4 of the IAM Constitution. Member must accept the nomination or their name will not appear on the ballot. Following are the positions that will be nominated and elected as replacements from the 2020 election cycle:

Local C: Robert Bekey, Hans Bloedorn, Maria Bojarm, Tia Borromine, Ralph Buchanan, Scott Buchner, Confessor Burgos, Marvin Burnett, Dennis Dowell, Carl Drake, Thomas Finkins, Steve Firth, Ronald Gardell, Donald Gipson, Kenneth Groves, Edward Harrison, Jerome Johnson, Richard Minicher, Benjamin Rhynier, Hollis Scott, Clifford Standfield, Gary Swanson, Leo Synakowski, Jerry Winninghoff.

Local E: Pamela Knight, Charles Lukkes.

Local F: Dannette Enera, Cheryl Lorenzo, Bernard Manzo, Dave Revia, Elaine Sibley, James Trissell, Delora Vandervolp.

Nominations for replacement Delegates or Alternates to the 40th Grand Lodge Convention can be submitted by mail to the Seattle Union Hall by 5 p.m. Friday May 6, 2022. Nomination forms must be received on or before Friday, May 6th to be valid.

Return this form via postal mail to IAM 751 Elections, 9125 15th Pl. S., Seattle, WA 98108. Nomination forms must be received on or before Friday, May 6th to be valid.

Member Submitting the Nomination

NAMES_____________________________
Local Lodge:

Union Hall:

(Found on AeroMechanic mailing label or front of eligibility card)

Address:

City:____________________________State:______________Zip:__________________

Last 4 of SSN or BEMID:____________________________

Phone:____________________________Home Email:____________________________

We need contact info in case there are questions on who you are nominating.

Nomination Form for Grand Lodge Delegate/Alternate Members from Local 751-A, 751-C, 751-E and 751-F can nominate for your local only to serve as replacement delegates or Alternates to the 40th Grand Lodge Convention. To submit a nomination, you must be a member in good standing to nominate another member of the Local or be a Delegate/Alternate Delegate to the Grand Lodge Convention. Nominate no more than your local needs to replace those elected in 2020, which the majority are still active members planning to attend and represent (Local A - 1 Alternate; Local C - 1 Delegate; 3 Alternates; Local E - 2 delegates; 1 Alternate; Local F - 3 Delegates; 3 Alternates).

Nomination Form for Grand Lodge Alternates

Nomination Form for Grand Lodge Alternates Please print (Name & BEMID if known or last 4 of SSN) Person nominated will be contacted by their election chair and MUST accept the nomination.

If more candidates are nominated in a local than there are positions, we will hold a mail-in election. If that occurs, request your ballot by visiting: www.iam751.org/vote and fill out the online form or call 1-800-763-1301 and request a ballot by 5 p.m on May 27th. Ballots must be returned no later 5 p.m. on Thursday, June 23rd.

The pandemic has created a unique situation and we are implementing new procedures to conduct the business of our union. Thank you for your patience during these times. If you have any questions on this process, please contact Secretary-Treasurer Richard Jackson at 206-764-0310.
Diaper Drive Runs Through March 31

District 751’s MVP Committee and Women’s Committee are partnering with the group ‘Do The Right Thing’ to collect diapers and baby wipes for families in crisis from across the region, through March 31. Diapers and wipes can be brought to any IAM 751 union hall.

The diapers and wipes will be donated to families living in women’s shelters as well as organizations that support low-income families in King, Pierce and Snohomish counties through Mary’s Place in Seattle, Multi-Service Center of Federal Way, DAWN Domestic Violence Shelter, Parent Child Assistance Program Tacoma, Two Hearts Pregnancy Aid Snohomish County, and many others.

Paternity demo,pregnancy demo,pregnant mom,pregnancy demo,diapers,pregant mom,pregnancy demo,pregnant mom,pregnancy demo,pregnant mom,pregnancy demo
Union action in the Tri-Cities ensured that a long-time member working at Hanford did not receive unjust discipline — confirming that it pays to be Union. Union Steward Bob Hendrickson received a one-day suspension for incidental speeding, but had faith that his union would ensure it did not stand. As the Steward for their group, Bob filed the grievance on his own behalf.

Staff Assistant Chris Powers provided assistance in challenging the suspension as unjust discipline, as well as filing an information request asking for the company’s disciplinary process, documents showing the GPS/telemetry devices were properly maintained and calibrated, and other pertinent information.

By conducting a thorough investigation and gathering necessary information, Bob and Chris were able to show that the Company did not meet the seven tests of just cause required to issue discipline. Specifically, employees were not made aware of the consequences for a speeding violation and others had similar or greater violations and were not disciplined — showing the company was inconsistent in their application of discipline.

As a result of our Union challenging this, the one-day suspension was overturned and removed from Bob’s file, and Bob received the one day of pay.

“One of the main reasons workers join a Union is to gain protection against unjust and unjust discipline. Just cause, as well as fair and consistent discipline, are the foundation of every union contract to ensure members have a voice and an advocate should they find themselves in this type of situation. This is one of the most important rights of union membership,” said Chris. “As a Steward, Bob knew it was wrong and that the employer must have a reason for imposing discipline — that is fair, consistent and just. In this situation, the Company clearly didn’t meet the criteria of just cause so the suspension was overturned, he received pay for the day and discipline was removed from his personnel file.”

Members at Penske Begin Preparation and Identify Issues for Next Contract

In preparation for upcoming contract negotiations, Union Stewards Mark Freeman and Garrett Hall along with Business Rep Steve Warren met at an offsite meeting to discuss bargaining unit surveys, shops, meetings and communications.

Members filled out contract surveys in February and provided input on what they would like to see in their next collective bargaining agreement. Input from the surveys will help formulate contract proposals when formal negotiations begin in April. Members have been signing up to receive text messaging updates during negotiations to remain informed.

While the current contract expires the end of September, bargaining sessions will begin in April. One of the reasons why bargaining is beginning earlier this year is to discuss the CDL incentive policy Penske offered last year, but later retracted.

Representatives from both IAM 751 and IAM District 160 work together on negotiations for the contract that covers 23 members at two locations in Eastern Washington and approximately 80 members in the Seattle area (represented by IAM District 160). These talented mechanics ensure all vehicles used for rental and leasing are in top working condition, as well as provide preventive and comprehensive maintenance for commercial fleets for other companies. Our members must be able to work on a wide variety of trucks, buses, over-road trailer trucks, refrigeration trucks, liftgates, heavy equipment and every kind of gas and diesel vehicle.

Penske Union Stewards and Negotiating Committee members Mark Freeman (l) and Garrett Hall (r) meet with Business Rep Steve Warren to finalize contract surveys which were distributed to members in February.

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Well Wishes for Their Retirement from Triumph

Business Representative Steve Warren (r) congratulates Jeff Bartholomew (l) and Lane Van Orman on their recent retirement from Triumph Composites. Steve presented each of them with an IAM watch and thanked them for their years of service.

Jeff has been an IAM member since 1991 working at Triumph. Lane has been a member since 1992 at Triumph – both are proud of their more than 30 years of IAM membership and we wish them well in retirement.

In 2017, the IAM started offering a free online college program to members (active, retired and laid-off) and their families (which is broadly defined to include kids, stepkids, foster kids, grandparents, parents, siblings, brother-in-law, sister-in-law, nieces and nephews). The program continues to grow to fit the needs of the members.

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