Upgrades Prevent Job Erosion on Robotics

In October, union efforts brought an agreement with Boeing that delivered upgrades and backpay for members in two Everett shops. The agreement resolved two aspects of a grievance involving members classified as 30005 Aircraft Structures Mechanic B assigned to operate new robotics/automation, which changed their work assignment.

The agreement was good news for our members working in Everett in the 40-02 building on the Spar Assembly Robotics Cell (SARC) and in the 40-27 building on the FAUB/Forward-Aft.

From the onset, our union has challenged the labor grade Boeing assigned to work involving robotics and new automation processes in numerous locations. Earlier this year, multiple grievances were combined on this topic to present in arbitration.

Days before the case was scheduled for arbitration, Boeing and our Union reached an agreement to permanently upgrade employees (including backpay) in two of the areas (SARC and FAUB/Forward-Aft) covered in the grievance to grade 7 positions. It was important to secure this agreement for these two shops.

Unfortunately, there were two remaining areas that the parties could not come to agreement on. The week of October 15, the union presented what we believe is a strong case challenging grade 5 work in the NAPS Cell in Frederickson and FAUB/777 Mid-Bodies. Even though Boeing acknowledged that robotics work in SARC and FAUB/Forward-Aft is grade 7, the outcome of this arbitration is in the hands of one person (the arbiter).

“I appreciate Boeing reaching an agreement for these two shops, but assured them we will continue challenging their labor grade assignment in other areas. Our union must fight against labor grade erosion when Boeing introduces work we believe should be appropriately paid at a higher labor grade,” said District 751 President Jon Holden.

“Our members did a great job Continued on Page 7

Challenging Pay Disparity at Boeing

In October, our Union demanded to bargain over several wage disparities and are hoping to address inequities and inconsistencies that has been occurring in Boeing wage policies. While we are not guaranteed any outcome, it is the right thing to do in order to best represent our members. We feel strongly these issues should be addressed in a fair and consistent manner for all members going forward.

District 751 President Jon Holden reported on our actions at the Oct. 13 membership solidarity conference, as well as at October local lodge meetings. Wage issues we are attempting to address include:

• Boeing hiring individuals in some classifications above the minimum rates. While we support members being paid higher than the minimum rate, the problem is when current experienced members who may have been here for years end up training newer members who are making more money than them. It creates huge morale issues, and we believe it is an unfair policy toward more senior members.

• We also want to discuss progression rules that limit our members today. We believe it would benefit the company if they can utilize the skills and experiences of our members for the higher graded jobs without the negative impact on progression (currently Boeing.

Solidarity Conference Arms Members with Knowledge

More than 300 members of IAM District 751 attended a Member Solidarity Conference on October 13. The conference was designed to educate members on the power they have when standing together in unity. Members left energized and armed with information on a variety of topics, all aimed at making our union stronger going forward.

More than two-thirds of those attending were members (rather than Stewards or officers) and nearly 100 had less than a year seniority – members (rather than Stewards or officers) are much more likely to ask candid questions of union leaders, make statements and attend the conference and answered questions from attendees. Members appreciated the opportunity to ask candid questions of union leaders, make statements and offer ideas and suggestions.

“I am humbled to be in the midst of so many proud and strong trade unionists,” Martinez told District 751 members. “You continue to fight for what is right on the shop floor and in the union hall every day, every week and every year.”

Martinez again praised District 751 leadership and members for their role in enshrining the Membership Bill of Rights in the IAM Constitution at the 2016 Grand Lodge

Continued on Page 7
Effects Bargaining: A Tactic for Positive Change

By JON HOLDEN
IAM 751 District President

Over the past few years, our Union has stepped up efforts to challenge company tactics and use every available resource and avenue to protect our members. This includes filing unfair labor practice charges, information requests, and demanding to bargain changes to our working conditions known as “effects bargaining.”

Whenever working conditions or policies change, a union has the legal right to demand to bargain over the effects those changes have on the working conditions of our members at any employer. This is an important tool in our arsenal and one we are using more often as members bring forward changes in their working conditions, pay practices or shop policies.

Utilizing this tactic is especially important when we have an extended agreement, like the current one with Boeing. This agreement is often a starting point for negotiations as the company moves to negotiate new modifications.

First, the company has been hiring new members in some classifications and policies need to be updated. Our members are often the first to notice these changes before workers who have been here for years. Second, it is important to recognize that what we are bargaining over is not about labor grades or wages, but the working conditions for those grades and wages.

Bargaining over these changes is important when we have an extended agreement with an employer. This is an important tool in our arsenal and one we are using more often as members bring forward changes in their working conditions. This approach is especially important when we have an extended agreement, like the current one with Boeing.

District 751 made an investment in the future when three energetic members (Melody Dillon, Local A; Ariel McKenize, Local C; and Trevor Riddle, Local F) attended a week-long Young Machinists Strategy training program at the Winpisinger Center. Each returned energized and excited to recruit additional members to become activists and leaders in our union.

But who are young machinists? “Young Machinists are our Union’s ‘boots on the ground’ members involved in outreach, awareness, advocacy and activism for our union and for the labor movement as a whole. Young Machinists are members who are currently ages 18-35 whose generation makes up the largest percentage of the American workforce,” said Ariel. “Although we may have new and differing ideas, communication styles, and opinions from that of our more seasoned members, we all have the same goal. We are passionate, enthusiastic and motivated to stand with our union and be a driving force in bettering lives of the working class.”

Young Machinists Energized for Action

District 751 members at the Young Machinists class run a mock local lodge meeting.

I want to be clear this was not an issue where the company is forcing us to bargain over concessions, rather it is an issue where we are trying to make modifications to improve the workplace conditions of our members. This is an important tool in our arsenal and one we are using more often as members bring forward changes in their working conditions.

District 751 members at the Young Machinists class run a mock local lodge meeting.
Grieser awarded $44,263 and $1,932 a month for life after previous claims were denied

Persistence pays off more than a saying for 751-retiree Charlie Grieser; it is also a message he wants to send to other veterans who might find themselves in the situation he was in.

In 2016, Grieser was finally awarded a 90 percent disability that delivered him more than $44,263 in retroactive disability payments, after years of being denied a disability claim with the Veterans Administration (VA) arising from his years in the Marine Corps. In addition, he will receive $1,932 a month disability payment tax free for the rest of his life, free medical care, and free access to Washington State parks.

However, the disability claim might never have been awarded without assistance and encouragement from Union Steward Charles McGrew, who also serves as a Veterans Service Officer (VSO). As a VSO, McGrew is trained in the claims process. He advised Grieser to refile the claim, walked him through the process, helped gather medical records, service records and other evidence to substantiate his disability claims.

Grieser was discouraged after having his claim denied multiple times (in 1974, 2010, and 2014). In 2016, as McGrew was preparing to retire from Boeing, he spoke with McGrew about his frustration at being repeatedly denied a claim with the VA.

“While it was a tedious and time-consuming process, it was definitely worth pursuing. Even though several of my claims were still denied, others were approved, giving me some compensation for the disabilities I have lived with for decades,” said Grieser.

Grieser attended the October Local F meeting to thank McGrew and share his story with other veterans who might have experienced the same claim denial.

“Never give up if you believe your health conditions, including mental health, are due to your time in the military, but don’t go it alone. Contact a VSO and get assistance in filing a new claim or appeal. I don’t want others to go through the years of frustration I endured after being repeatedly denied,” said Grieser.

“Boeing actively recruits employees from the military because of their work ethic, discipline and skill set. But veterans often bring baggage that isn’t easy to identify. If my arm was broken, Boeing would send me to medical, but if my mind is injured, they currently don’t have the resources to deal with it. The onsite medical clinic and HR are clueless on this so veterans don’t know who to talk to if they have issues and often suffer in silence.”

Our union is looking to put together training for our Union Stewards, which could also be available to managers as well, much like joint safety training is provided. This would cover learning how to recognize PTSD and other issues that often affect our veterans.

The more trained individuals there are to help veterans, the better off we will all be. McGrew is encouraged by the conversations around helping veterans. He approached District 751 President Jon Holden about getting a Veterans Committee established within 751 and continues to give input. He hopes that others will get VSO training to help veterans in our membership ranks and in the community.

In 2010, McGrew helped establish a local National Association for Black Veterans, Chapter 50. He serves as commander for the group working out of donated office space on the base, but highlights the group is for all veterans. Their group has 22 members and only 3 are black.

“Our organization goes out on the streets to find veterans who might not ask for help, but could be living on the streets,” said McGrew. “This is all about finding ways to help veterans in our membership and in our community. I strongly encourage all veterans to get involved with our Union, committee or any group that helps our veterans.”

McGrew was pleased that Grieser’s appeal was approved. He noted that information for a disability claim can come from a variety of sources, including your kids, spouse, friends or your boss. If you can’t find official records, build a history using statements from others of what they have witnessed.

“When you go to a doctor and they ask when did this symptom start, often it goes back to someone’s military service. It can be something that never went away, but veterans learned to live with,” McGrew added. “As a VSO, I have helped many veterans support and file their claim, gather supporting information, track their claim and file appeals. VSO’s can help you avoid delays that missing paperwork can cause.”

VSO’s offer their services free of charge and have been specially trained. The National Veterans Foundation has a website with helpful information about how to locate a VSO in your area. The link is http://vso.org. Veterans service-officers can be reached by phone at: 888-777-4443.

The 751 Veterans Committee met at the Seattle Union Hall on Saturday, Oct. 20. The group consisted of both active and retired members representing all branches of the military. The group discussed various ways to help veterans in our membership ranks and in our community, as well as projects for the future. Many ideas and resources were shared, including getting training to help Stewards identify PTSD and other issues impacting veterans.

The committee is marching in the Auburn Veterans Day Parade on Saturday, Nov. 10. All 751 veterans are welcome to take part. This is the largest Veterans Day parade west of the Mississippi. We will meet at 9 a.m. at the Auburn Union Hall (201 A St SW) to assemble for the parade. If you would like to take part, please email kaymj@751.org or call 206-764-0335.

Business Rep Ira Carterman and Joint Programs Administrator Stosh Tornala, the staff folks supporting the committee, look forward to involving more veterans so our committee can make a difference.
**CHOOSING YOUR HEALTH PLANS AT BOEING**

**Boeing Open Enrollment for Health Plans through Nov. 27**

District 751 members working at Boeing will be asked to select their health and dental insurance coverage for 2019 during the annual enrollment period, which runs Nov. 6 through Nov. 27.

This is the only time you can make routine changes to your health care. If you select a new medical or dental plan, changes take effect Jan. 1, 2019.

IAM members at Boeing in Puget Sound can choose from the following medical plans:

- **Selections Coordinated Care Plan (CCP)**
- **Kaiser Permanente HMO (formerly Group Health)**
- **Traditional Medical Plan (TMP)**

If you don’t take action during open enrollment, your current benefit choices will continue automatically and the new monthly contributions will apply.

Our contract with Boeing spells out your health care benefits, including deductibles, office co-pays and prescription coverage (see chart below for summary).

2019 contribution rates for Puget Sound are noted in the table at the top of the next column:

*Complete the Health Assessment Questionnaire to avoid additional paycheck contributions in 2019 (see article at bottom of page).*

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

Considering the 2019 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 review your plan choices, including plan comparisons and provider lists.

Again, no action is required unless you want to change coverage plans. However, even if you are not planning to make a change to your benefits, you can take this opportunity to:

- Review your Health Care Cost Summary (review of out-of-pocket costs)
- Estimate your medical costs for next year
- Compare plan details;
- Research hospitals and providers;
- Review and update your dependent information.

**Decide whether to complete the online Health Assessment Questionnaire to avoid additional paycheck contributions.**

From inside Boeing, log on to [https://my.boeing.com](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](http://www.boeing.com) 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, then 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. You’ll be asked to enter your BEMS ID or Social Security number. 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.

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**Monthly Employee Pre-tax Contributions Beginning Jan. 2019**

<table>
<thead>
<tr>
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* Amounts reflect completion of health assessment questionnaire.

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**Things to Remember**

- Make changes outside Boeing at [www.boeing.com](http://www.boeing.com), express, click TotalAccess or inside Boeing at [https://my.boeing.com](https://my.boeing.com) click on TotalAccess. Or call 866-473-2016. Hearing impaired use the TTY Relay Service.

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

- Any members & spouse/partner who does not complete the health assessment by Nov. 27 will face an additional $50 a month paycheck deduction (or up to $540) for health care in 2019.

- 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.

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**Health Assessment Required to Avoid Added Surcharge; Screenings Optional with No Impact on Premiums**

IAM members will be asked to complete the Boeing online health assessment before Nov. 27 to avoid higher monthly premiums for the coming year (up to $40 per month if both employee and spouse/partner fail to complete the assessment). Retirees do not need to take the health assessment.

Keep in mind there are no wrong answers on the health assessment and to avoid the higher monthly cost, you DO NOT have to provide any numbers. “I don’t know” is an acceptable answer.

For members, the health assessment questionnaires are available online by logging into TotalAccess. Sponsors or domestic partners enrolled in a Boeing-sponsored medical plan must go online at [www.wmcbms.com](http://www.wmcbms.com) boeing.

Union members would 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.

Keep in mind: Information from health screenings could be very beneficial for you and your doctor to discuss your personal care; however, health screenings have no impact on what IAM members will pay for medical contributions.

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**Double Check Your Prescriptions Formulary Changes in 2019**

Before getting prescriptions filled in 2019, be sure to check the website to ensure it is one of the formulary drugs. Login to [express-scripts.com/boeing](http://express-scripts.com/boeing) to compare drug prices and check the price of your particular medication. With formulary changes, some drugs may not be covered anymore.

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**Comparing your Plan Costs for Puget Sound**

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**Health Assessment Questionnaire**

*If you purchase a brand-name drug when a generic equivalent is available, whether at your request or your physician’s, you’ll pay the generic copayment plus the cost difference between the brand-name and generic drug. ALWAYS ASK FOR GENERIC!*

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Healthy Smiles
Start Young

Get the Most from Your Dental Benefits at Boeing

Tooth decay, or cavities, affect more children in the US than any other chronic condition. Fortunately, it’s almost 100% preventable.

Tips to keep your child’s smile healthy:

• Make sure your child brushes their teeth in a circular motion for 2 minutes, twice a day.
• Ask your child’s dentist about sealants, protective coatings placed on your child’s teeth.
• Stay on top of their regular dental check-ups

Regular preventive dental visits include:
- Oral exams
- Cleanings
- Fluoride treatments
- Sealants
- X-rays

They help catch and treat tooth decay before it becomes a serious problem.

Keep your child on the path to a lifelong healthy smile.

Get the most from your dental benefits. Register for a MySmile account at DeltaDentalWA.com

UTC Members United and Strong

Intense Training to Prepare for Upcoming Talks at Cadence

Preparations continue to bargain a second contract for members at Cadence Giddens in Everett.

In October, Union Stewards and shop floor negotiating committee members Gary Naple, Steven Burch and John Combs joined Business Rep Greg Campos and Chief of Staff Richard Jackson in the Negotiation Preparation class at the IAM’s training facility in Maryland. The intensive week-long program covers all phases of contract negotiations, including surveying members to understand their priorities, formulating those priorities into contract proposals, collective bargaining tactics and scrutinizing the employer’s strength and weaknesses.

The class also covers communications, strategic planning, legal issues and several other areas.

The week culminates in a mock negotiation using real issues the committee will bring to the table, with instructors playing the part of hard-nosed company negotiators. The bargaining simulation is designed to give the committee a realistic taste of the frequently-intense atmosphere at the bargaining table.

“The classes we attended were a true eye opener to the preparation and skill it takes to have a successful contract negotiation,” said Steven Burch.

Gary Naple agreed, stating “I had a great experience and immediately began collective argument and ruled the unit appropriate. The IAM represents 35,000 Boeing employees across the country. “Boeing workers in South Carolina are simply asking for the same rights as any workers,” said IAM International President Bob Martinez. “They voted to join a 

More Support for South Carolina Boeing Flight Line Technicians

Flight Line crews throughout Puget Sound continue to show their support for Boeing Charleston Flight Line Technicians by wearing unity wristbands.

In addition, the Charleston workers continue to have others urging Boeing to respect their unionization vote.

In October, a bipartisan group of 177 members of the House of Representatives, led by Washington’s Rep. Rick Larsen, sent a bipartisan letter to Boeing’s Charleston Flight Line Technicians who are seeking a first union contract with Boeing. Workers there voted overwhelmingly for union representation in May, but Boeing continues to refuse to recognize the legal rights of these workers.

Boeing has refused to negotiate with 178 workers at its North Charleston, S.C. manufacturing facility who chose by a 2-1 margin to join the IAM on May 31, 2018. The National Labor Relations Board in May struck down Boeing’s legal argument and ruled the unit appropriate. The IAM represents 35,000 Boeing employees across the country.

One of the many Flight Line crews in Everett wearing the unity wristbands to show their solidarity with Boeing Charleston Flight Line Technicians who are seeking a first union contract with Boeing. Workers there voted overwhelmingly for union representation in May, but Boeing continues to refuse to recognize the legal rights of these workers.

The shop floor solidarity is making a difference as members each day send a strong message to management, which in turn will have a direct impact on what UTC offers at the bargaining table.

In August, 23 U.S. Senators, including Bob Martinez. “They voted to join a

Above: UTC members wearing their solidarity shirts, the logo (inset left) outlines their goals in a first contract.

Progress is being made and the next bargaining sessions will be November 6th, 7th and 8th.

The key to successful negotiations is ensuring members are engaged and involved and sending a daily message of unity in support of our union negotiators.
Team 751 Making Strides Against Breast Cancer

On Saturday, October 20, Team 751 members gathered at Gas Works Park in Seattle to take part in the “Making Strides Against Breast Cancer” Walk sponsored by the American Cancer Society.

The group gathered for a team photo, before taking off on the walk along the Montlake Cut. Many donned Team 751 t-shirts, which are available at the Seattle Union Hall or November union meetings.

Thanks to all who turned out to take part in this worthwhile event that has personal meaning for so many of our members and their families.

Volunteers Continue to Help Others in our Communities

Helping others in our community is a labor of love and a passion for many of our 751 volunteers who are out every weekend helping others in the community. In October, members built two wheelchair ramps, prepared and served meals at area missions in both Tacoma and Everett, took part in United Way’s Day of Caring Projects, cleaned up our Adopt-a-Road in Everett and much more.

Our 751 Human Rights Committee delivered boxes of hundreds of toiletry items donated over several months to help the homeless in Seattle.

If you would like to get involved in our community service projects, please email kaym@iam751.org or check our website calendar of events (iam751.org).

Upcoming Chances to Help

King 5 Home Team Harvest Food Drive takes place Saturday, Dec. 1 with our volunteers collecting donations and loading them into trucks as well as accepting cash donations at drop off spots.

This year, locations we will help at are:
- Bothell Safeway (24040 Bothell Everett Hwy)
- Everett Safeway (4128 Rucker Ave)
- Northgate Mall (401 NE Northgate Wy)
- Renton Highlands Safeway (4300 NE 4th St)
- Tacoma Mall (4502 S Steele St)

There are Three shifts: 7am to 8:30am; 8:30am to 10 am; or 10am to Noon

Contact Kay Michlik at kaym@iam751.org if you would like to volunteer for one shift or receive more information.

A one day Turkey Drive for the missions in Tacoma and Everett will take place Thursday, Nov. 15. Frozen turkeys will be accepted between 8 a.m. and 3 p.m. at the Auburn, Everett, Renton and Seattle Union Halls. Note: Except for Seattle, all halls close for lunch between noon and 1 p.m.

Checks made to either the Everett Gospel Mission or Rescue Mission will also be accepted.
Solidarity Conference Arms Members with Knowledge

Continued from Page 1

Convention. He also thanked them for their solidarity with newly-organized IAM members at Boeing South Carolina.

“Boeing may think they can keep IAM representation from South Carolina workers, but let me promise you something right here and now, they will never, ever succeed,” said Martinez. “2024 will be here before we know it! Every single gain we have made has been accomplished by working people standing together,” said Allen. “It is events like this. Solidarity Conference that will ensure our members are well educated and well equipped for the challenges ahead.”

Attendees heard 10-15 minute presentations from various union reps covering various topics including: Organizing, Understanding Your Rights, Challenging Pay Disparity and Demanding to Bargain, The Power of Solidarity and Concerted Activity, the Membership Bill of Rights, Contractual Educational Benefits, Safety on the Job, the IAM Free College Benefit and much more.

Members appreciated informative presentations and the ability to ask questions of union leaders on any topic.

Members left with a booklet of information, an appreciation of the benefits we have today because of sacrifices of those who came before us and knowledge of how to get more involved. All will make a stronger union for the future.

Free College for You & Your Family

At the Membership Conference, Chief of Staff Richard Jackson gave an update on the Machinists Union FREE online College Benefit that makes it possible for you, your family members, and retirees to earn an associate degree or other two year degree completely free and online from Eastern Gateway Community College. There are no out-of-pocket costs for tuition fees or e-books – making it absolutely free.

This free benefit is open to members in good standing, retirees and their families (defined as spouse, children, step children, children-in-law, dependents grandchildren, and even parents). In the current set of classes, District 751 had 170 family members participating in the program. New hires have even signed up their spouses or children immediately after joining the union.

Take a look at this exciting program and take advantage today to help grow your career. To learn more or enroll visit: freecollege.goiam.org or call 888-590-9009 to talk with union represented assistants.

Challenging Pay Disparity at Boeing

Continued from Page 1

The current wage progression structure resets progression after an upgrade (excluding promotions, after an upgrade). The current wage progression structure discourages members from taking a promotion until they have completed their current progression to maximum pay.

Another issue is specific monetary allowances the company provides some members who are temporarily assigned. These are positive things, but we want to capture them for everyone in the situation rather than only for a few the company chooses. Again, we are not guaranteed an outcome on these issues, but believe strongly Boeing should address these issues in a fair and consistent manner for all members going forward. By demanding to bargain, which is our right under federal labor law, we hope to have a positive impact for our members.

Upgrades Prevent Job Erosion on Robotics

Continued from Page 1

providing documentation to support our claim that this is higher graded work. Their actions helped resolve this issue in the two shops,” Holden added.

Business Rep Grace Holland noted, “I want to thank member Robert McKay, an ASAT operator who along with Jeremy Hultkrantz and Sam Martinez originally brought the labor grade issue to my attention when the SARC was installed. Their actions resulted in our union filing a grievance. They provided substantial documentation that helped convince Boeing this is indeed grade 7 work.”

“We all agreed it should be higher graded work and was outside the scope of a 30605 job,” said Jeremy Hultkrantz, who works the SARC and received the upgrade and backpay. “We appreciated our union fighting on our behalf and securing this long-awaited agreement and also Boeing for recognizing the SARC as a highly integrated and skilled position.”

These members stood together, stepped up and helped us ensure it is classified as grade 7 work,” said Business Rep Garth Luark.

“This is a battle we will take on in order to protect our members. It is our job to ensure Boeing properly compensates our members for running these highly complex machines and is not allowed to downgrade and erode our higher graded jobs,” said Holden.

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

Santa to be at December Meetings

Santa Claus will pose for pictures with the children and families of 751 members at local lodge meetings in December at the Seattle Union Hall. Free prints will be available and the photos will be posted on Flickr for members to download. Kids are also treated to a gift while members receive a ticket for a chance to win a free turkey. Bring your family to these festive meetings.
Hitting the Green for MNPL

Golfers, sponsors and volunteers “chipped in” to ensure the Local C Golf Tournament delivered thousands for the Machinists Non-Partisan Political League (MNPL). MNPL is the political arm of the union since no union funds can be used for candidates or political action.

Competition was tight with scores of 60, 62 and 63 for the top three teams. Long drive competition was won by Stan Long. Winners of the four closest to the pin competitions were Matt O’Brien, Robb Lindell, Bill Robey and Ken Lorentzen.

Thanks to the volunteers who helped ensure the tournament ran smoothly and a good time was had by all.

Thanks to the following sponsors:

- IP Bob Martinez
- GVP Gary Allen
- GVP Mark Blondin
- Larry Brown
- Ira Caterman
- Jason Chan
- Mark Clark
- Kathleen Cos
- Kevin Cummings
- Rick de la Fuente
- Allen Eveland
- Shari Boggs

Drives to the green.

Left: Roger Peters, Chris Hash and Stan Finne (not pictured) who scored 60.

Right: Dave Bldpmns lines up a drive.

Second place team L to R: Stan Sawhill, Richard Bach, Robb Lindell, and Bill Herrmann scored 62.

The third place team L to R: Paul Schubert, Chris Hornsby and Levi Wilson scored 63.

Local C President Jim McKenzie (far left) and Local C Recording Secretary Chris Schorr (far right) congratulate the first place team of Ken Lorentzen, Roger Peters, Chris Hash and Stan Finne (not pictured) who scored 60.

Reggie Sheegog takes aim to tee off.

Mike Ward lines up a shot.

HCT Helps Make Shops Safer at Boeing

IAM District 751 and The Boeing Company are committed to working together to maintain a healthy, safe and environmentally responsible workplace through a contractual partnership: IAM-Boeing Joint Programs (Article 16 and Article 20).

Through contractual provisions, both the Union and Company have partnered to create a culture which promotes a positive approach to processes, attitudes and activities with the goal of achieving a workplace free of incidents, accidents and injuries, and protects the environment.

Section 16.2(f) of the Collective Bargaining Agreement (CBA) details the Hazard Communication Team (HCT) mission, which is to review, promote and communicate information flow to members about the occupational health and safety effects resulting from changes in machines, processes or materials.

The team consists of an equal number of representatives from the Union and Company across the Puget Sound and Portland Sites. The IAM Union representatives are individuals who are knowledgeable about hazard communication issues, while the Company representatives are personnel from Environment, Health and Safety (EHS) and/or other appropriate organizations.

In July, the HCT toured the Renton site to check out new machines and the industrial exoskeletons that Boeing Research & Technology (BR&T) is performing trials on. The exoskeletons can help reduce injuries and fatigue for factory workers. The HCT was able to review, ask questions and try this device, which is being tested in various locations.

Attending monthly meetings, tours and being proactive on the factory floor are just some of the many ways the HCT is committed to you. We share information across the Puget Sound and Portland Sites while actively engaging each HC-I member to effectively communicate hazards to prevent danger to your health and physical safety!

Knowledgeable training and communication of all the hazards around the workplace are vital to ensure we are safe at work so we can go home to our families, friends, pets, and communities.

For more information, please reach out to Christine Fullerton (christine.m.fullerton@boeing.com) or Tina Cho (tina.c.cho@boeing.com).

Blanket & Coat Drive

Now through Dec. 12

The District 751 Human Rights Committee is holding a Coat and Blanket Drive now through December 12.

The goal is to help others in our community keep warm this winter. Donate new or “gently used” coats and blankets, along with new socks, gloves, scarves, hats and mittens. All sizes welcome from infant to adult. Consider giving the gift of warmth. Items can be dropped off at any 751 Union Hall or at Local Lodge meetings.

This is another way for our members to help others who are less fortunate in our communities. All items will be delivered to the Providence Regina House in South Park for distribution to area residents in need.
District 751 announced new group Medicare supplemental plans at meetings throughout Puget Sound on Sept. 28. As a group plan, our retirees and spouses are guaranteed acceptance with no health questions or pre-existing condition clause. People can choose the plan that currently works for them and if their situation changes, they can switch to another plan during the year with guaranteed issue. Another valuable service our union is proud to offer is a free one-on-one consultation service at our Union Halls through Employee Benefits Systems (EBS). This is an opportunity to compare and contrast plans to ensure you select the best coverage. Even if you are happy with your current plan, review your plan, including Part D against your current prescriptions, to ensure you are not paying unnecessary money into a less advantageous plan. The group guarantee issue is open through Jan. 1, 2019 for everyone currently on Medicare. Now is the time to call to set up your one-on-one no obligation review! Call EBS toll free at 1-833-469-0515. District 751 believes these group plans may be a beneficial option for many of our 751 retirees, but understands it is a very individual choice. In the first few days of our one-on-one consultations, retirees are already seeing the value in this plan. Two of our retirees who had previously been denied were able to get the plans they wanted because of the guarantee issue – a unique benefit of the 751 group plan. Edward and Violet Stumpf are thankful the union arranged this option. Ed has been fighting cancer and because it is a pre-existing condition, no other plan would take him – which meant he was stuck in his current plan that was costing him a lot in out-of-pocket expenses. Because this is a group plan for 751 union retirees, he was allowed to select the coverage he wanted, no questions asked.

“This is truly amazing! Others may think they can’t get insurance, but this is guaranteed no matter what your current medical condition is. The reps are knowledgeable and really care,” said Ed. “We are so thankful our Union secured guaranteed coverage.”

Violet was able to switch to a lower cost plan, knowing with one month’s notice she can switch to more extensive coverage if the need arises, which will save them money. “This is great. I hope more retirees will take advantage of this unique opportunity to get into the group plan and know they can switch plans any time with no medical questions about what an awesome benefit,” said Ed.

November 751 Retirement Club Minutes

The meeting was called to order on October 5th.

Roll Call: All officers were present.

Minutes: The September meeting minutes were approved.

Executive Board Report: President Boschok said two people took theirs in their own cars to the District 751 Union Halls while the rest of the members filled up the trip. The trip was about 136 miles one way. The Executive Board recommended a motion to pay those two people up to $170 for gas. The final amount will be determined by the M/S/P.

WSARA Senior Awards Luncheon

Twelve 751 retirees attended the Washington State Alliance for Retired Americans (WSARA) 2018 Senior Awards Luncheon on Oct. 4th. Washington State Representative Mike Sells and retired Washington Education Association leader Jean Savidge received awards for their work for seniors and all Americans.

State Insurance Commissioner Mike Kreidler reported on his efforts to lower health care costs in our state and Alliance programs. WSARA Senior President Jackie Boschok then led the conference into consideration of state legislative issues with Joe Kendle of the WA State Labor Council talking on several issues for the 2019 legislature. Steve Kofahl, retired Social Security representative, gave an update on Social Security issues.

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Legislative Report: Carl Schwartz reminded everyone to check their voter’s guide and October Aero Mechanic and be sure to vote. "The election," he spoke about the WSARA Senior Champion Awards Luncheon and Legislative Conference that took place on October 4 with 751 retirees attending. He reported Republicans in the House of Representatives have passed an addition to the tax bill of last year. It continues tax breaks for the wealthy and caps local and state tax deductions, which will hurt low and middle income Americans. Most importantly, this bill adds to the massive federal deficit, in effect maxing out our national credit card. The Republican Congress’s attempts to make up for the EBS rep at the union hall who was very knowledgeable and concerned with ensuring I was on the right plan for me,” said Helen.

Each year I have met with a SHIBA volunteer to analyze the plans and determine which is best for me based on my medical conditions and prescriptions. It was easy and convenient to meet with the EBS rep at the union hall who was very knowledgeable and concerned with ensuring I was on the right plan for me,” said Helen.

On the positive side, Democrats in Congress have introduced legislation which will improve Social Security, phase out the “cap” on taxed income and use a senior oriented cost-of-living formulation in Social Security Adjustments. The coming election will determine which of these approaches will pass.

President Boschok noted the Labor Neighbor program welcomes volunteers to phone Retirees packed the Auburn, Everett & Seattle Halls on Sept. 28 to learn more about a discounted group Medicare and dental option for 2019. Retirees can also schedule an individual one-on-one comparative review of various plans by calling 1-833-469-0515. Retirees packed the Auburn, Everett & Seattle Halls on Sept. 28 to learn more about a discounted group Medicare and dental option for 2019. Retirees can also schedule an individual one-on-one comparative review of various plans by calling 1-833-469-0515. Retirees packed the Auburn, Everett & Seattle Halls on Sept. 28 to learn more about a discounted group Medicare and dental option for 2019. Retirees can also schedule an individual one-on-one comparative review of various plans by calling 1-833-469-0515.
**FINANCIAL SENSE: How to Plan a Retirement Timeline**

Retirement planning can be challenging, but creating a timeline can help ensure your savings stay on track. Here are some expert tips for helping to ensure your retirement plans are on schedule at every stage.

1. **Set an income goal**—and know that it could change. For younger workers, it can be challenging because much income will be needed in retirement and how much their income will increase over time. It’s also important to look at an income replacement ratio of around 80%. That said, when you’re younger, 80% of your income is not going to cut it if you want to live as you do now at retirement. That will change over time.

2. **Plan to increase your savings rate.** If you’re 20 years old, a savings goal of 10% of your current salary per year is a good start. By age 30 you should be putting away at least 15% per year.

3. **If you have access to a qualified employer-sponsored retirement plan (401(k) or 403(b), start contributing.** Consider matching contributions, consider contributing at least as much as the match. This is free money you don’t want to pass up, and it can help you get to the right percentage. At the same time, consider a Roth IRA or, if available, the designated Roth account. Both will help you get your money for their potential tax-free distributions.

4. **Your savings rate should increase as you age; at the same time, you should scale back on consumer purchases** as you’re getting the most benefit now and when you’re in retirement.

5. **Sketch out how long you could be in retirement.** When creating a retirement timeline, one of the most difficult factors is estimating how long you can expect to be retired. One way is to project your income from age 20 to 30 years but strongly recommend a contingency plan in case something forces you into an unexpected early retirement, such as health problems, perhaps, or an unforeseen layoff.

6. **One way of thinking that can help you get there: Plan to retire at age 55.** This will allow you to be prepared for unanticipated events and any money you make by working past that age will be a bonus.

7. **Set the steps to reach your goals.** If you’ve gotten a late start on retirement planning, or if you’re rethinking your timeline around a plan to retire at age 55, there are effective actions you can take to make it happen.

8. **Keeping a budget is essential.** As part of that budgeting, be sure to look at your discretionary spending. If you’ve been supporting children through college, once they become independent, it might be tempting to reallocate that money to exotic travel or home renovations—but it’s your retirement fund that should get the first deposit.

9. **No matter when you start planning, an important timeline to consider is the timeline of the most difficult factors:** looking at how much your income will increase over the years, your health, and your financial advisor can help guide that conversation.

10. **A final tip for those in their 60s: You have a maximum of four years, whichever occurs first.**

11. **Vocational/Technical School:** $2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

12. **Eligibility for competition:** Any applicant must be either:

   a. An IAM member, or
   b. The son, daughter, stepchild or legally adopted child of an IAM member.

13. **Child of a Member Applicant—** Must have one living parent with two years of continuous good-standing membership to include and up to including the closing date of Feb. 22, 2019.

14. **Must be planning to graduate during the winter or by the end of the spring 2019 school year (i.e., normally a high school senior);**

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

16. **Will be eligible if the parent died in the year vocational/technical certification.**

November 751 Retirement Club Minutes

Continued from Page 9

Bank Tuesdays at the Seattle Union Hall from 4 to 6 p.m. and 6 to 8 p.m. Another way to vote your postcards is through postcards. 751 Legislative Director Larry Brown explained the process and encouraged involvement to help our labor endorsed candidates.

Health and Benefits: Vice President Helen Lowe read the deceased list: Local A: Eddie Dixon, Julia Hale, Albert Ham, Tomiko Kilbride, Joan Lackey, Robert McKinley, David Mosney, Jr. Shane Parker, Beatrice Peggys, Jody Raymond, Charles Richardson, MT Sloniker, Robert Tolman, Charles Richardson, MT Sloniker, Robert Tolman.


Local E: James Chinn, Barbara Conley, Mary Harwick, Lois Stone. Local F: At the request of Robert Baker, David Benjamin, Maddalena Bobek, Raymond Crawford, Donald Farmer, Joseph Gelakoska, Michael Karpenko, Paul Lux announced to determine members of the IAM and elected a new 90-day and non-bank affiliate of Wells Fargo & Company. ©2018 Wells Fargo Clearing Services, LLC. All rights reserved. 2018- 0193A.

2019 IAM Scholarship Accepting Applications

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the United States and Canada. Awards are members to $2,000 per academic year. They are granted for a specific period of time to a student leading to a bachelor’s degree or a two- year vocational/technical certification.

2019 Linear Club Minutes

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Talks Begin for Local UPS Agreement

Union leaders from District 751 and District 160 representing Machinists members working at United Parcel Service (UPS) throughout Washington State met in Seattle Oct. 22 and 23 to discuss issues impacting members in our state.

“We are hoping to get some issues in our local agreement addressed and settled before talks on the master agreement begin next year,” said Business Rep Steve Warren. Local issues were identified based on survey feedback, grievances, and other member input. There are three main issues we are hoping to address: shift bidding, vacation accrual, and shift differential. There was extensive discussion on these issues and some progress was made. Another set of talks on these local issues will be held in mid-December. Solidarity t-shirts were distributed in October so members can demonstrate their determination in reaching a fair agreement and raise visibility on the upcoming talks. In October, members received a negotiation handbook.


that union leaders prepared while attending a negotiation preparation class in July. It outlines the process, strategies and ways members can show their support. 751 reps on the bargaining committee include: Business Rep Steve Warren, Staff Assistant Chris Powers and Stewards David Bakken and Cory White.

District 751 represents UPS mechanics at the Spokane Hub, as well as satellite shops throughout Eastern Washington and Idaho while District 160 represents the UPS mechanics in Western Washington.

New Officers Elected in Local 86

Congratulations to the following Local 86 officers who were elected on Thursday, Oct. 11. Below are the officers who will begin their three-year term on January 10, 2019. Their employer is noted in parentheses.

President: Allen Eveland (ASC Machine Tools)
Vice President: Jerry Purser (Triumph)
Recording Secretary: Carl Andrews (Triumph)
Secretary-Treas: Pete Hedemark (Penske)
Conductor-Sentinel: Darrin True (Triumph)
Trustees: Tony Wade (Triumph)
Bill Nikkola (Big B’s Truck Repair)
Casey Streeter (Central Pre-Mix)
Audit: Ida Auckerman (Triumph)
Rick Coffman (ASC Machine Tools)

Thanks to all the members who took the time to vote and participate in the election process.

Eastern Washington Delivers Big for Guide Dogs

Eastern Washington stepped up and delivered big for Guide Dogs of America holding multiple fundraisers throughout the year, including raffles, barbecues and the trap shoot.

At the Sept. 25 District Council meeting, leaders from Locals 86, 1123 and 1951 presented a check for $19,746.40 culminating their 2018 efforts throughout Eastern Washington. Thanks to all the volunteers who have helped with the various events to raise money for this very worthy cause.


Yakima Raffle Winners...

Winners of the Yakima Guide Dogs raffle were drawn during a lunchtime barbecue at Pexco Sept. 18. The raffle raised $1,201 for Guide Dogs of America.

Member Nino Renteria, who works at Pexco, won the Camp Chef SmokePro pellet barbecue as well as a 1-hour pass to Get Air Trampoline Park and a free meal at Miner’s Drive in.

Below are other winners:

Kyle Tiffany: $25 Buffalo Wild Wings Gift Card
Keun Synhavong: $25 Buffalo Wild Wings Gift Card

Local 86 Visible at Annual Labor Rally

Local 86 members turned out for the 26th Spokane Labor Rally on Oct. 17 at the Spokane Fairgrounds hosted by the Spokane Regional Labor Council. The Labor Rally is an annual tradition for the Spokane-area labor movement where union members and their families meet and mingle, enjoy some good food, and hear from labor-endorsed candidates in the Spokane community. The face-to-face interaction with candidates energizes members to vote for candidates who stand up for working families.

Senator Maria Cantwell talks with Local 86 member Rene Ochoa at the rally.

Above: Members at Pexco enjoyed a solidarity barbecue at lunch while the Guide Dogs raffle ticket winners were drawn.

Left: Nino Renteria was thrilled to win the barbecue as part of the raffle to raise money for Guide Dogs of America.