Stewards regularly defend our members on issues beyond just contractual enforcement. Recently, two Everett Union Stewards defended our members at Boeing and successfully had unjust Corrective Action Memos (CAMs) regarding attendance removed from members’ files and thereby prevented unjust discipline. Business Rep Spencer Burris thanked 787 MMO Union Steward Shannon Pruitt for her action that prevented a member from receiving a one-day suspension and resolved an attendance CAM while educating Management and Human Resources (HR) on the issue.

Shannon is an active steward who keeps good documentation on her meetings with management and HR. While representing a member recently, she recognized the member’s name from a past meeting. She pulled handwritten notes from the previous meeting, scrutinized the dates involved and pointed out to HR that one of the days in question had already been identified in a previous CAM.

In questioning, there were no dates of the attendance violations on the CAM so I asked HR to provide the supporting documentation. They said it was an oversight. I let them know in no uncertain terms, it was unacceptable to have a blank CAM with no idea of the dates triggering the corrective action,” said Shannon.

“This is the third time as a steward, I called HR on trying to use the same dates for two corrective actions on a member. I suspect double CAMing must happen more often than we realize,” Shannon added. “If we don’t call them out every time, they will continue issuing unjust discipline to our members.”

“...To make it easier to detect, I always instruct our members to write the dates on the CAM so it is documented and going forward they can easily see which dates were already used on a previous infraction,” Shannon added.

Shannon then pointed out that the other five days in question were pending FMLA and could not be part of corrective action unless FMLA was denied. Later, FMLA for the other five days was approved, validating her concern about issuing the CAM.

Shannon’s proactive approach prevented the member from receiving an unjust one-day suspension and demonstrates how stewards can effectively combat unfair corrective action. Documentation and attention to detail are key,” said Business Rep Spencer Burris. “While CAMs are not grievable, Stewards routinely challenge CAMs they believe are issued in error and effectively advocate for our members to clarify and question HR.”

Continued on Page 5

Stewards discuss recent job combinations with District President Jon Holden and how the union evaluates the combinations to ensure the pay is proper. L to R: Bruce Boe, Jon Holden, Dan Johnson, Tony Cafarella.

Union reviews pay in job combinations

We have seen a number of job combinations emerge from Boeing recently, causing many questions from members on the topic.

Here’s how it works: Boeing periodically makes a determination that they want to combine job classifications. The company then presents this to the union side of the Jobs Committee. One of the questions we have been asked recently was why our union suggested these jobs get combined. Just to be clear: the company makes these determinations on their own, without suggestions from our union.

Having said that, what are our options going forward when the company makes this decision? We must evaluate each job combination on a case-by-case basis. We must look at the work functions being combined to ensure we don’t see higher labor graded work being included in the new classification.

If our union has an issue with the labor grade assigned, we have 45 days to grieve the labor grade.

If we don’t see an issue with the labor grade, we must ensure that other provisions of the contract remain in tact. After that, all members of the combined jobs are placed in the new job by their seniority or member who return rights, Category A recall rights, and Category B inline promotion rights would still have those rights going forward.

Can we argue that the company may not be familiar with. Per the contract in LOU 5, the company is required to train members in combined jobs when assigned new work they are not familiar with.

Career Guides were developed with the help of IAM-Boeing Joint Programs so members can see a clear path through the Employee Requested Transfer (ERT) system to access the most current and newly combined jobs, including necessary training for the jobs. Our administrators and program coordinators at Joint Programs review and update career guides on a continuous schedule and develop new guides for job combinations with Subject Matter Experts who validate any changes to the career guides. The associated skill team

Continued on Page 2

Challenging changes to LTP

Our union continues to defend members against attacks from Boeing on our contractual benefits.

On Oct. 17, District 751 filed an Unfair Labor Practice (ULP) charge with the National Labor Relations Board regarding Boeing making unilateral changes to the taxation of Learning Together Program benefits for some of our members.

Our goal with the ULP is to protect our members’ rights based upon both past practice and the contract, along with any laws that apply.

Historically, Boeing treated the value of classes over the annual limit of $5,250 as taxable income and reported the receipt of that benefit above $5,250 on a member’s W-2 forms.

Early in 2016, Boeing decided to change how it treated the value of certain classes and decided to report 100 percent of the value of classes related to games, hobbies and sports as taxable income.

Your union objects to these...Continued on Page 5

Continued on Page 1 of 2

Continued on Page 1

Casino

Continued on Page 1

Continued on Page 1

Continued on Page 1

Continued on Page 1

Continued on Page 1
Union reviews pay in job combinations

By JON HOLDEN
IAM 751 District President

Last month our members had the opportunity to participate in electing their leaders for new terms starting February 1, 2017.

This process is one of the most important actions that we take as a membership to maintain our democracy and set the course for the next four years. I want to thank everyone who participated in their local lodge elections and I want to believe that it is our duty and our responsibility as individual members to cast our vote.

I also believe that it is each member’s responsibility to participate in all the work that it takes to make our union stronger. Each of us must do our part to ensure that whenever District 751 faces hurdles in the future, we all pitch in.

The past few years have not been easy for anyone, but we never quit. We have a lot of work to do, and we will work together to accomplish it. When I say we, I don’t just mean myself, business reps, and the stewards. I know that when every member feels their actions make a difference then they will make enormous efforts. I believe that when we communicate expectations, our members will respond accordingly. When we engage with each other and discuss the issues that affect us all, the actions we must take become clear. We will be a stronger union together.

We can’t blame the International any longer. Our success together will rise and fall with our ability to unify as a membership. Our ability to maintain and improve the standard of living for ourselves, our families, and our communities depends on each of us.

Whatever anger we harbor against anyone from the last few years must be pushed to the side. We now depend on each other to prepare for the struggle ahead. All our efforts must focus on service to the membership and preparation for those future battles.

We will continue all the programs we have started: Town Hall meetings, educational classes for all members, identifying and teaching the tactics of the future, and most of all engaging with the members while continuing to be the advocate we are delegated to be.

In my discussions with members I hear many times how we need to teach our new members entering our ranks what it means to be a union member. I could not agree more and that is something that every member can work on. In the past it has always been our members on the shop floor who took newer folks under their wings. When we were new, fellow members taught us everything from where the toolroom was, how to perform our jobs, which managers to watch out for, why it was important to invest in the VIP or which medical plan might work best for us.

Many of us have felt the camaraderie with our fellow members learning how to be a member, and now should pass on what we have learned to others on the shop floor who are just like us. Despite generation gaps with different communication styles, we are all very similar. We want to make a good living for ourselves and our families, save for our future, have enough to enjoy our lives outside of work and to someday retire with security and enjoy our retirement years – we are currently seeing many of our friends and co-workers do just that.

There will never be a shortage of issues to work on with each other. Our employers will continue to change attendance policies, attempt job erosion, threaten our communities and attempt to do more with less. These are all opportunities for us to advocate for our members. We will continue to demand to bargain changes in working conditions, move cases to arbitration and file Unfair Labor Practice charges when necessary to protect our rights and enforce the contract. We will also remain a strong voice in the broader labor movement where we will continue to organize new workers to raise the standard of living for other aerospace workers, also just like us.

I am a proud member of this union and proud to work on your behalf. It is very important to acknowledge that we don’t do this work alone. There is not one person who will succeed by themselves. There are many members at all levels working together to make our union stronger. I am confident that no matter what hurdles are placed in our way, we will accomplish great things together.

District officers to be nominated on Nov. 22

While the District Council Delegates, District Council Alternates, District Audit and Business Representatives for the next four years were determined in local lodge elections in October (see page 3 for results), the District Officers (President, Secretary-Treasurer, Vice President and Sergeant-at-Arms) will be nominated from the newly elected, seated District Council Delegates at the Nov. 22, District Council meeting.

In the event an election is required for any of the District offices (meaning more than one person is nominated for the same position), the District Council will select an election date. Per District 751 bylaws, the election will be on a day between Jan. 5 and Jan. 20, 2017, but not on the date of a local lodge election. If an election is required, formal notification will be sent to all eligible voters specifying the date, voting locations, poll hours, and absentee ballot requirements.

Santa Claus to be at December meetings

Continued from Page 1 reviews any changes and updates the required training.

Mechatronics Grievance Challenge Update

Why is our union challenging the newly installed Mechatronics classification and going to arbitration to argue against this action? Because this was not a job combination when we see entire job families combined into one. The new job actually took job functions from multiple classifications and bundled them to create a new, single job. The functions contained in the new job were not new. In fact, we have many members who perform this exact work everyday. The problem is that this action by the company takes away other provisions in the contract that were meant to protect seniority rights, Category B inline promotions, return rights, and other provisions requiring agreement between the company and the union.

We were scheduled to be in arbitration October 17 - 19 but due to a serious health concern experienced by our lead attorney we asked to postpone the arbitration to a later date. We are working to get a new date established with the arbitrator and the company.

This case is very important to our membership for several reasons. If the company is allowed to take job functions from multiple existing job families and combine them to avoid other important protections and seniority provisions then no job family or classification would be safe.
Members elect union leaders for next four years

During the month of October, members voted to determine District Council Delegates and Alternates for the next four years, as well as their union Business Representatives and District Audit. Below are the results of the elections held on the day of monthly local lodge meetings (per each local’s bylaws). Since the 15 Business Representatives for Western Washington and one Business Representative for Eastern Washington elected were the same in all seven local lodges, there is no need to have Business Reps on a District election ballot in January.

At the November 22nd District Council meeting, both the newly elected and current District Council delegates will attend and nominations for the four District Officer positions (District President, District Secretary-Treasurer, District Vice President and Sergeant-at-arms) will take place. Only newly elected, seated District Council delegates are eligible to be nominated for District Officer positions. If more than one person is nominated for any of the officer positions, a District election date will be set between Jan. 5 and Jan. 20 (not on a local lodge meeting day).

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### Oct. LOCAL LODGE ELECTION RESULTS

#### Local 751-A Business Representatives Western WA – (top 15 elected)

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#### Local C RESULTS CONTINUED Business Rep East WA (1 elected)

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#### Local 751-F Business Representatives Western WA (Top 15 elected)

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#### Local 751-E Business Representatives Western WA (Top 15 elected)

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#### Local 751-C Business Rep Western WA (15 elected)

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#### Local 86 Results Continued

#### Local 751-F Business Representatives Western WA (Top 15 elected)

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### Local 1123

The following were elected at the nominating meeting in Sept. with no opposition.

Business Reps Western WA (15 elected)

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### Local 1951

Business Rep Eastern WA (1 elected)

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#### Local Council Delegate (1 elected)

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#### Local Council Alternate (1 elected)

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#### Local Council Delegate (2 elected)

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#### Local Council Alternate (1 elected)

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#### District Council Alternate (3 elected)

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<td>566 ERIC REYES</td>
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#### District Council Delegate (1 elected)

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#### District Council Delegate (2 elected)

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#### District Council Alternate (1 elected)

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#### District Council Delegate (1 elected)

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**SPECIAL THANKS TO ALL THE MEMBERS WHO TOOK THE TIME TO VOTE AND HELP DETERMINE OUR UNION LEADERS FOR THE NEXT FOUR YEARS!**
Fun deal: Local C charity poker tournament coming up

Local C's fourth charity poker tournament promises to be a fun deal.

The lodge’s next Guide Dogs of America Hold ‘Em Tournament will be Saturday, Nov. 12, at the Muckleshoot Casino in Auburn. Registration will start at 5:30 p.m., and the tournament will run from 6 to 11 p.m.

Registration will cost $100 per player. There will be a $3,500 payout to the top 10 players at the final table.

All proceeds from the tournament will go to Guide Dogs of America. District 751 is one of the top fundraisers for Guide Dogs of America; over the past seven years, our union has raised more than $2 million for the charity.

Players with details about the tournament are available at all Puget Sound union halls. Additional information is available from Neal Key at (206) 890-5485.

Entry forms are available:
In Auburn from Shari Boggs (253) 886-1802;
In Everett from Mark Mason (360) 631-4412;
In Fredericksbn from Chris Schorr (253) 797-2288;
In Renton from Scott Daniels (206) 372-7078, and
In Seattle from Dave Bridgman (206) 632-3658.

MVPs to join Home Team in annual fight against hunger

District 751 is teaming once again with Northwest Harvest and KINGS-TV to fight hunger in western Washington.

Our union is collecting non-perishable food items at all Puget Sound union halls as part of KINGS-TV’s annual Home Team Harvest food drive. Donations will be taken through Dec. 2.

In addition, as many as 150 IAM 751 volunteers will take part in the Home Team Harvest food drive on Dec. 3, taking donations of food and cash and helping to load semi-trailers with donated food at sites around Puget Sound.

Last year, more than 120 union volunteers took part, bringing with them more than 500 pounds of donated food and checks totaling $3,100 from District 751 and its affiliated local lodges, and from the Washington Machinists Council.

This will be the 15th consecutive year for IAM 751 volunteers to take part in the Home Team Harvest food drive. Organizers said the Machinists Union is a major part of the event’s success each year.

In recent weeks, MVPs made life better for three families around Puget Sound, by building wheelchair ramps at homes in Puyallup (above), White Center (middle) and Enumclaw (top and bottom right). In each case, the ramp project gave a home-bound person the opportunity to lead a more active and independent life.

Union volunteers ramp up efforts to build better communities

Renton Machinist Vaneisa Gaul had lost her home in a fire, so to help out, union stewards fired up the grill for a cookout outside the Renton plant on Oct. 5.

Hill-Wilcox got the ball rolling, and approached her steward on the Renton panels line, Scott Hallstrom. Hallstrom in turn recruited fellow stewards Darry Woodson, Terri Myette and Donnie Louberg to help organize the event.

Even though it was held on short notice, the barbecue lunch raised $1,541 for Gaul and her family.

“We had a great turnout. People from wing laydown, the horizontal build line and panels area showed up,” Myette recalled. “We had brats, hot links, hot dogs and chili. Several business reps from Renton and Auburn came by, and the rain held off, mostly, until we were done.”

When one of her union sisters was hurting, IAM 751 member Brenda Hill-Wilcox decided to help.

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Renton barbecue helps members who lost home in fire

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Far right: Renton Union Stewards (left to right) Scott Hallstrom, Darry Woodson, Terri Myette and Donnie Louberg fired up the grill for a hamburche barbecue that raised money for a union member who had lost her home in a fire.

Brenda Hill-Wilcox & Scott Hallstrom organized the event.
Union helps deliver back pay to correct progression pay issue

With help from his union, IAM 751-Member Nathan S. was ensured he received the proper pay and progression for his work at Boeing. After contacting Business Rep Jason Redrup, who worked the issue, Nathan received thousands in back pay and had his progression steps corrected.

Nathan originally hired in as a 30504 Grade 4 structures mechanic. After a couple years, he accepted an upgrade to a Grade 5 door rigger job, which reset his 12-progression steps.

However, after Nathan accepted the door rigger upgrade, his previous structures job was upgraded to a 30505 — meaning he was in the same labor grade as his previous job.

“Boeing didn’t give Nathan credit for his time as a Grade 4, even though all other structures mechanics who received the upgrade had their progression combined. I brought it to the attention of compensation, who initially refused to fix the matter,” said Jason. “Only after I took the case to our pre-arbitration and continued to push the issue, did Boeing Compensation finally agree to make the correction and provide the proper back pay.”

Nathan tried to correct it himself but got nowhere.

“When I called TotalAccess to correct the matter, I just got the runaround and was told there is nothing we can do for you. They listened, but no one was willing to correct the issue,” said Nathan. “It was then I turned to our union. I was glad to have our union to represent me and ensure I received the proper pay. The back pay was thousands that otherwise I would never have received — proving it pays to be union.”

Challenging changes to LTP

With much has been done to raise awareness on Breast Cancer, there is another devastating disease that is highlighted in October with a purple ribbon — pediatric strokes. In fact, Oct. 29 has been deemed World Pediatric Stroke Day.

“Pediatric Stroke Warriors helps families affected by pediatric strokes with support groups and access to lots of useful information.”

He recommends their website (pediatricstrokewarriors.org) or facebook page, to learn more about this disease, including warning signs, treatment options, resources and support groups.

While pediatric strokes are relatively unknown, it remains one of the top 10 causes of death among children and occurs at the highest rate in infants younger than 1 month old. The impact can range from almost no problems all the way up to death. More people need to be aware of the warning signs.

Signs and Symptoms:

- Newborns & infants signs include seizures, early hand preference prior to the age of 1 and a tendency to use only one side of body.
- In children and teens: Remember F.A.S.T. acronym for Face Drooping, Arm Weakness, Speech Difficulty. Time to call 911!
- Additional signs that can warrant medical attention, include severe headache, vomiting, extreme sleepiness, dizziness and coordination problems.
- What’s needed: Aneurysm screening for infants. A hand preference: a child under 1 is not typical development.
- Rapid response for children showing signs of stroke in the ER. Further signs and symptoms are the diagnosis and treatment of stroke in kids is as critical as it is in adults.
- To learn more visit: pediatricstrokewarriors.org

Member sets out to raise awareness on pediatric strokes

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Stewards prevent unjust corrective action

Continued from Page 1

Business Rep Greg Campos thanked 747 Union Steward Todd Christensen for getting a failure to clock in written CAM removed for member Wes Loupias. During the meeting with HR, the manager stated it was not his responsibility to inform employees if they fail to clock in. Todd quickly informed HR that it is management’s responsibility to inform the employees and after the discussion, the CAM was reduced to a verbal.

“I pointed out that Wes was never notified of the clocking issue so how could he correct it? Then the manager claimed he had emails telling Wes about the issue so I asked to see them. When he didn’t have any, he then said he had verbally warned Wes,” said Todd. “The manager insisted he was giving the CAM no matter what. At that point, I had Wes write on the CAM he was never notified of the clocking issue and proceeded to argue the issue with HR.”

“I had told my manager I had issues with my badge. There was documentation that I had gotten a new badge after it failed to work at the gate one day. Even knowing this, the manager was still determined to issue the CAM. I was glad to have the union there to stop this unjust action,” said Wes.

“Todd does a great job representing our members,” said Business Rep Greg Campos. “The manager’s pride got in the way of him doing the right thing. He was hoping Todd would back down. When Todd has the facts on his side, he never gives up, which is what makes him an effective steward.”

Any time a union member is called in for corrective action or discussions, members should always request to have a union steward present. That is your federally protected right as a union member and ensures you have an advocate present to help clarify and question the actions.

UPDATE: Our union continues to challenge Boeing on their stepped up enforcement of the attendance policy and clocking procedures using information members brought forward showing the impact of the changes. We will keep members updated on this matter.
At Boeing open enrollment for health plans through Nov. 30

**Comparing your Plan costs for Puget Sound**

<table>
<thead>
<tr>
<th>Service/Care</th>
<th>Traditional (TMP)</th>
<th>Selections CCP</th>
<th>Group Health HMO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Puget Sound Employee monthly contributions required</td>
<td>Effective 1/1/17-12/31/17</td>
<td>Effective 1/1/17-12/31/17</td>
<td>Effective 1/1/17-12/31/17</td>
</tr>
<tr>
<td>Employee only</td>
<td>$ 40.00</td>
<td>$ 40.00</td>
<td>$ 70.00</td>
</tr>
<tr>
<td>Employee &amp; spouse</td>
<td>$ 80.00</td>
<td>$ 80.00</td>
<td>$140.00</td>
</tr>
<tr>
<td>Employee + child(ren) Family</td>
<td>$ 120.00</td>
<td>$ 120.00</td>
<td>$ 210.00</td>
</tr>
<tr>
<td>Office Visits (network)</td>
<td>$20 co-pay primary care, $25 specialist (including chiropractor)</td>
<td>$20 co-pay primary care, $25 specialist (including chiropractor)</td>
<td>$20 co-pay primary care, $25 specialist (including chiropractor)</td>
</tr>
<tr>
<td>Annual Deductible</td>
<td>$300 individual; $900 family in-network</td>
<td>$300 individual; $900 family in-network</td>
<td>None if within network.</td>
</tr>
</tbody>
</table>

**Co-insurance percentage**

- Network services: 10% after deductible
- Non-network services: 40% after deductible

**Retail Generic** (up to 30 days)

- Brand name formulary: $5 co-pay
- Brand name non-formulary: $25 co-pay
- Mail Service Generic (up to 90 days)
- Brand name formulary: $60 co-pay
- Brand name non-formulary: $100 co-pay

**Brand name non-formulary**

- $5 co-pay with no generic OR approved after review. If not, $25 co-pay OR no generic OR approved after review. If not, $50 co-pay.
- $100 co-pay if no generic OR approved after review. If not, $100 co-pay OR no generic OR approved after review. If not.

**For more information**

1-888-402-4776
www.bcbsil.com/boeing
1-888-402-4776
www.bcbsil.com/boeing
1-888-901-4036
www.ghc.org

You should be aware of several items:

- Complete the Health Assessment Questionnaire to avoid additional paycheck contributions in 2017. Taking the questionnaire is not mandatory, but it is a choice members and/or their covered spouse or domestic partner need to make to avoid additional monthly payroll contributions. Members can take the IAM Health Assessment Questionnaire until Nov. 30 by logging into TotalAccess and clicking “My Well Being” (spouses must visit www.webmdhealth.com/boeing). Please note that when taking the Health Assessment Questionnaire, you can always select “Don’t Know” if you prefer not to answer a question, or enter “None” if you choose on applicable questions. There are also a number of questions that are optional and marked as such.

Considering the 2017 benefit options— and remembering your benefit needs are unique and can change over time— annual enrollment is your opportunity to rethink your current plan. Be sure you’re in the plan that’s best for you and your family. An annual enrollment packet has been mailed to each member’s home.

In addition, there are many online tools on the “Your Benefits Resources” through Boeing TotalAccess to help you in reviewing your plan choices, including plan comparisons and provider lists. From inside Boeing, log on to https://my.boeing.com and click the TotalAccess tab, go to “My Health & Insurance Plans,” then “Your Benefits Resources.” Outside Boeing go to www.boeing.com/express and click TotalAccess, then My Health & Insurance. Log on with your TotalAccess Password and your BEMS ID or Social Security number. If you’ve misplaced it, log on to Boeing TotalAccess, click My Profile, click TotalAccess Password. When you complete enrollment, click Confirm and print the confirmation and keep it until a copy comes in the mail or email. You can also call TotalAccess by phone at 866-473-2016. If you do, you’ll be asked to enter your BEMS ID and follow the prompts.

Your union recommends that you study the plans carefully before selecting coverage, review how different plans affect your out-of-pocket costs and check lists of network providers to see which networks your doctor is in.

**District** 751 members at Boeing can also choose between two dental plans in Washington State: the Network Plan (Delta Dental PPO) or Prepaid DeltaCare Plan.

**Things to Remember**

- Make changes outside Boeing at www.boeing.com/express, click TotalAccess or inside Boeing at https://my.boeing.com click on TotalAccess. Or call 1-866-473-2016 and have your TotalAccess Password. Hearing-impaired callers can access TTY/100 service at 1-800-735-6363.

- Review enrollment materials, examine co-pays and out-of-pocket expenses, check list of network providers.

- Any members who do not complete the health assessment by Nov. 30 will face an additional $20/month paycheck deduction for health care in 2017. If a spouse or partner fails to complete the assessment by Nov. 30, there will be an additional $20 a month in 2017.

- After you enroll, print the confirmation and keep the copy until the hard copy comes in the mail, if you have an email address on file, you’ll also receive an email confirmation.

**Understanding the terms used in the health care plans:**

Members have asked for definitions of the various terms used to describe coverage. Below are definitions from the Summary Plan Description.

- **Costshare** - The percentage of the covered charge that you and the plan each pay.

  - **COPAYMENT** - A fixed dollar amount that you pay toward the cost of a covered service under your network office visit. You generally pay the copayment at the time the service is received. Copayments do not count toward the annual deductible.

  - **ANNUAL DEDUCTIBLE** - The amount of money that you pay for covered services before your plan begins to pay for most covered services. (Co-payments and monthly premiums do not count toward annual deductible).

  - **ANNUAL MEDICAL OUT-OF-POCKET MAXIMUM** - The maximum amount that you or your family must pay in any one benefit year for most services to which a coinsurance percentage applies. Once the annual medical out-of-pocket maximum is reached, the plan will begin to pay most covered services and supplies at 100 percent of the maximum allowable cost for the rest of that benefit year.
CHOOSING YOUR HEALTH PLANS AT BOEING

Medical Plan update from BlueCross & BlueShield of Illinois

Once again annual open enrollment for health care is here! At BlueCross and BlueShield of Illinois (BCBSIL) we strive to provide you with the information you need to make the best healthcare decisions for you and your family.

Traditional Medical Plan Changes

Looking forward to 2017, we wanted to advise you that the Traditional Medical Plan in-network deductible will be increasing from $225/$675 for individual/family to $300 per individual and $900 per family. The out-of-network deductible is increasing from $225/$675 for individual/family to $600 per individual and $1,800 per family.

Copay amounts will also be changing in 2017 for the Traditional Medical Plan, moving from a $15 copay for Primary Care & Specialist office visits to a $20 copay for Primary Care office visits and a $25 copay for Specialist office visits.

Selections Plan Changes

Members in the Selections Plan should also note some changes to the plan’s out-of-pocket maximums, copay amounts, and cost-shares levels for 2017. Cost-shares levels are moving from 100 percent to 90 percent. However, this change in cost-shares does not apply to preventive care and smoking cessation which will still be covered at 100 percent. Network benefits and Durable Medical Equipment coinsurance will remain at 80 percent.

The in-network out-of-pocket maximum is $2,000 per individual and $4,500 for family. The out-of-network out-of-pocket maximum is $2,900 per individual and $4,500 for family.

Copay amounts will move from a $15 copay for Primary Care & Specialist office visits to a $20 copay for Primary Care office visits and a $25 copay for Specialist office visits.

As always, if you have any questions about your plan you can speak with a Health Advocate at 888-802-8776 from the hours of 5 a.m. to 5 p.m. Pacific Time.

Available Online and Telephonic Resources

You can use the online tool Blue Access for Members (BAM) to locate a network doctor, hospital or urgent care center. BAM is a great resource when you want to get personalized cost estimates for tests, treatments and procedures by providers. BAM is accessible at www.bcbsil.com/boeing.

The Primary Nurse Program provides members with access to a Registered Nurse who can assist you with managing your health care needs. A BlueCross and BlueShield of Illinois Primary Nurse can help if you are living every day with an ongoing health condition or have any health concerns. Working with a Primary Nurse is confidential and included in your medical benefits package at no extra cost. If you have questions about this program, please call Boeing Member Services at 888-802-8776 from 5 a.m. to 5 p.m. Pacific time and ask to speak to a Primary Nurse.

Contractual changes to retirement benefits go into effect

Many of the harsh realities of the concessions of the 2014 contract extension which 751 union leaders vehemently opposed, become reality in the month of November.

On Oct. 1 the monthly pension multiplier increased to $0.05 per month; however, accumulation of the pension benefits were frozen as of 11:59 p.m. October 31. This changes what retirement security looks like going into the future.

Benefits for current employees hired or rehired prior to Jan. 3, 2014 will be determined based on their pension accrual calculated as of Oct. 31, 2016.

On Oct. 1, reductions for early retirement improved so you can receive your full pension as early as age 58 (previously at age 60). The early retirement reduction is 2 percent per year reduction for ages 57, 56 and 55. Keep in mind you still need at least 10 years of service to start your pension before age 62.

With the end of the defined benefit pension, members who were hired or rehired on Jan. 3, 2014 or earlier, will be eligible for an additional Special Company Retirement Contribution to the VIP effective Nov. 1, 2016.

Each pay period the Company will contribute to the Plan an amount equal to a percentage of the employee’s eligible pay, as noted below:

- Nov. 1, 2016 – Oct. 31, 2017 = 10 percent
- Nov. 1, 2017 – Oct. 31, 2018 = 10 percent
- Nov. 1, 2018 – Oct. 31, 2019 = 6 percent
- Nov. 1, 2019 and thereafter = 4 percent

For those hired or rehired after Jan. 3, 2014, the company contributes an amount equal to 4 percent of eligible pay each pay period.

For purposes of the Special Company Retirement Contribution, eligible pay is defined in Article 9.6(c) of our contract as base pay, shift differential, pay adds (i.e. team leader, A&P, etc), overtime premium, paid time off (excluding payout of unused benefit, cost-of-living adjustments (COLA) and Aerospace Machinists Performance Program (AMPP).

Note there are more stringent requirements regarding taking a hardship withdrawal from the new Company Retirement Contribution, since going forward this will be the only retirement plan for our members working at Boeing (see Article 9.6(d)), on page 52 of the contract).

VIP Match Increases

Effective Nov. 1, 2016 – The company matching contribution to the VIP will increase to 75 percent of the first 8 percent of the employee’s combined pre-tax and after-tax contributions (previously 50 percent).

Our Health & Benefits office has put together a brochure to help members plan for retirement and understand all the options available before filling out any retirement paperwork. In addition, the Health & Benefits office encourages members to make an appointment and talk to a Health & Benefits rep to ensure you make the best decision for your retirement future.

Complete Health Assessment by Nov. 30 to avoid added premium surcharge; screenings are optional with no impact on your monthly premiums

Members and their spouses or domestic partners enrolled in a Boeing-sponsored medical plan must have until Nov. 30 to complete the health assessment questionnaire to avoid higher monthly out-of-pocket costs for health care in 2017 (up to $40 per month if both employee and spouse/partner fail to complete the assessment). NOTE: Retirees do not need to take the health assessment.

Keep in mind you will be receiving answers on the health assessment and to avoid the higher monthly cost, you

DO NOT have to provide any numbers on the Health Assessment. Remember: “I don’t know” is a perfectly acceptable answer.

Health screenings ARE NOT REQUIRED for our members and have NO IMPACT on the deduction from your paycheck for medical benefits. Screenings are strictly voluntary.

The health assessment questionnaires are available online. Members can fill them out at work by logging on to the TotalAccess site and clicking the “My Well Being” tab.

At home, members can log on to TotalAccess by going to www.boeing.com/express, then entering their BEMSID and TotalAccess password, then clicking “Take Health Assessment icon.”

SPOUSES or domestic partners enrolled in a Boeing-sponsored medical plan must go online at www.webmdhealth.com/boeing.

Union members who’d rather not answer the questionnaire online have the option of calling TotalAccess at (866) 473-2016 to request a paper form to be mailed to them, or have a TotalAccess representative ask them the questions on the phone. Paper copies are also available at all union halls.
Twenty-two golf teams “chipped in” for the Machinists Non-Partisan Political League (MNPL) at the Local C Golf Tournament on Saturday, Sept. 24. The annual event raised more than $14,000 for the political arm of the union (since no union funds can be used for candidates or political action). Thanks to all the volunteers and special thanks to organizers Andy Schier and Chris Schorr for putting together a day of fun for all!

Thanks to our sponsors

Jon Holden
Susan Palmer
Patt Berke
Rich McCabe
Brett Coty
Tommy Wilson
Mark Blundin
Shosh Tommasi
Dena Bartman
Grace Holland
Robley Evans
Greg Campos
Garth Lush
Andre Trahan
Howard Carlson
Mark Clary
Paul Verkamp
Spencer Burns
Dan Sawark
Connie Kaller
Steve Warren
Larry Brown
Andrew Schier
Richard Jackson
Rod Sigverson
John Lopez Jr.
Lars Lilien
Hasan Solomon
Rick De la Fuente
Tenn Myette
Jason Chan
Bob Merkt
Mike Hill
Mark Mason
John Kunz

Making Strides for Breast Cancer in Everett and Renton

Stormy weather couldn’t dampen the spirit of IAM 751 members who turned out for the annual Making Strides for Breast Cancer walk in Everett on Saturday, Oct. 15. The event was moved inside Xfinity Arena because of weather which made the walk more pleasant for the 30 members who participated. Many came dressed in pink tutus and other pink accessories in honor of loved ones who have battled this disease.

On Friday, Oct. 21, in the Renton plant on second shift, Union Steward Laura Kiley organized a “pink gathering” photo op to raise awareness of breast cancer. Laura addressed the crowd, stating, “In their lifetimes, one in eight women will develop invasive breast cancer. It is a disease that has unfortunately touched the lives of all. We stand together, in support and in solidarity of everyone whose lives have been impacted by breast cancer. This is my work family; these are my brothers and sisters. We stand tall and proud, as a family. We fight together, we win together, and we are stronger together.”

Laura Kiley organized a breast cancer event in Renton and addresses the crowd with Truc Nguyen.

Some of our IAM 751 walkers wearing pink tutus and our Team 751 shirts designed by Patience Sarzynski L to R: Jason Chan, Wes Heard, Cyndee Jackson, Grace Holland, Rachel Sarzynski, and Patience Sarzynski.

Above: Team 751 took a group photo at the Everett breast cancer walk. Left: Dist. Secretary-Treasurer Susan Palmer, who is recovering from a broken ankle, cheered on the group from the sidelines.

Left: Many Renton members gathered for the cancer awareness photo.
Retirement Club October business meeting minutes

The meeting was called to order on Oct. 10 by President Jackie Boschok. Lucia Raum led the prayer. President Boschok then led the club in the flag salute and singing of God Bless America.

Thank You Cards Report: All officers were present or excused.

Minutes: The September meeting minutes were approved.

President Boschok announced that Treasurer Tom Lux was out of town, but she went over the costs of the Argosy dinner cruise in August. The report was approved.

Communications: President Boschok read a thank you note to the Retirement Club from John and Helen Pompeo. The Seattle Chapter of APRI and the Puget Sound Labor Agency 2016 Turkey Drop to support working families and our community members in need this Thanksgiving holiday. M/S/P.

Health and Welfare: President Boschok stated that Helen Pompeo is giving up the responsibility of handling the health and welfare duties as well as the casino trip planning. She has moved and will not be able to attend meetings on a regular basis. Vice President Helen Lowe has offered to take on the health and welfare duties. No health and welfare report at this meeting but Jackie did state that Rita Shaw had passed away. She was very involved in unions during her lifetime. A moment of silence was held.

President Boschok then welcomed District President and DBR Jn Holden to speak to the club. He spoke about the Bill of Rights that was recently passed at the Grand Lodge Convention and noted our local lodges spent about a year looking at the changes we wanted to make to the constitution. He then read the Bill of Rights and said since 1888 the constitution had not included a Bill of Rights so this is a milestone achievement. He said one change that impacts retirees is that an absentee ballot can now be obtained if you are over 25 miles away from home on the day of a vote. President Holden then answered a variety of questions and Jackie thanked him for his leadership in getting the Bill of Rights passed.

Legislative Report: President Boschok said the International office of our union is asking its members to contact our legislators and ask them to help pass Sen. Richard Blumenthal’s bill to require ten hours of rest for flight attendants and include them in airlines’ fatigue risk management plans. The flight attendants work the same or similar schedules as pilots and do the majority of their work on their feet, but they don’t have any of the pilot fatigue and rest protections.

Jennie announced that she and six other members from District 751, along with members of the State Alliance for Retired Americans, met with Rep. Adam Smith, 9th District, to discuss Social Security and Medicare issues (see article lower left). We thanked Rep. Smith for being a co-sponsor of the “Improvements to Social Security Act.” We also expressed our hope that he and other “senior friendly representatives” can achieve legislation to control the run-away price hikes of prescription drugs.

Good & Welfare: John Guevarra talked about the relevance of the information included in the weekly Friday Alert bulletins handed out at the club meetings and encouraged everyone to take it with them and share with others.

Presidents Report: Jackie announced there is one seat left for the 2016 “Senior Champion” Awards Banquet in SeaTac on October 29. Let her know if you are interested.

September Birthdays & Anniversaries: Irene Talford, Betty Ness and Max Templin celebrated their birthdays and George and Julie Braun celebrated their anniversary. The club sang Happy Birthday to them. The Fred Meyer gift card was won by Louise Burns.

Congratulating the following members who recently retired from the Union:

Michael D. Adams
Robert Alexander III
Brian K. Alme
Richard D. Alving
Donald D. Anderson
Charles E. Andrus
Patricia M. Angel
John F. Amis
Richard Armstrong
Roger D. Arterbury
Daniel Ashford Sr.
Mary K. Ball
James H. Barnett
Ricky G. Barnhart
William E. Beegle
Scott A. Bevers
Cynthia L. Blaker
Andeson Booker III
Kenneth A. Borch
Stephen H. Brooks
Earl Brunette
Roger L. Castle
Vincent Compassano
Ronald D. Conradi
Stephen B. Cook
Robert C. Dadufalza
Denis E. Deboer
Robert W. Deel
Joseph Delos-Santos
Tony Diolores
Richard Doyle
Robert Dupree
Richard S. Evans
Darlene E. Fallon
Richard E. Farver
Wilfredo A. Figueroa
Levi P. Focht
John J. Gonzalez
Thomas K. Griffin
Harold O. Hair
Gary B. Hawkins
Larry W. Hays
Kathleen L. Hinerman
James A. Hinton
Dale R. Holliday
Sherry H. Johnson
Wayne R. Jorgensen
Kenneth L. Juhl
Michael R. Kellogg
Patricia A. Kletke
Gary R. Klingenman
Bruce A. Krallman
Estesie A. Lamarche
Marlena B. Le Master
Michael W. Leonardhardt
Linda K. Liton
Nhuun D. Ly
Anthony Martinez
Douglas R. McFarlane
Eric J. McGarry
John M. McNinn
Edward H. Mercer
Dwight J. Noreen
Cheryl A. Olsen
Steven B. Petterson
James W. Pirtle
Keith C. Raitz
Kevin W. Reimer
Justina V. Riego
Kenneth C. Rueter
Doreen F. Sawyer
Charles P. Scholz
Greg A. Schmid
Cindy L. Shapley
Gregory S. Slate
Theodore R. Soriano
Jay M. Spillman
Michael M. Stanford
Richard A. Stewart
Oren W. Stone
Steve E. Symonds
Timothy N. Thoma
William C. Thomas
James F. Taylor
David J. Troupe
Cathleen A. Tyler
Oliver A. Udall
Nestor M. Vidal
Michael J. Ward
Steven H. Watts
Jeffrey A. Westfall
Barry A. Whalen
Rosalind A. Wilkins
Melissa A. Woods

At the October Retirement Club L to R: George Braun (celebrated an annivers- ary), while Betty Ness, Irene Talford, and Max Templin celebrated birthdays.

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November 2016
Administering the office

District 751
President Jon Holden (i)
administrative
the oath of office to Local 1913 District Council Alternate Merle Fowler.

Labor History: The fight for workers’ rights

It is time to honor those who died fighting for their right of free speech and to be heard as workers. Five union workers were killed and a half dozen others were severely wounded. But this wasn’t Columbia or El Salvador where union organizers fear for their lives. These workers were killed by “uptight citizens” here in on Nov. 5, 1916, just 100 years ago.

When the Shingle26 workers in Everett went on strike to regain wages they had lost, members of the Industrial Workers of the World (IWW), also known as “Wobblies,” came to support them.

They used street corners to speak of working people’s right to fight for their rights and the right of One Big Union. For this, the business elite had them arrested only to have another Wobblie take his or her place. The city jails would often overflow during these “Free Speech” fights in downtown Everett.

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Mail Coupon to AERO MECHANIC NEWS PAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Dec. 9th!
As your target retirement date gets closer, what was once an abstract concept may now feel more like a reality. This life event can provoke different feelings for different people. While some might feel excited about the possibilities the non-working years might bring, others may be anxious and fearful.

Regardless of your emotions, now is the time to stay focused on maximizing your retirement savings while also looking ahead to develop a retirement income plan that supports your vision of retirement. The following are some tips you may find helpful.

**Catch up**

If you are age 50 or older, one way to help maximize your retirement savings is to take advantage of “catch up” contributions. The “catch up” contribution provision allows you to make additional contributions to your 401(k) or other employer-sponsored retirement plan. If you’re unable to do this, try to contribute at least as much as the employer’s match – otherwise, you’re leaving money on the table.

**Open an IRA**

If your employer doesn’t offer a retirement plan or you’re self-employed, consider opening an IRA. Even if you already participate in a 401(k) or other plan at work, an IRA can help supplement those savings and help you gain access to a potentially wider range of investment options. Keep in mind you are still eligible to contribute to an IRA whether you contribute to an employer-sponsored plan not. You can also make catch up contributions to an IRA if you are age 50 or older.

**Convert to a Roth IRA?**

An often overlooked retirement planning strategy is the Roth IRA conversion. A Roth IRA conversion occurs when you take savings in a Traditional, SEP, or SIMPLE IRA, or employer sponsored retirement plan, and move the assets into a Roth IRA. You will owe federal and possibly state income tax on the before-tax amounts in your employer plan or IRA converted to a Roth in that tax year, but not the 10 percent IRS early distribution penalty. Once you settle that bill, though, you’ll be able to withdraw all the owed federal and possibly state income tax on the before-tax amounts in your employer plan or IRA converted to a Roth in that tax year, but not the 10 percent IRS early distribution penalty. Once you settle that bill, though, you’ll be able to withdraw all the money in your Roth IRA during retirement without owing any tax or penalty, provided: (1) the Roth IRA has been open for at least five years and you are age 59 ½ or older; or (2) the distribution is a result of your death, disability, or using the first-time homebuyer deduction.

The benefits of tax-free distributions in retirement may justify the conversion costs and allow for flexibility to manage taxable income in retirement. Contributions made to a Roth IRA are not appropriate for everyone. Some factors to consider include your tax bracket now and expected tax bracket in retirement, availability of funds to pay taxes due on the conversion, and your time horizon. Talk to your Financial Advisor and tax advisor to discuss your specific situation before you convert.

**Develop a retirement income plan**

Now may also be a good time to develop a retirement income plan. A retirement income plan helps make the transition from accumulating assets in your portfolio to determining how you will use all of your various sources of income to cover your living expenses when you’re no longer working. It’s critical to start the retirement income planning process before you turn age 65. If you retire before age 65 and don’t have health care through your former employer, you will have to purchase your own coverage. And, while Medicare will help cover hospitalization costs and doctor visits, you’ll probably want to secure supplemental coverage. Additionally, you should consider long-term care insurance — the younger you are when you purchase long-term care insurance, the less expensive it is.

Nearing retirement can bring excitement — and also anxiety. But some careful planning now can help ease any anxieties you might experience down the road. You might want to enlist the help of a Financial Advisor to review your investments, help you develop a retirement income plan, navigate the complexities of evaluating your Social Security benefit options, and plan for health care expenses. Now is the time to evaluate where you stand financially and determine what steps you need to take to help ensure you’re able to live out your unique vision for retirement.

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

This article was written by Wells Fargo Advisors and provided by Wells Wealth Management Group in Portland, OR at 1-800-923-6399 or www.scottwealthmgmt.com.

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Machinists at ASC Tooling work to secure their futures

Workers at ASC Machine Tools in Spokane Valley continue to prepare for upcoming contract talks. District 751 represents 99 hourly workers at the company. Their current three-year contract expires on Dec. 31. Union negotiators are working with their company counterparts to set dates for the talks, Business Rep Steve Warren said.

In an effort to build solidarity, members of the subcommittee who will advise the negotiating team have passed out t-shirts in the shop. The shirts carry the slogan “Securing Our Future 2016.”

“The subcommittee members and our stewards have been working hard on education, communication and mobilizing the members,” Warren said. “They’ve worked on surveys, membership meetings and now, the t-shirts. I’m so proud of how hard they’ve worked, and their commitment to a fair contract.”

The Machinists at ASC build tooling and machines used in the metal building, can manufacturing and metal stamping industries worldwide.

Warren will lead their negotiating team, supported by Union Stewards Bill Boone, Rick Coffman, Allen Eveland and Kevin Nunn. They started preparations this summer with a week-long leadership training workshop at the IAM&AW’s William W. Winpisinger Center in Maryland.

Union prepares to assist Triumph workers in case of layoffs

Local 86 and the Washington State Labor Council are preparing to help Machinists Union members at Triumph Composite Systems in Spokane who are facing layoffs. The Labor Council’s Labor Liaison Bill Messenger was in Spokane to meet with Triumph workers and union officers on Oct. 3, to discuss benefits that will be available to the workers.

“Triumph management has said it plans to continue moving our work to Mexico,” said District President Jon Holden. “We think that’s a short-sighted move that will definitely hurt the Spokane community, and ultimately will hurt the company itself.”

About 20 workers could be affected by previously announced plans to move certain work packages to Mexico, and it’s possible more work could move out of Spokane next year, said IAM 751 Business Rep Steve Warren.

“It all depends on whether the company is successful with any laid-off workers to explain to them what options are available, Warren said.

In all, Warren said, as many as 105 jobs could be lost at the plant, which has about 400 hourly workers. But because the work is being taken out of the country, the displaced Triumph workers will be eligible for Federal Trade Adjustment Assistance.

These “Trade Act” benefits include up to two years of free training for a new career at a college or other training provider; payments similar to unemployment insurance benefits while workers are retraining; tax credits for health insurance; and allowances for job search expenses and to cover the cost of moving to take a new job.

District 751 and the Labor Council have already applied for and won approval of Trade Act benefits for workers at Triumph. Plans are underway to renew the application when the original benefits expire in 2017.

Local 86 Machinists meet with candidates at Spokane Labor Rally

A delegation of Local 86 Machinists took part in the annual Spokane Labor Rally Oct. 19. The Labor Rally is a yearly tradition for the Spokane-area labor movement, where union members and their families got to meet and mingle, enjoy some good food and drink, and hear from labor-endorsed candidates in the Spokane community.

“It’s a great opportunity for union members to meet with candidates face-to-face and talk about issues that are important to working families,” said Gary Swartz Jr., who represents Local 86 on the IAM 751 Legislative Committee.