Union Ensures Justice in Spokane

Machinists Union member Mike Bell learned first hand the value of union membership. Thanks to union efforts, he was able to challenge and overturn his unjust termination through arbitration to ensure he returned to work with full back pay and benefits, including his vacation, sick leave and 401(k).

Mike works at Akima Technical Solutions at Fairchild AFB in Spokane. He and his co-workers voted for IAM representation in 2017 – recognizing they deserved better and an IAM union contract was the pathway to a brighter future. What happened to Mike is a prime example of why it is so important to have rights on the job.

“I am so thankful for my union and support them 1000 percent. Never in a million years did I imagine I would ever face an unjust termination,” said Mike.

“Union dues are the best investment. Without the union working on my behalf, justice wouldn’t have been served, I would have had no way to challenge this unjust discipline, and I wouldn’t have my job today.”

As retired military, following processes has been a part of Mike’s work life for decades. He has worked for Akima in the Maintenance Operation Center (MOC) since he retired from the military in 2016 after serving his last 8 years of military service at Fairchild AFB.

His job at Akima required him to track the status of an aircraft through an online system designating the aircraft as “Fully Mission Capable” or “Non-Mission Capable.” If the status of an aircraft changes over the weekend, it is routinely updated on Monday morning.

Our Union ensured Mike Bell’s unjust termination was overturned with full back pay and benefits. L. to R: Steward Terry Wren, Steward Jim D’Amico, Mike Bell, and Business Rep Steve Warren.

The Site Manager had adamantly given a directive that no employees could work any overtime without his prior approval. The same manager had also made it clear he would not authorize overtime even if he made a request.

On Friday, October 12 of last year, an aircraft returned from flight with a bad swath plate, which the Lead Mechanic determined to be a grounding discrepancy and notified the proper personnel of a change in status of the aircraft. Mike had already completed his shift, logged out of the computer system and was leaving the workplace when he learned of this.

Mike told the mechanic he was at his 40 hours, overtime wasn’t authorized, and the aircraft status could be changed Monday morning (and it was). However, the next week, Mike found himself placed on an indefinite, unpaid leave of absence and learned he was terminated on November 6.

Business Rep Steve Warren conducted an investigation with help from Steward Jim D’Amico and concluded Mike had followed the prescribed process and proper procedures, while the Company failed to conduct an investigation or even interview witnesses.

Survey Shows Unions Are the Best Path to a Better Life

It pays to be Union is more than a slogan. Union membership translates into more pay and benefits according to data from the Bureau of Labor Statistics.

As the Bureau of Labor Statistics released its annual survey of employee benefits in September, more and more workers in America are struggling to simply get by. The best option to improve their situation is very simple: have working people stand together, or in other words, join a union.

The new survey showed besides more pay, union workers are far more likely to have employer-provided health care and other benefits than their non-union counterparts. Across the board the information verified that Union members get more…pay, benefits, vacation, sick leave, paid holidays and life insurance.

In 2018, Union members earned on average 22.2 percent higher wages than their non-union counterparts, according to data from the Bureau of Labor Statistics.

“The union difference in additional pay makes a significant difference in your ability to provide for your family,” Holden said. “We often say it pays to be union, and this data proves that saying is literally true.”

The September report from the Bureau showed union workers also have better health care and other benefits.

Unions Are the Best

Survey Shows

Unions Are the Best Path to a Better Life
By JON HOLDEN, IAM 751 District President

Every day our union is working hard to enforce contracts, provisions at more than 45 employers throughout our state. This takes hard work and effort from our staff and elected leaders, our Union Stewards and our members.

Sometimes members ask what the Union is doing, and the answer is more than we have ever done in the past to provide representation and support our members. However, members should also know that everyone has a responsibility to make our union stronger. Our power comes from the collective strength we have when we stand together and work for a common goal.

Recently, we were successful in negotiating contracts at several employers that offered improvements with no takeaways – delivering our benefits and working conditions in a contract. Penske, PAE, M1, and Training are all cases where we unfroze provisions and brought in new members on the process and the required preparation. I want to take a minute to talk about personal savings, which is important for all aspects of our lives. Because we, as union members, have to put ourselves in the best position when making decisions or any potential violations.

When we save our own resources with our individual strike fund (ISF), we free ourselves to make decisions that are best for ourselves and co-workers. It gives us strength and confidence to fight for the things we have earned and fight for the things we deserve.

Starting an ISF in no way signals that we will be on strike. But this is the type of thing we can roll out three months before the contract expires and be effective. We have to start early and explain this long before you may ever need your individual strike fund.

Certainly, our goal is always to get a bargaining agreement we can recommend and accept. Having an ISF puts that much further ahead with your personal savings to do the things you want to do. We will also begin having discussions on retirement security and what will look like in the future. We will look for opportunities to discuss what retirement security means to you as it remains a union priority.

Every day we work to engage our members in our union and encourage you to talk to your Steward, consider attending a union education class or a monthly union meeting (see article bottom of page 4 for classes and times).

We are continuing to offer our Introduction to Your Union Seminar, which invites new members via email to join our new hire orientation and at their new hire orientation. We’ve had a great response and members leave with knowledge of their rights, benefits and collective strength, as well as having a chance to ask questions and hear more about how to become more active in their union.

We are also moving forward with establishing our Aerospace Machinists Institute, which will be the training arm of our union. We believe it will be a huge resource for our members working at every employer in achieving their career goals and learning new skills. We have hired an Executive Director who will begin in mid-October and will report more information in the November / December Mechanics.

As a Union, we are taking more cases to arbitration thanks to the great work of our staff attorney Spencer Thal. Challenging employers more with arbitration and demanding to bargain changes is part of our new tactic, and we are seeing results.

We will continue to look for ways to educate and activate our membership, as well as providing more opportunities for inter-union communication with union leaders.

Clear contract language doesn’t prevent managers at Boeing from violating our contract or from trying to get members to assess or evaluate others to cause a potential disciplinary situation. As a result, our Stewards are working hard each day to enforce the contract and challenge any and all potential violations.

In a similar vein, it is a good time to reiterate that it is inappropriate for any of our members to “codetermine Exit strategies” for their co-workers, or throw others under the bus. Remember, we are all in this together.

Union Challenges Management Overreach

Continued from Page 1 Leader.”

“As Stewards and members, we have to enforce the contract. If we don’t say anything, management could pressure our members to take on other tasks that directly conflict with our contract language or should be done by management. It is a slippery slope that we don’t want to start down,” said Mark.

“When so many managers who are new to Boeing, many have never read our Team Leader language or other contract provisions so this situation brought an educational opportunity for members and managers,” said Rey, who has been a Steward since 1992.

How to Set Up Your ISF Payroll Deduction!

You will need your bank routing number and account number. Then decide the designated amount per paycheck ($50 every paycheck would accumulate to more than $6,000 by contract expiration).

From a computer at work:

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

From Home www.boeing.com

Top Right Select “Employee/Retiree”
Select “WORKLIFE”
Select “ACCESS WORKLIFE NOW” under the WORKLIFE FROM HOME option
Enter your BEMISD and Worklife Password and select “Login”
Select “My Paychecks”
Select “View/Change Your Direct Deposit”
Select “Add Account”

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


Union Office:

• 9125 15th Pl S., Seattle; 206-763-1300
• 201 ASW, Anchorage; 253-831-5550
• 233 Burnertt W., Renton; 245-235-5777
• 8729 Airport Rd., Everett; 425-555-8821
• 8729 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305

Tail Free to Seattle from:

Nationale 1-800-763-1301

Web site: www.iam751.org

751 AERO MECHANIC
October 2019
NLRB’s Boeing SC Rule Doesn’t Follow Labor Law

In September, the National Labor Relations Board (NLRB) overturned the union election of 176 flight line workers at Boeing South Carolina plant. The four-member panel’s ruling voids the IAM’s 2018 win at the North Charleston, S.C. facility because Boeing dug out their legal appeal until there was a board that favored corporate interests.

The Machinists Union issued the following statement after the decision:

“This unprecedented decision from the NLRB’s anti-worker majority board will not stop our organizing campaign at Boeing South Carolina and justice will prevail when their voices are recognized.”

NOTE: This decision comes weeks after the IAM’s regional director conducted there’s merit to the IAM’s charges that Boeing South Carolina officials violated federal labor law when they fired the workers shortly after the union won a representation election there in 2018. The director’s finding advances that case to trial in front of an administrative law judge. The new decision doesn’t impact this case.

Machinists International President Robert Martinez Jr. wrote the following that was printed in the Post and Courier on December 13:

“The board’s 3-1 decision, including two members with previous ties to Boeing, and over a powerful dissent, overturns an NLRB regional director’s carefully reasoned decision and is flatly inconsistent with the federal labor law.

Moreover, denying these workers a voice on the job, at least for now, goes against the rising tide of support for organized labor and our fight to grow union and middle-class prosperity.

Decades of stagnating wages, astronomically rising CEO pay and increasing economic insecurity makes the value proposition of American unionism crystal clear. A recent Gallup survey showed that 62 percent of Americans approve of labor unions today.

The machinists’ union is not new to the Boeing Co. Since 1935, we have advocated for fair wages, safe workplaces and high-quality products at Boeing facilities across the country. The 35,000 IAM members who work at Boeing, and tens of thousands more at aerospace suppliers, stand in solidarity with the working men and women in South Carolina who are asking to join their ranks.

The men and women at Boeing South Carolina braved negative attacks and retaliation designed to discourage workers from exercising their democratic rights. In fact, the NLRB regional director has found that more than a dozen unfair labor practice charges against Boeing South Carolina have merit.

Put simply, the decision by three board members in Washington, D.C., does not end a growing need for collective representation at Boeing South Carolina. The IAM is not going up, and neither are Boeing workers in the Lowcountry.

We will continue to advocate alongside Boeing workers in North Charleston to form a union at our workplace. Together, we will secure the dignity of the American worker in South Carolina and across the country.

Robert Martinez, Jr.
International President, IAMAW

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

IAM members will be asked to complete the Boeing online health assessment before Nov. 26 to avoid higher monthly premiums coming up (up to $40 per month if you DO NOT have to provide any numbers. “I don’t know” is an acceptable answer.

For members, the health assessment questionnaire is available at boeing.wellnesscheckpoint.com. Spouses or domestic partners enrolled in a Boeing-sponsored medical plan must go online to https://boeing.wellnesscheckpoint.com to complete the assessment.

IAM members support Boeing South Carolina workers’ efforts to gain union representation.

Keep in mind there are no wrong answers on the questionnaire online have the option of calling Wellness Checkpoint at (833) 998-9355 to request a paper form.

REMINDER: IAM members and their spouses/partners are not required to get ANY screenings, and you are not required to report any numbers to Boeing on the Health Assessment.

NOTE: Health care open enrollment for IAM members working at Boeing will run Nov. 5 through Nov. 26th. Representatives from the various health care plans will attend November Local Lodge meetings to answer questions and provide information on medical, dental and vision plans. All members are welcome to attend, pick up information and ask questions.

Also look for more information on open enrollment at Boeing in the November 751 Aero Mechanic.
Survey Shows Unions Are the Best Path to a Better Life

Continued from Page 1

That report showed that:
• 94 percent of union workers are offered health care benefits at work, compared to 66 percent of non-union workers;
• 83 percent of union workers have paid sick leave, compared to only 72 percent of non-union workers; (keep in mind Washington State passed a law to ensure workers receive 40 hours paid sick leave; however, numbers reported are national); 
• 89 percent of union workers have paid vacation compared to only 75 percent of non-union workers; 
• 83 percent of union workers have life insurance benefits, compared to only 54 percent of non-union workers.

The quality of union benefit plans typically are better too. For example, the Bureau reported that companies on average paid 84 percent of the premium cost under union-negotiated family health care plans, while only paying 64 percent of the premium cost for family plans for non-union workers. While the survey only looks at premium cost, union members tend to also have lower co-pays and deductibles with their employer paying more of their total health care costs.

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

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

Union Classes Offered in October

Our member education classes continue in October at our Everett and Auburn Union Halls with the class: “Understanding the Anti-Union Movement and Building a 21st Century Workers’ Movement” on the following days:

**Auburn Hall (201 A St SW):** Tues, Oct 29, from either 10 a.m. to 1 p.m. or 3:30 to 6:30 p.m. 
**Everett Hall (8729 Airport Road):** Wed, Oct 30 from either 10 a.m. to 1 p.m. or 3 p.m. to 6 p.m. 

Classes are open to all members and highly recommended for Stewards. To sign up for these free classes, go online at www.IAM751.org, click the Resources link, then class registration.

**New Member Introduction to Your Union Seminar**

October will be the last series of New Member Seminars for 2019 (more will be scheduled in 2020). This 90-minute seminar is filled with useful information on your rights, benefits and how to make our Union stronger. If you are a new member in 2019, haven’t already been to a seminar and are interested in attending, please respond to the email at the hall nearest to you.

**Auburn Union Hall** – Tues, Oct. 22nd at 11 a.m. or 4 p.m. Reserve your seat by emailing to Asih@iam751.org.

**Renton Union Hall** - Wed, Oct. 23 at 11 a.m. or 3 p.m. Reserve your seat by emailing to REN@iam751.org.

**Everett Union Hall** - Thurs, Oct 24 at 11 a.m. or 3 p.m. Reserve your seat by emailing to EVT@iam751.org.

Knowledge is power and the more members who understand and respect our past history, the better armed we will be to protect our collective future.

Steward Coordinator Ed Latgen and Organizer Jesse Cote answer questions and explains rights and contract benefits at a New Member Seminar.
New Agreement Brings Improvements for Members at JBLM

The Machinists Union members working at two Boeing facilities – Base Lewis-McChord, SeaTac and JBLM, have overwhelmingly approved a new one-year agreement on August 27.

The agreement covers more than 100 members who work on military aircraft at JBLM and workers who provide supply support. PAE is the prime contractor providing those services to the U.S. Army, while M1 is the prime contractor providing supply support. Our Union was able to address top issues identified by the members that included:

- $125 per 24-month period.
- 8% wage increase in all job classifications effective 4/6/20.
- Health and dental premiums are looking forward to a more secure future as a result of this new Collective Bargaining Agreement.

Thanks to our Union negotiating committee which consisted of Career Advisors Jeff Snyder and Gina Fountain, Business Reps Paul Veltkamp, Jason Chan and Chief of Staff Richard Jackson.

Career Advisors Ratify New Contract with Training Connections

Career Advisors working for Training Connections are often the face of IAM-Building Joint Programs, as they assist our members in reaching their career and educational goals. Each provides a very valuable service and cares deeply about helping our members working at Boeing.

Many may not be aware that these dedicated and talented advisors are also members of District 751. In September, this group ratified a new five-year agreement with Training Connections that provided wage increases each year, increased the Company's contribution to medical, and delivered 1.5 more days of Paid Time Off for the current members.

Since many of the Career Advisors work on safety shoes increased from $75 to $125 per 24-month period.

“We can be proud of our contract that had no take-aways and gains were realized in several areas. Personal Time Off has been a consistent hot issue for this group, and we achieved increases in our accrual rate and the maximum hour balance that can be carried by employees at any one time,” said Career Advisor Jeff Snyder, who served on the bargaining committee. “In the area of group benefits, the employer agreed to increase their portion of monthly costs by $200. The number of days allowed for filing a grievance increased from 5 to 7 days.”

“Contract language was also strengthened in the area of education with the employer agreeing to take a more active role in supporting professional development activities,” Jeff added. “The negotiating team worked hard to achieve these outcomes and career advisors are looking forward to a more secure future as a result of this new Collective Bargaining Agreement.”

Union negotiators on the PAE/M1 contract included L to R: Richard Jackson, Jon Holden, Pat Bertucci, Mike Springer, and Kevin Dittoe.

Ryan Cook (l) prepares to vote as Kevin Dittoe (r) looks up contract language for a member. Members overwhelmingly approved the new agreement at JBLM.

751 Veterans Invited to Take Part in Nov. 9 Auburn Veterans Parade

The District 751 Veterans Committee will march in the Auburn Veterans Day Parade on Saturday, November 9. All 751 veterans are welcome to attend and take part. This is the largest Veterans Day parade west of the Mississippi.

If you know other veterans who might be interested, please pass along the information and invitation. Visit iam751.org to sign up for the parade and reserve your Veterans t-shirt.

We will meet at the Auburn Union Hall (201 A St SW) at 9 a.m. and distribute IAM veterans shirts and line up. Our Union van will also take part in the parade. If you have any questions, email kaym@iam751.org.

Other activities in Auburn during the 53rd anniversary of Auburn's Veterans Parade & Observance, include: the American Legion Breakfast (7:30-9:30am), the Veterans Day Remembrance Ceremony (9:45am), the Static Display & Exhibit Showcase (9am – 2pm), the Veterans Day Luncheon (1:30pm – limited seating available; advance reservations required), the VFW Post #1741 Open House (1-5pm) and the Veterans Day Marching Band Competition. To learn more about the Auburn celebration, visit www.auburnwa.gov/wayday.

Union Ensures Justice in Spokane

Continued from Page 1

Steve filed a grievance and met with management to present his findings, but they continued to refuse to investigate the matter or overturn their decision. Steve then elevated it to arbitration.

751 Staff Attorney Spencer Thal did an excellent job presenting the case in a compelling manner. The arbitrator agreed, overturned the unjust termination and ordered Mike be reinstated and made whole, which included back pay and benefits he would have earned if he had not been terminated.

The arbitrator’s decision noted the burden of proof is on the employer and the Company failed to comply with the seven tests of just cause or the contractual requirement for progressive discipline. The parties executed the termination was carried out in a manner consistent with an at-will situation (non-union), including the termination that the Company did not conduct an investigation or interview any key witnesses, including Mike himself!

The incident put Mike in a “Catch 22” no win situation: The Company wanted the aircraft status changes to be implemented ASAP, but overtime was not authorized.

The arbitrator concluded Mike followed standard procedure in allowing the aircraft status to be updated on the following Monday and that given the directive not to incur overtime, Mike’s actions were reasonable. The Site manager after learning of the change in status could have called Mike or his co-worker and authorized overtime to change the status, if it was that important.

“Only by having union representation can workers have a voice in their wages, hours and working conditions, said District 751 President Jon Holden. “This is a good example of why having rights on the job is important and just how valuable those rights are. Without a union, a worker is simply at their employer’s will and can be disciplined or fired for any or no reason.”

What happened to Mike reinforced for all of us just how important their vote for union representation was in 2017. All workers deserve these rights and a chance for better wages, benefits and working conditions. If you know someone working at a non-union shop that would like to gain union representation, visit IAMUnionYes.com and fill out the information form. It is the first step toward a better life.
Join Team 751 Oct. 19 to Fight Breast Cancer

One in eight women will be diagnosed with breast cancer during their lifetime. Chances are breast cancer will affect you or someone you know! That is why the 751 Women’s Committee is participating in the Making Strides Against Breast Cancer event on Saturday, Oct. 19th at Gas Works Park in Seattle (2101 N. Northlake Way, Seattle). All members, their family and friends, are invited to join in the fun and walk with us. Registration begins at 8 a.m.; the walk will start at 9 a.m. Team 751 will meet for a group photo at 8:45 a.m. by the restrooms.

Team 751 is also selling limited edition long-sleeve black t-shirts (see below) at the Seattle Hall and union meetings for $20 with proceeds going to the American Cancer Society.

Team 751 has a sponsor page if you would like to contribute a donation. Donation Instructions:
1) Google search: Making Strides Against Breast Cancer Seattle
2) At top left click on donate
3) Next to Search, type Team 751
4) Click on donation amount and Company match option as well
5) Enter credit card or pay pal info
6) Look for your tax deductible receipt
7) Pat yourself on the back for giving

Members Have a Blast Raising Money for Guide Dogs

Eastern Washington Machinists’ 7th annual trap shoot raised more than $12,000 for Guide Dogs of America. The event was held Aug. 24 at the Spokane Gun Club and attracted 99 shooters, including members from Local Lodges 86 and 1951 as well as District 751 Machinists from Western Washington.

“It was a fun and exciting afternoon at the range and raised lots of money for Guide Dogs,” said Eastern Washington Business Rep Steven Warren.

Thanks to the trap shoot committee of Allen Eveland, Ida Auckerman and Jerry Purser, as well as to the many volunteers who ensured the event went smoothly. Thanks also to our sponsors, which will be listed in next month’s Aero Mechanic.

Local A Steward Levi Wilson was one of the members from Western Washington taking part in the Spokane event.

Shooting the Spokane Gun Club for the annual event to raise money for Guide Dogs of America.

Tony Wade takes aim (above) as another shooter hits a clay (below)

District 751 President Jon Holden lines up a shot as Ida Auckerman scores the shoot.

Karting Challenge Drives in the Green for Guide Dogs

On Sept. 7, IAM 751 members drove in the money for Guide Dogs of America with the sixth annual Local F Karting Challenge at PGP Motorsports Park. The event and sponsors delivered more than $9,150 for Guide Dogs.

Starting positions were determined by the money raised for Guide Dogs. Top fundraising honors went to the Bad Axers team (Sean Lambert and Ron Jarvis) who raised an impressive $1,500 and finished second in a very tight race. Team Lem with drivers: Ken McMahon, Austin “Speed” Wise, and Tyler Johnson finished first in the race and were coached by Lem Charleston (who also sponsored a second team).

Thanks to the volunteers, sponsors and folks at PGP Motorsports. Everyone had fun while raising money for a worthwhile cause.

Toiletry Drive

The District 751 Human Rights Committee is again holding a toiletry drive this year.

Anyone who would like to help disadvantaged families and the homeless of Seattle may drop off “travel size” toiletry items at any IAM 751 Union Hall or bring them to their local lodge meetings. Donations will be accepted through November 1st.

Suggested donations include: shampoo, combs, toothbrushes, toothpaste, dental floss, deodorant, Q-tips, Gold Bond, first aid materials, razors, lotion, feminine hygiene products, hand sanitizer, toilet paper, flushable wipes, sunscreen and socks.

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Helping Hands at Back to School Resource Event

Members of the District 751 Human Rights Committee were proud to take part in the South King County Back2School Resource Fair at Federal Way High School in late August. The event was hosted by A. Philip Randolph Institute Seattle Chapter, along with other organization partners.

Special thanks to Richard Jackson, Princie Stewart, Hazel Powers, Rachel Clayton, and Ken Ray for spending more than four hours grilling hundreds of hotdogs and hamburgers so students and parents had a free lunch.

The event provided backpacks, school supplies, clothes, shoes, professional haircuts and much more. There were also workshops and booths on job and educational opportunities.

“People appreciated getting a barbecue lunch as they helped get their kids ready to return to school. We also handed out information about Union jobs and apprenticeship programs to get students thinking of potential career paths,” said Chief of Staff Richard Jackson, who chairs the 751 Human Rights Committee.

Delivering the Green for Guide Dogs

The 2019 District Golf Tourney delivered $23,011.15 for Guide Dogs of America. L to R: 751 Secretary-Treasurer Susan Palmer, IAM/Boeing Joint Programs Executive Director Mark Clark, 751 District President Jon Holden.


Machinists Make Halloween Sweeter with Candy Drive for Salvation Army

District 751 is once again teaming up with the Salvation Army to make Halloween sweeter for the children of White Center. Union members are collecting candy for the Salvation Army’s annual Halloween party in White Center, which provides a safe alternative to trick-or-treating for children in that community. Donations of unopened, individually wrapped candy can be dropped off at any IAM 751 union hall in Puget Sound through Wednesday, Oct. 30.

Last year, union members collected hundreds of pounds of candy, which provided plenty of treats for the Halloween party with enough left over to cover their Christmas party too.

Questions can be directed to Richard McCabe at the Renton Hall 425-235-3777.

Guides Dogs Win at Puppy Putt/Raceways

The 2019 Puppy Putt Motorcycle display was held in conjunction with the Pacific Raceways Dog Days of Summer Lucas Oil Drag Race Series in late August. The two events brought in nearly $6,250 for Guide Dogs of America.

With so many of our members racing their bikes and cars, the Dog Days at Pacific Raceway is a great event.

Special thanks to Robley Evans for coordinating the event with the raceway and to all the Stewards who helped in selling raceway tickets.

Motocycles lined up at this year’s Puppy Putt in conjunction with Pacific Raceways Guide Dogs event.

Business Rep Robley Evans was a main proponent of the Pacific Raceways Guide Dogs event and raced his bike at the event. Shown at right holding a picture of his racing bike while proudly wearing an IAM t-shirt.

Thanks to the Puppy Putt and Pacific Raceway sponsors:

Jon Holden
Susan Palmer
Spencer Burris
John Lopez

Pacific Raceways
31001 144th Ave SE
Kent, WA 98042

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District 751 is once again teaming up with the Salvation Army to make Halloween sweeter for the children of White Center. Union members are collecting candy for the Salvation Army’s annual Halloween party in White Center, which provides a safe alternative to trick-or-treating for children in that community. Donations of unopened, individually wrapped candy can be dropped off at any IAM 751 union hall in Puget Sound through Wednesday, Oct. 30.

Last year, union members collected hundreds of pounds of candy, which provided plenty of treats for the Halloween party with enough left over to cover their Christmas party too.

Questions can be directed to Richard McCabe at the Renton Hall 425-235-3777.

Helping Hands at Back to School Resource Event

Members of the District 751 Human Rights Committee were proud to take part in the South King County Back2School Resource Fair at Federal Way High School in late August. The event was hosted by A. Philip Randolph Institute Seattle Chapter, along with other organization partners.

Special thanks to Richard Jackson, Princie Stewart, Hazel Powers, Rachel Clayton, and Ken Ray for spending more than four hours grilling hundreds of hotdogs and hamburgers so students and parents had a free lunch.

The event provided backpacks, school supplies, clothes, shoes, professional haircuts and much more. There were also workshops and booths on job and educational opportunities.

“People appreciated getting a barbecue lunch as they helped get their kids ready to return to school. We also handed out information about Union jobs and apprenticeship programs to get students thinking of potential career paths,” said Chief of Staff Richard Jackson, who chairs the 751 Human Rights Committee.

Delivering the Green for Guide Dogs

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By John House
IAM Member Armando Rodriguez landed a new Grade 9 job in record time because he was open to opportunity and was willing to ask for help from our IAM-Boeing Joint Programs Career Advisors – something he encourages other members to do as well.

Armando hired into Boeing in the spring of 2018 and has been on cloud nine ever since.

“Boeing impacts the world and working for such a visionary company was an opportunity I couldn’t pass up,” noted Armando. Hired in as a 34107 Aircraft Test Tech, he quickly put his considerable experience to use in Final Assembly. In hiring Armando, Boeing gained an employee with more than 13 years of experience as a U.S. Air Force Avionics Tech and over 20 years servicing a mix of aircraft in the private sector from Conesa’s military aircraft such as F-15s and C-130s.

With in-demand skills, Airmen Certification, and a strong desire to further advance his career, Armando was well positioned for the unexpected. Soon after completing his initial 12 months of service, he received a company-wide email about a unique job opportunity; for a limited-time, the 97109 Aviation Maintenance Tech job was accepting resumes from hourly employees. Since he hadn’t completed all required ERT “green light” training, he jumped at the chance to instead apply to the 97109 with a resume. Armando immediately met with Joint Programs’ career advisors to request resume assistance.

“I felt a little lost with how to tailor my resume and load it into the Boeing system,” said Armando. Following advisor help in customizing and formatting his resume, Armando was able to then conveniently submit it online as part of an advising appointment in the 4-82 Building. Advisor input on how to prioritize and highlight his resume’s content helped make the difference – he quickly landed a 97109 job interview.

Armando next met with career advisors to prepare for his upcoming interview. Especially helpful was advisor assistance in understanding the interview process and formulating at least two to three insightful questions to ask the interviewers at the end of the interview – an expectation that is all too often overlooked by interviewees. With help, Armando drafted questions designed to deepen and demonstrate his knowledge of the job, convey his strong interest, and leave a lasting positive impression. The interview went very well. Armando interviewed on a Thursday and was offered (and accepted) a 97109 job the very next day.

Armando’s advice to others is to work towards developing a clear vision of what you want from your career and recognize that change is constant. Armando hopes to use his own career journey to inspire others to seek out help, explore new growth opportunities, and recognize that job satisfaction and pride in our work are essential.

Contact an IAM-Boeing Joint Programs Career Advisor to begin exploring your career and educational opportunities by calling 1-800-235-3453.

Raising Awareness by Sharing Best Safety Practice

By Hazel Powers/Stephanie Jefferson
Recognizing that a safety hazard at one Boeing plant may benefit other plants, IAM-Boeing Joint Programs Site Safety Committees strive to share “best practice” solutions so members in other shops/plants can benefit from a safety success story. If something works well at one site to make an area safer, it might hit the mark at another site as well.

DC/Kent Site Committee member Carolyn Romeo heard about one of these safety best practices from the Auburn Site Committee at a recent Joint Community Council (JCC) meeting, and she wanted to bring it to the Advanced Developmental Composite Center (ADC) 9-101 and the Thompson Site 14-01 buildings. Auburn Site Committee member Donovan McLeod reported how he worked with Auburn EHS rep Cory Cranton to design “Please Walk the Talk – Don’t Talk and Walk” signage that communicates the hazard of talking on cell phones while walking. The signs seemed to raise awareness on the issue at the Auburn site.

Carolyn worked with Donovan to order signs for her committee. Once the signs were delivered, the DC/Kent Site Committee identified locations and had the signs put up at both ADC and the Thompson Site – raising awareness at these locations and hopefully reducing the hazard of talking on the phone while walking through the workplace.

Pedestrian Safety Improved at 9-101 Building

By Hazel Powers/Stephanie Jefferson
The DC/Kent Site Safety Committee continues to focus on pedestrian safety. The Committee was successful in getting a pedestrian crosswalk on the west side of the 9-101 building changed to realign with a pedestrian door instead of the vehicular roll-up door it had been painted to align with over the years.

Few members gave much thought to the crosswalk aligning with the vehicle roll-up door since it had been that way for years. Only by stepping back and re-evaluating the parking lot for all aspects of safety was the hazard noticed.

Check out the before and after photos at the right. This is just another way the DC/Kent Site Committee is working to keep all of us safe. Thanks to all for the great work!

Pedestrians then had to cross in front of the door creating a hazard.

Industrial Electronic Maintenance Tech Apprentice Applications Accepted Starting October 16

The IAM-Boeing Joint Apprenticeship Committee will be accepting applications for the Industrial Electronic Maintenance Technician Apprenticeship Program starting on Wednesday, October 16 for a two-week application period for both internal and external candidates. The Prep Pack describes each trade and the qualifications needed.


Please apply for open positions that are posted through the on-line requisition system at http://www.boeing.com/careers during the advertised two-week application acceptance period beginning Oct. 16.

Applicant minimum qualification requirements will be clearly stated on the requisitions. Individuals who do not meet the minimum qualifications will receive an auto-notice encouraging them to apply when the minimum requirements have been met.

For current Boeing employees please visit the internal Apprenticeship website for details http://apprenticeship.web.boeing.com/2

For external candidates please visit the external Apprenticeship website for details: http://www.iam-boeing-apprenticeship.com/

For current Boeing employees, please direct questions to a Joint Programs career advisor at 1-800-235-3453 for help with the process. An appointment is required.
The meeting was called to order on September 9 by President Jackie Boschk. She led the club in the flag salute and God Bless America and Carl Schwartz led the prayer.

Roll Call: All officers were present or excused.

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

Executive Board Report: No report.

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

Legislative Report: Carl Schwartz reported the estimated cost of living for Social Security for 2020 is 1.8 percent. This is approximately $300 a year for the average recipient. One factor in calculating this amount is the relatively low fuel price. A more realistic senior cost of living should include the much higher increase in medical and medication costs. The House passed a cost-of-living calculation that is more senior friendly, but Senator McConnell will not bring it up for a vote in the Senate.

Saturday, October 5 there will be a craw fish feed fundraiser for MNPI at the Seattle Union Hall. It will start at 4 p.m. Tickets are $20 per person and can be purchased at any of the 751 union halls. The event will also honor Larry Brown on his election as Washington State Labor Council President.

The Executive Board recommends sending a letter to our state’s Congressional representatives indicating our support for the Protect Workers Right to Organize (the PRO Act). M/S/P.

The Executive Board also recommends submitting a thank you letter to Representative Derek Kilmer, 6th congressional district, for his efforts on September 9 by President Jackie Boschk.

A motion was made to send the letter to Representative Kilmer. M/S/P.

The Washington State Senior Citizens Foundation will hold their fall conference on Thursday, October 24 in Tacoma from 8 a.m. to 4 p.m. Motion to send two delegates from the Retirement Club at a cost of $60 for each delegate. President Boschk stated that she would be attending and representing Washington State ARA. M/S/P. Let President Boschk know if you would like to attend the conference.

Health and Benefits: Vice President Helen Lowe read the deceased list: Local A: Alvin Bockman, Wilmer Barrett, Leslie Campbell, Kevin Clizbe, Mary Coon, Terry Frizzle, Robert Hale, Chris A. Johnson, James L. Johnson, Barbara Kelsey, Robert Knuble, Bonnie Lewis, Norma Kernpreck, Karen Mastandrea, Rosemary Nelson, Lucile Neufna, Alfred Nute Jr., Ronald Palmer, Ralph Pearson, Sharon Primrose, Theresa Schomin, Albert Sebastian, Carl Talley, Fred Ward. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Many Retirement Club and District 751 members attended the recent memorial service for long time Retirement Club member George Braun. There were many lovely testimonials given by friends and family including District 751 President Jon Holden and Retirement Club member Vennie Murphy. Mrs. Braun expressed her gratitude to the many union members who attended.

Good & Welfare: none.

President’s Report: President Boschk announced the Puget Sound Labor Agency will hold a Hawaiian Luau Fundraiser Friday, September 27 at the Seattle Union Hall from 4 to 8 p.m. Tickets are $50 and raffle tickets are $10 each. Everyone is invited.

President Boschk spoke about the two excursions the club took last summer, the salmon dinner on Blake Island and whale watching. She noted the whale watching trip was one of the last times we spent together with George Braun. This fall some indoor activities will be planned.

New Business: President Boschk appointed Mike Keller as chair of the Financing Committee. Ms. Keller reported that the Committee nominated Jim Hutchins for a new 3-year term as trustee. No additional nominations were made from the floor. The annual election will be held at the October 8th business meeting and the elected trustee takes office in January.

Unfinished Business: Birthdays: John Mah, Vennie Murphy, Ruth Render and Larry Wade celebrated their birthdays. The club sang birthday to them.

Greg Hansen and his wife Chris were welcomed to their first Retirement Club meeting.

The $20 Fred Meyer gift card was won by Mike Keller.

Meeting adjourned at 11:33 a.m.

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Congratulations to the following who retired from our Union:

- Glenn W. Asla
- Damon M Allen
- Theodore Barney
- William Baumgardner
- Kelethea Earp
- Mary L. Benson
- Paul A. Braden
- Stanley L. Brown
- Timothy A. Brown
- Steven R. Burke
- Robert E. Burns
- David S. Burnum
- Rosa A. Campbell
- Jerry A. Casper
- David K. Cernich
- Kevin D. Chilton
- Linda D. Clark
- Randy J. Clement
- Jeffrey L. Cohen
- Michael W. Cox
- Clinton Cunningham
- Bert M. Davis
- Victoria L. Day
- Steven P. Dunn
- John T. East
- Lorrie M. Edison
- Gregory A. Elliott
- Rodger D. Entwistle
- Arnida B. Estella
- Richard E. Finlman
- Mark W. Forneri
- Ronnie Francis
- John C. Fredley
- Ronald L. Gabriel
- Randy L. Geffre
- Donald R. George
- Jon J. Gregg
- Rand K. Gobelle
- Richard E. Gross
- Richard L. Hawkins
- Tony Hong
- Paul J. House
- John D. Hoxie
- Kimberly & Hughes
- Sharon A. Huttonen
- Robert Hynek
- Curtis J. Ills
- Evan P. Jeffers
- Michael L. Jones
- Kevin V. Komendant
- Lonnie G. Laminik
- Todd J. Leviss
- Daniel R. Lind
- Jerry R. Lureen
- Robert L. Lundgren
- William B. Luther
- Thomas C. Lutton
- David N. Lyons
- Francie E. Macaluso
- Anthony L. Magno
- Patrick C. Manley
- Rickey J. Marvin
- Harold S. Martin
- Paul J. Martin
- Ronald L. Mattsen
- John O. Mellecker
- Robert Soethe, Vernon Sylvester, Ralph C. Tupper, Helen Lowe 206-523-9526
- President Jackie Boschk 206-890-1009
- Vice President Helen Lowe 206-523-9526
- Treasurer Pam Morris 206-769-5179
- Secretary Tom Lux 206-551-1371
- Recording Secretary Vennie Murphy 253-985-4955
- Recording Secretary Michael Keller 206-723-4973
- Recording Secretary Jim Hutchins 206-369-2309
- Recorder T.J. Scholten 206-999-4870
- Union Office: (206) 767-3301 or 206-767-1300

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Retiree Cruise to Tillicum Village

As summer was winding down, 751 retirees took another trip to enjoy some of the sites around Puget Sound. A dozen members from the 751 Retirement Club went on the Tillicum Excursion to Blake Island for a day of fun.

The group cruised to Blake Island where they learned about Native American Culture, viewed a live performance featuring traditional song and dance, and feasted on a delicious salmon dinner on Blake Island and whale watching. She noted the whale watching trip was one of the last times we spent together with George Braun. This fall some indoor activities will be planned.

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FINANCIAL SENSE: Saving for Retirement and Your Child’s College Education

You want to retire comfortably when the time comes. But you also want to help your child pay for college. With the cost of college tuition increasing and no guarantee that Social Security will be around at the time you retire, the amount of money you need to save may seem overwhelming. How do you balance both of those goals?

By starting to plan now, you can strike a strategic balance between saving for retirement and saving for college, says Will Larson, Retirement Planning Strategist for Wells Fargo Advisors. “A good way to help achieve both goals is to sit down with your financial advisor as soon as possible and create an investment plan,” he says. Your financial advisor will talk to you about your goals, estimate how much money you need, and then put together a plan to get you on your way toward saving for both retirement and your child’s college education. These strategies can be a good place to start.

Pay yourself first. Your top priority should be saving for retirement, Larson says. He recommends putting aside around 15% of your income every year. Don’t make the mistake of thinking you can tap into your retirement plan to pay tuition — taxes and penalties mean you’ll take a big hit.

Invest your money in tax-advantaged accounts. Your money will work harder for you if you take advantage of tax-friendly accounts like 529 savings plans. The key is starting as early as possible, says Kirk Pacatte, Planning and Life Events Specialist at Wells Fargo Advisors. “The earlier you get money in there, the better the potential for it to grow tax-deferred and compound,” he says. “That’s especially important when saving for education because you have a shorter window to save than you do for retirement.”

Take advantage of changes in income or expenses. If you get an unexpected inheritance, stash at least some of it in your savings. And if you get a 2% raise, consider putting 1% toward college savings and 1% toward retirement. If you no longer have to pay for daycare or preschool because your child goes to public elementary school, keep making those payments, but put them into your child’s college savings account instead, Larson suggests.

Set clear expectations with your child. Have a frank conversation with your high-school-aged children about the level of financial support you can provide for college, Pacatte suggests. Some parents commit to paying the equivalent of the cost of in-state tuition for four years at a state school. Others agree to pay half of the bill and let their children know they are expected to cover the rest.

Look for ways to save on tuition. Even if you have significant savings for college, apply for scholarships and financial aid — you never know what you’ll get, Pacatte says. You can also encourage your children to take Advanced Placement or college-level courses in high school. If they earn enough college credit, they could potentially graduate from college in three years. “Being able to drop off a full year of college funding makes a huge difference in cost,” Larson says.

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Officers and Council Accept the Oath of Office

District 751 President Jon Holden (l) administers the oath of office to Local A District Council Alternate Kent Christian.

Business Rep Ira Carterman (l) administers the oath of office to Local E Auditor Brendan Simpson.
Members at Penske Approve New Contract

Building on the strength in numbers philosophy, the 27 IAM members working at Penske in Spokane joined together with approximately 140 IAM District 160 members from 10 Penske locations in Western Washington to secure a new three-year contract.

The current contract expires in November and members have already started to identify issues. At a Sunday membership meeting in September, members discussed survey results, strike sanction, web updates and the pension, as well as discussing top issues to address in the upcoming contract.

“We have had a good turnout for weekend meetings with lots of interest in the upcoming contract. Membership participation is key to successful negotiations and ensuring accurate two-way communication between members and union leaders,” said Staff Assistant Chris Powers.

With over 160 Machinists Union members, this is one of the larger employers in Klickitat County. This is the tenth largest landfill in the country and the largest waste by rail operation in the United States – making their jobs vital to not just Eastern Washington, but the entire Pacific Northwest region.

Members Gear Up for New Contract in Goldendale

Machinists Union members in Goldendale working at the Roosevelt Regional Landfill and Tri-County Disposal are preparing for their upcoming contract negotiations with Republic Services.

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Lunchtime BBQ Promotes Unity at ASC

With the current agreement at ASC Machine Tools set to expire on Dec. 31, members are already building solidarity as they move toward a new contract later this year.

The ASC Union Negotiation Subcommittee is meeting regularly to discuss issues in the shop and current contract issues needing to be addressed, as well as ensuring two-way communication is occurring.

Various unity events are designed to encourage membership participation and solidarity. Recognizing that gatherings at the workplace make participation easier and more convenient, the group recently held a parking lot event.

Business Rep Steve Warren, Randy Sprague, Jeff Dobiash, Marcus Warden and Rusty Grable worked together to address issues on both sides of the state.

The offer made gains in wages each year, maintained health and welfare at current 2019 rates for the life of the agreement and added apprentices back into the contract. The agreement also ensured employees receive 48 hours PTO front-loaded January 1st of each year.

Members Prepare for Our Next Contract at Triumph Composites

With less than a year until the current contract expires, members working at Triumph Composites have begun preparations for their next contract.

Members recently met with Business Rep Steve Warren and District 751 President Jon Holden to put together a negotiations timeline, discuss potential solidarity events, and identify issues that need to be addressed in the next round. Getting all members engaged is a top priority and will give us strength at the bargaining table.

Eastern Washington