Union Helps Ensure Reinstatement of Inspections

Not OK to Cut QA Remains Our Message

Our Union’s relentless work to protect the build process and quality of Boeing airplanes is making some headway and recently scored a victory. In September, as a result of our Union’s efforts through our Verification Optimization (VO) union reps, Boeing reinstated more than 6,600 close tolerance hole inspections mainly on the 767 and 777 airplane lines. These close tolerance inspections in Everett alone equal a work package for more than 100 of our Quality Assurance inspectors whose sole purpose is to protect the integrity of the airplane and the production process.

Credit goes to our VO Reps in Everett: Lloyd Catlin, Dave Bryant and Travis Kendrick, as well as all our stewards and members who brought information to the Union about concerns they had over the removal of thousands of inspections from the manufacturing/production process. District 751 President Jon Holden, along with Grievance Coordinator Dan Swank, have been also a driving factor in this effort.

“At the start we have raised concerns about removing inspections—particularly on close tolerance holes which is a critical part of the build process—but Boeing wasn’t listening to us. Thanks to efforts from our Everett VO Reps and the FAA, Boeing is reinstating these inspections,” said Holden. “This is a big deal, and I appreciate our VO reps advocating on many fronts to make this happen. We will continue pushing for this in other areas of the build process because our goal remains to protect the integrity of Boeing airplanes and save thousands of inspections.”

South Carolina 787 Consolidation Another Bad Decision

After Boeing announced it would consolidate 787 production in South Carolina, IAM District 751 President Jon Holden issued the following statement:

"IAM District 751 believes this is the wrong decision and just another in a string of bad decisions Boeing has made that fails to capitalize on the strengths of our workforce. Boeing leaders discount the efficiency, quality and productivity of our Puget Sound workforce. Once again, this Company fails to take into account all the benefits Washington State offers in support of training programs, higher education, research and innovation, infrastructure, and continued tax incentives. Additionally, favoring a non-union site is only about the heart and soul of the manufacturing process, who are the industry. This ability should be looked at as a positive, however, Boeing only sees it as conceding control rather than ensuring a quality product.

We will continue working to bring aerospace work to this region because our members and our communities have demonstrated why our state has the most efficient, productive aerospace manufacturing facilities in the world. This has been validated in the objective study completed by Richard Aboulafia entitled the 2019 Aerospace Competitive Economics Study (ACES) used to rank each state’s manufacturing capabilities using dozens of metrics that matter to companies making siting decisions. Washington State remains far and above the best place for aerospace design and manufacturing.”

Health Care Protected for Members Considered High Risk

Thanks to swift action by our Union, members considered at high risk (as defined by the Centers for Disease Control) who have been on leave for longer than 90 days will continue to simply pay their active employee contribution rates to continue their medical coverage throughout the duration of Governor Inslee’s State of Emergency declaration because of the COVID-19 pandemic. Our Union challenged Boeing on this issue in late August after it came to our attention that Boeing was in violation of Governor’s Proclamation 20-46 in regard to high-risk employees. Boeing had erroneously charged our high-risk members full COBRA rates after 90 days on leave – which directly conflicts with the Governor’s order. Rather than accepting Boeing was correct on this issue, several members contacted our Health and Benefits office, who then involved District President Jon Holden and Staff Attorney Spencer Thal to resolve the issue.

Boeing has indicated this impacted 46 IAM members who since have gotten their coverage corrected, but any other members who believe they are in the same situation and need assistance in correcting it, should contact our Health and Benefits office by calling 206-764-0350.

Members in this situation who already paid the full COBRA rate have been or will be reimbursed. Members who were in danger of lapsing their medical coverage had their health care reinstated without disruption, again only paying the monthly active contribution rate. This will last through the duration of the current Governor’s State of Emergency. IAM Health and Benefits Reps Les Mullen and Christine Fullerton helped many of these members ensure they had continuous coverage so they did not have to navigate the frustrating Worklife situation on their own.

Our Union continues to fight for all members during this global pandemic to ensure your contractual rights are protected, proper personal protective equipment is provided, workplace safety procedures are followed, and all of the Governor’s proclamations are enforced.

District 751’s alternative proposal showed the economic benefits of not just maintaining production in Everett, but the added benefit of our members sharing best practices with South Carolina workers, while bringing those workers under our District 751 contract with Boeing so we all work to the same standards of safety, quality and productivity, along with all the protections contained in our agreement. These protections would allow union members in South Carolina to raise their hand and point out quality issues impacting production in South Carolina.

Our Union will push for Boeing to launch the new mid-market airplane and capitalize on the workforce, capacity and resources in Washington to ensure success and help Boeing gain back market share they have lost to Airbus because of gaps in their product offering. This must be a top priority to ensure our mutual success long into the future.

Healthcare

Washington State offers in support of training programs, higher education, research and innovation, infrastructure, and continued tax incentives. Additionally, favoring a non-union site is only about poor management practices with South Carolina workers, which is a critical part of the build process. Boeing only sees it as conceding control rather than ensuring a quality product. We will continue working to bring aerospace work to this region because our members and our communities have demonstrated why our state has the most efficient, productive aerospace manufacturing facilities in the world. This has been validated in the objective study completed by Richard Aboulafia entitled the 2019 Aerospace Competitive Economics Study (ACES) used to rank each state’s manufacturing capabilities using dozens of metrics that matter to companies making siting decisions. Washington State remains far and above the best place for aerospace design and manufacturing.”

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Our Union continues to fight for all members during this global pandemic to ensure your contractual rights are protected, proper personal protective equipment is provided, workplace safety procedures are followed, and all of the Governor’s proclamations are enforced.
I’m angry because I knew it was coming, and we don’t have contract language that provides a clear path to show logic and facts for keeping production in Everett, but the reality is we couldn’t stop the decision. We did try to provide information (we have received some and are still waiting for more), and we continue to highlight why we believe this is a shortsighted decision that puts the future of the Company at risk. Why did we expect this? You just have to look at previous Boeing’s decisions and the threats levied against the IAM and the communities we live in since our strike in 2008.

• In 2009, Boeing announced a second 787 line in South Carolina even though their own metrics said it was the riskiest, most costly choice to duplicate the infrastructure already in place in Everett. Keep in mind Boeing decided to outsource design and production of the 787 to all over the world – resulting in a delivery delay of 3.5 years and deferred production costs exceeding $32 billion. These were conscious executive level decisions that put their profits at risk.

• 737MAX threat and contract extension. In 2011, even though production was at record highs, in a combined 100 days, a super efficient facility in Renton – a production system they couldn’t duplicate easily – Boeing threatened to move the 737MAX somewhere else. And since then, we increased single aisle production to levels unheard of in the past. The IAM Board of Directors and executives took control of Boeing and changed the culture from engineering and innovation to finance and shareholder value. Many joked McDonnell Douglas bought Boeing from its members and the company. They would have been in a much better position to design and build new airplane programs in the future had they not focused on stock buyback and stock price while cutting research and development.

• Following the merger with McDonnell Douglas, in 1997, Boeing’s Board of Directors and executives focused more on shareholder value than innovation and quality – moves that had already hastened McDonnell Douglas’ exit from commercial airplanes. Former McDonnell Douglas execs quickly took control of Boeing and changed the culture. Let’s use this 787 decision to refocus the people leading this company have no loyalty to our communities. They are only here to reap profits and line their own pockets. They are placeholders until the next greedy exec comes to power and attempts to make more profits for themselves rather than invest in the future of this company, industry and our local community.

• Many partners have ensured Boeing’s success by making thoughtful investments at the state, county and city level for more than 100 years. It’s no accident Washington State is America’s most competitive business environment for the manufacture of major aerospace super structures (see 2019 ACS study). Boeing may have overlooked these facts, but we will continue to push forward because these are jobs worth fighting for.

As a Union member, it is important to ensure you have an accurate work history – especially when Boeing is issuing layoff notices. Recently, thanks to action from Local C President Jim McKenzie, two members were able to get their work history corrected prior to layoff.

“Both of the members were newer and unfamiliar with their work history. They had been loaned to Everett for more than 100 days when 737MAX production was suspended. I wanted to be sure jobs worked correctly for the members who had been on loan. With so much surging job taking place, it is important for members to be proactive, not wait until the work history works through WorkLife. If it is not correct, talk with a Steward for help in getting it corrected.”

As a Union member it is wise to be proactive and not simply trust that management has recorded your work history correctly. If you have worked more than one job at Boeing, confirm that your work history accurately reflects every job you have worked for more than 90 days,” advised Business Rep John Lopez. “Jim did a great job getting this corrected for the members who had been on loan. With so much surging job taking place, it is important for members to be proactive, not wait until the work history works through WorkLife. If it is not correct, talk with a Steward for help in getting it corrected.”

Changes to Boeing Contributions to the VIP

In September, the IAM was notified that Boeing would utilize Boeing Stock to make matching fund contributions into the VIP Plan beginning in November. Boeing stated that as contributions are made, the stock would be immediately sold and allocated as cash into the investment options as directed by the participant. This may cause other members to receive a similar cash flow of the company, but doesn’t violate the matching principles in the Collective Bargaining Agreement. We will continue to monitor this practice going forward.

The future of the Company at risk. It’s time we take our anger and turn it into action. Let it motivate us to prepare for 2024. It’s time to fight for true job security, as well as making a concerted effort to show why Boeing should not launch new commercial airplanes, to fill the product gaps in their current airplane lineup, right here in Washington State, where commercial aerospace production has proven success. The people leading this company have no loyalty to our communities. They are only here to reap profits and line their own pockets. They are placeholders until the next greedy exec comes to power and attempts to make more profits for themselves rather than invest in the future of this company, industry and our local community.

• Many partners have ensured Boeing’s success by making thoughtful investments at the state, county and city level for more than 100 years. It’s no accident Washington State is America’s most competitive business environment for the manufacture of major aerospace super structures (see 2019 ACS study). Boeing may have overlooked these facts, but we will continue to push forward because these are jobs worth fighting for. Let’s use this 787 decision to refocus on the future and take action. We can help bring pressure to launch a new airplane and give our members and Washington, they can’t afford to take unnecessary risks. Therefore, they should embrace the place with the highest probability of success and efficiency, as well as the place requiring the least amount of investment - that is Washington State. We can make a difference in the next 4 years. It’s e time for each prepare. Our future here depends on what we can gain at the bargaining table, and we must focus on job security, quality and value – the only power Boeing understands – our solidarity, shopstakship and workmanshop that generate their profits every day.

By JON HOLDEN
IAM 751 District President

I am angry over Boeing’s decision to consolidate 787 production in South Carolina – not because I didn’t expect it. Like most everyone in the state of Washington, I thought the decision was made years ago when they announced the second line in 2009.

There is less than a month before the November 3rd general election. There will be crucial races at all levels of government. Whether in Washington D.C., Olympia or in local government, we will be turning to those elected to lead during one of the most challenging times in history.

Help get candidates elected who see our country’s recovery centered on strong unions and protecting workers’ rights to organize; better jobs for all workers; and, economic, racial and social equity across our communities.

Join your Union’s “get-out-the-vote” efforts by visiting www.iwm751.org and signing the IAM>AmerPledge 2020 today! A member will get in touch with you regarding specific opportunities to get involved virtually or by phone due to COVID.
Return Rights Restored Helps 32 Year Member Avoid Layoff

751 member Pete Cardin has always recognized the value of union representation and having an advocate on his behalf. Recently, his union helped ensure his work history was corrected, which provided him bump back rights to a job he held 6.5 years ago – saving him from a potential layoff on Oct. 2nd.

With 32 years seniority and two previous layoffs, Pete had assumed he would be secure in his job until he chose to retire. However, he was stunned when he received a 60-day WARN layoff notice on July 31.

Knowing he had held other jobs in his time at Boeing and that he had rights, he knew where to go for assistance and contacted his Union Steward Chuck Moden and Business Rep Jason Chan. Together, they walked Pete through ordering his work history through WorkLife. When he received the report, it showed he had rights to the 17507 straightener job he last held in December 2013. Jason contacted Labor Relations with a copy of the work history and ensured that Pete’s WARN was rescinded, since he had contractual rights to the other job. In the end, Boeing ended up cancelling the WARN, and Pete could breathe easier knowing he was not facing a third layoff during his career and has return rights to another job where the surplussing action is not as dramatic.

“It was reassuring to have our Union advocating on my behalf. I knew I had rights to other jobs, but alone I would have had no way to ensure my job rights were protected. My supervisor had no idea how to correct the situation,” said Pete. “Having our Union as an advocate is invaluable. I appreciate the work they do every day for our members – often it is behind the scenes. Knowing someone is fighting for you and your rights are protected is reassuring. Without the Union, I might have been laid-off again and not extended the contractual return rights I have earned.”

1,000+ Take Voluntary Layoff

As Boeing pulled back on nearly 700 WARN notices, giving some members a reprieve from impending layoff, more than 1,000 members applied and were accepted to take the voluntary layoff (VLO) with exit dates of either Oct. 2 or Dec. 4.

Our union would like to thank all our members taking the voluntary layoff for your years of service and dedication. Each of you have been an integral part of our Union and have helped to ensure Boeing builds the best airplanes in the world.

Our Business Reps, Health and Benefits Reps and Stewards worked hard to answer as many questions as possible so members could make an informed decision with only a week to decide if they would apply for the VLO.

Per a Memorandum of Understanding (MOU) accepting the VLO receive one week of severance pay for each full year of service (to a maximum of 26 weeks of pay) and 6 months of medical at active employee rates (basically mirroring our contractual layoff benefits for layoffs occurring in reverse seniority order in a job code).

“Believe voluntary layoffs are an important option to allow more senior members who want to leave, or may be ready to retire, the option to go with some additional benefits they might not otherwise have received. This allows other less senior members to remain in the payroll. This is just an option that may appeal to some members, but only the individual can determine what is best for their situation,” said IAM District 751 President Jon Holden.

Unfortunately, not every job code was included in the VLO, and Boeing pulled a handful from their original offering. Keep in mind Boeing controls the workforce and determines which job codes they need to reduce employment in and which jobs they will continue to hire in.

Union Helps Ensure Reinstatement of Critical Inspections

Continued from Page 1

Union Steward Chuck Moden (l) and Business Rep Jason Chan (r) helped correct Pete Cardin’s (center) work history to ensure he had proper return rights that cancelled his WARN notice.

Business Rep Garth Luark (2nd from right) answers questions on the voluntary layoff (VLO), pension and retire medical for an equipment services crew so members could make an informed decision on whether or not to apply for the VLO.

When our Union learned of Boeing’s need to reduce employment in and which jobs to surpluss, we were protected. My supervisor had no idea how to correct the situation,” said Pete. “Having our Union as an advocate is invaluable. I appreciate the work they do every day for our members – often it is behind the scenes. Knowing someone is fighting for you and your rights are protected is reassuring. Without the Union, I might have been laid-off again and not extended the contractual return rights I have earned.”

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Continued from Page 1

management from making poor decisions that become more costly to correct later in the manufacturing process. Hopefully, we will have more success to report in the future as a result of our efforts.

The goal from the start has been to maintain the integrity of the build process while recognizing the importance of having a second set of eyes – especially in critical areas where close tolerance holes were traditionally 100% inspected until Boeing launched their Verification Optimization (VO) plan in late 2018.

Having union representation gives our members the ability to voice concerns over issues they see in the workplace, such as the removal of inspections. Nothing in Boeing’s VO plan gave mechanics additional training or time to check their work, but instead Boeing’s focus seemed to be eliminating the second set of eyes, which perform a critical role in the production system.

When our Union learned of Boeing’s plan to modify quality assurance with their Verification Optimization (VO) plan in late 2018, we held town hall meetings to share with members Boeing’s plan to remove thousands of different inspections from the production process on all airplane lines. At these meetings, members were asked to provide documentation on concerns they had with this removal of inspections, i.e. mistakes now being caught further down the production process resulting in costly rework. We also asked for examples where Boeing encouraged our inspectors to work with mechanics rather than writing pick ups – a process that eliminated documentation of errors, could mask defects forcing rework, damage and higher costs downline. At that time, in late 2018, we demanded to bargain the effects of Boeing’s changes in working conditions. This resulted in the appointment of our VO Reps, who have been working full time since then to stop the removal of inspections and to get inspections reinstated. By demanding to bargain the effects of this change, we were provided access to data in areas where inspections are being removed, giving us the ability to talk with our members to assess the work packages, as well as the ability to propose reinstating inspections where we believe they are still necessary for the production process. Our VO reps investigate each area where inspections have been removed, review Boeing’s applicable risk assessment criteria/

measures, evaluate the rationale Boeing used to implement VLO and provide input for consideration. If there is degradation in quality after inspections are removed or concerns, our VO reps can propose to reinstate inspections.

In addition, our Union leadership has contacted and met with both regulatory agencies, including the FAA and Congressional Committees to discuss our concerns and information members have brought forward.

“If our Union hadn’t raised our concerns and worked to identify the impacts of this faulty strategy, Boeing may not have addressed this issue. Again, our goal is to ensure quality is built into every airplane and necessary inspections remain a part of the build process. Redundancies are key to airplane production,” said IAM District 751 President Jon Holden. “We understand this is a long battle, which we will continue to fight to ensure the quality of our manufacturing process and the airplanes we build. Because our members have union representation, they can share their concerns, including pertinent data from their work area, with our VO reps without fear of losing their job.”

Being able to voice concerns, speak freely and have an advocate to bring issues forward is yet another benefit of union membership for both our members and the airline customers, who count on Boeing quality to remain a standard of excellence.

L to R: VO Reps Travis Kendrick and Lloyd Caitlin, 751 President Jon Holden and Josh Timmernan, an integral fuel cell mechanic, discuss close tolerance hole inspections which will be reinstated on 767 and 777 lines.

751 Member Ken Stewart, who is a Structures Mechanic, talks with 751 President Jon Holden on the importance of having inspectors as a second set of eyes in the build process.
Officers Accept the Oath of Office

Photo Right: Local C Recording Secretary Ken Ogren (l) accepts the oath of office from Local C President Jim McKenzie at the September Zoom meeting.

Below: Clockwise from top left: District 751 President Jon Holden administers the oath of office to Local F District Council Alternate Katie Finnegan, Local F Alternate Michelle Van Meter and Local C Alternate Neal Key in a Council Zoom meeting.

Robert Rush donated Aero Mechanics from World War II that belonged to his grandfather who was also a Machinist.

Local A Vice President Levi Wilson (l) accepts the oath of office from Local A President Matt Hardy at the September Zoom meeting.

History Donation

751-member Robert Rush came across several Aero Mechanic newspapers from 1942 during World War II when his grandfather Felix Foster was also a 751 member. Robert’s father gave them to him many years back when he hired into Boeing and joined our Union. 32 years later, Robert is preparing to retire and donated the historical papers to our Labor History Committee so they can be exhibited in our Labor History display cases at our Union Halls.

Ramping Up Throughout the Region

In September, 751 volunteers built four wheelchair ramps from Snohomish to Tacoma. Three ramps were for 751 retirees and one was at a member’s home to accommodate his parents who were coming to live with him. Great work to all!

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Photo right: Jason Chan, Jim Hutchins, Katie & Bill Finnegan (and Vennie Murphy who took the photo) built a ramp in Enumclaw Sept. 17.

Above: Jason Chan and Katie Finnegan.
Below on the completed ramp built by Jim Hutchins, Jacob Powers, Vennie Murphy, Hazel Powers, Katie Finnegan and Jason Chan.

L to R: Local A Car Show Committee Wes Heard, Paul Richards and Kristi Kiblick present the vouchers for the trip to Las Vegas to Kimberly and John Memo. While the car show was cancelled due to COVID, the raffle raised more than $2,285 for Guide Dogs of America.

Green for Guide Dogs

751 Food Donations

Members donated to a one-day food drive as part of United Way’s Day of Caring 2020 event. Adrian Camez delivered donations from the north end while Business Rep Rich McCabe delivered south end donations. Thanks to all who contributed to help others during this difficult time.

Above: Adrian Camez dropped off donated food to the Everett location.
Left: Rich McCabe delivered food donated at the Renton hall.

Candy Drive

The Salvation Army of White Center is asking for donations of Halloween candy to help disadvantaged children living in the White Center neighborhood of Seattle. Anyone who would like to help can drop off donations of unopened, individually wrapped Halloween candy to any of the IAM 751 Union Halls through Friday, Oct. 30th.
IAW-Boeing Joint Programs

Joint Programs Offers Resources for Our Laid-off Members

A layoff can feel overwhelming, however, it can also be seen as an opportunity to chart a path in a new direction. IAW-Boeing Joint Programs Career Advisors are available to assist our active members, as well as our laid-off members during these stressful times. We offer them with extensive knowledge and resources accessible to support members through some of the uncertainty and chaos of these times.

When a member gets laid off from Boeing they continue to have IAW-Boeing Joint Programs contractual Education Assistance (EA) benefits for one to three years depending on how long they were with the company.

• Members with more than a year at Boeing before getting laid off have one year from their layoff date to utilize up to $3,000 in Education Assistance.

• Members with more than a year who get laid off are eligible for up to $3,000 Education Assistance each year for three years following their layoff.

Members must apply for benefits under the EA guidelines. EA Applications will be received and approved prior to start of your reemployment. Retroactive payments will not be approved.

Members issued a WARN (layoff) notice and could immediately make an appointment with a Joint Programs Career Advisor for assistance navigating through the layoff process and to learn about many of the benefits/resources available.

• Joint Programs Career Advisor Lindsey Buttram helped him research training programs at local colleges. After assessing his personal situation, Colin selected Highline College’s one-year certificate in Purchasing and Supply Chain Management because he felt this additional training would make him more marketable for future jobs.

In 2018, VRC Mel Riley began working with a grade 5 member at the Renton site who experienced a work related injury. The member was placed on light duty status because they were unable to perform the full functions of their base job. Mel attended the member’s light duty meetings that included the Disability Management Representative (DMR), as well as having private and confidential consultations with the member in 2018 and 2019. When the member expressed concerns about being able to get back to working in their base job, Mel provided the following services, resources and information:

• Referral to an IAW-Boeing Joint Programs Career Advisor for information about Education Assistance and career planning.

• Preparation of a Job Analysis (JA) for their base job so the member and their Healthcare provider could make informed decisions about their ability to work.

• Information about the Reassignment process and how the various outcomes could impact their employment;

• Referral to the IAW Union Health & Benefits representatives for information about how the potential outcomes of the Union provided, attended a Rapid Response webinar on Company time, and submitted TAA paperwork after my orientation,” said Colin. “The WSRC Rep at the webinar gave good advice that employers want to see you add new job skills following unemployment. I think this certificate in 7-9 months will enhance my resume while I’m learning more about this industry and gaining new skills to qualify for additional positions.”

To ensure he was enrolled fall quarter in Highline’s one-year certificate program in Purchasing and Supply Chain Management, Colin:

• Contacted a Joint Programs Career Advisor for initial help and research.

• Met with the Worker Retraining counselor at Highline College for assistance with Commissioner Approved Training/Training Benefits (CAT/TB) applications.

• Enrolled in school for fall using contractual IAW-Boeing Joint Programs Education Assistance funds since time was short and he couldn’t get other funding approved in time.

Colin kept in touch with his Past Joint Programs Career Advisor about any questions or roadblocks. He also:

• Applied for a Rapid Response layoff briefing to learn about potential resources

while he was still working, as Boeing provides 5 hours for members to explore resources available when facing layoff

• Applied for Unemployment.

• Attended a Trade Adjustment Assistance (TAA) Orientation, submitted his paperwork, and has a TAA advisor.

Contact a Joint Programs Career Advisor to learn about how to access these benefits and start your future today! Make an appointment by phone 1-800-235-3453 or email JointProgramsWeb@exchange.boeing.com.

For more information please visit the IAW/Boeing Joint Programs websites:


External: http://www.iam-boeing.com/

Facing Layoff? Attend Live Webinar

We encourage any member holding a WARN notice through the LOU to register and attend an IAM Rapid Response Live Webinar that includes representatives from WorkSource and their Employment Insurance to answer your questions. Members with a WARN can attend this live webinar during work hours, as Boeing provides you 5 hours to learn about available resources and participate in these activities; however, the 5 hours can’t be taken at all once. Visit www.iaw75.org/layoﬀ to sign up to attend an IAM Live Rapid Response - Click on the time to register. Webinars limited to 300 participants. October webinars:

• Wed, Oct. 21 – 10 a.m. - 12:30 p.m.

• Wed, Oct. 21 – 2 p.m. - 7:30 p.m.

IAM/Boeing Joint Programs Career Advisor

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After graduating from Washington State University with a degree in Media Production with an emphasis in psychology, Colin worked several independent media production jobs, but unfortunately, found himself laid off on July 31.

• Expatriate was proactive and utilized resources immediately after receiving his WARN notice to enhance his chances in finding a new job. He read through the Union’s Free Job Booklet, followed the advice provided and shared it with co-workers who were also facing layoff.

• “With a mortgage to pay, I realized I need to be working so I can’t afford to demand a lot of time to find a new job. I utilized resources available and started looking for a new job immediately.”

Mel attended the member’s light duty meetings that included the Disability Management Representative (DMR), as well as having private and confidential consultations with the member in 2018 and 2019. When the member expressed concerns about being able to get back to working in their base job, Mel provided the following services, resources and information:

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• Applied for Unemployment.

• Attended a Trade Adjustment Assistance (TAA) Orientation, submitted his paperwork, and has a TAA advisor.

Contact a Joint Programs Career Advisor to learn about how to access these benefits and start your future today! Make an appointment by phone 1-800-235-3453 or email JointProgramsWeb@exchange.boeing.com.

For more information please visit the IAW/Boeing Joint Programs websites:


External: http://www.iam-boeing.com/

VRC’s Help Our Members Daily

IAM C.R.E.S.T.

Vocational Rehabilitation Counselor’s (VRCs) are provided to our members as a result of our Contract Letter of Understanding (LOU) #18 and are under the IAM/Boeing Joint Programs umbrella of benefits for our members.

The VRCs are very knowledgeable about services and resources that may be helpful to union members who are experiencing a health condition that impacts their employment. VRCs offer support to members when they get information about their medical recovery and return to work.

In 2018, VRC Mel Riley began working with a grade 5 member at the Renton site who experienced a work related injury. The member was placed on light duty status because they were unable to perform the full functions of their base job. Mel attended the member’s light duty meetings that included the Disability Management Representative (DMR), as well as having private and confidential consultations with the member in 2018 and 2019. When the member expressed concerns about being able to get back to working in their base job, Mel provided the following services, resources and information:

• Referral to an IAW-Boeing Joint Programs Career Advisor for information about Education Assistance and career planning.

• Preparation of a Job Analysis (JA) for their base job so the member and their Healthcare provider could make informed decisions about their ability to work.

• Information about the Reassignment process and how the various outcomes could impact their employment;

• Referral to the IAW Union Health & Benefits representatives for information about how the potential outcomes of the Union provided, attended a Rapid Response webinar on Company time, and submitted TAA paperwork after my orientation,” said Colin. “The WSRC Rep at the webinar gave good advice that employers want to see you add new job skills following unemployment. I think this certificate in 7-9 months will enhance my resume while I’m learning more about this industry and gaining new skills to qualify for additional positions.”

To ensure he was enrolled fall quarter in Highline’s one-year certificate program in Purchasing and Supply Chain Management, Colin:

• Contacted a Joint Programs Career Advisor for initial help and research.

• Met with the Worker Retraining counselor at Highline College for assistance with Commissioner Approved Training/Training Benefits (CAT/TB) applications.

• Enrolled in school for fall using contractual IAW-Boeing Joint Programs Education Assistance funds since time was short and he couldn’t get other funding approved in time.

Colin kept in touch with his Past Joint Programs Career Advisor about any questions or roadblocks. He also:

• Applied for a Rapid Response layoff briefing to learn about potential resources

while he was still working, as Boeing provides 5 hours for members to explore resources available when facing layoff

• Applied for Unemployment.

• Attended a Trade Adjustment Assistance (TAA) Orientation, submitted his paperwork, and has a TAA advisor.

Contact a Joint Programs Career Advisor to learn about how to access these benefits and start your future today! Make an appointment by phone 1-800-235-3453 or email JointProgramsWeb@exchange.boeing.com.

For more information please visit the IAW/Boeing Joint Programs websites:


External: http://www.iam-boeing.com/
FREE for Boats
WANT ADS

Boats
Wanted to purchase: SLIDERS FROM THE 50’s-60’s of UNLIMITED HYDROPLANES, also snap shot type photos. 206-557-0282

Auto Parts
S&K POWER TUNE DUAL EXHAUST HEADERS, include heat shields. New never installed. Fits H&H Touring models 2009-2016. $400 206-762-1117

Rec Vehicles

2012 “LANCE” TRAVEL TRAILER 1, 2000. Excellent condition Parked in carpet all the time. One slide out. Must see! 206-372-4819

Sporting Goods
PRO-FORM CROSSWALK/FIT 415 TREADMILL $175. Great shape, space saver design, running area is 18” x 40”. This also features auto to work upper body while walking. 206-227-6380

Computer, Graph Fish Recorder

Outdoor Gear
Hip boots, men’s size 8, new, never worn. Sleeping bags, nice. Fishing gear, lures, nets, too much to mention. 425-271-8751 call for prices

Cottage Industries
Union member planning retirement, making URNS FROM OAK WINE BARREL STAVES. Barrels are from Washington State wineries. Pictures/info email Mike at mpscj2@gmail.com. 206-719-2545

In PAIN? GOOD NEWS! There’s plant medicines alternatives to BIG pharma’s addictive IN PAIN? GOOD NEWS! There’s plant medicines alternatives to BIG pharma’s addictive

General
FREE for WEERS of “CUSTOM CARS” that were built in the fifties and early sixties. Also looking for slides. 206-557-0282

WANTED to purchase PHOTOS of “CUSTOM CARS” that were built in the fifties and early sixties. Also looking for slides. 206-557-0282

AD RULES
Each ad must be 25 words or less. Use a separate piece of paper or whatever you have classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members “cottage industries” will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank. Deadline For This issue Oct. 20th

View Home, Bedroom, 3 bath, full basement, attached 4 car garages, 3600 sq. ft. acres. Colbert, MT plus 3040 sq. brush. $95,000. Option on 10 acres more attac-ched. 406-787-5242 or 406-790-0833

10 ACRES, 8 miles south of COLVILLE WA, small rural hideaway, with horses and outbuildings, all fenced and made for animals. Paved county road. 175,000 Call for more info. 425-327-2514

GREENWOOD MEMORIAL PARK, Renton. I have 4 plots side by side in the Azalea Garden and 1 double headstone for sale, $1,500 less than retail price on each plot. Great location and beautiful cemetery. Will negotiate the price of the headstone. Call to find out the price. 253-832-6809


Hi, I sell AMSOIL PRODUCTS. The product line incudes inclusions to BIG pharma’s addictive IN PAIN? GOOD NEWS! There’s plant medicines alternatives to BIG pharma’s addictive

Come by for a Photoshoot
in our warm and cozy studio. Newborns, family, weddings, real estate, www.photochad.com 253-231-7950

Housing/ Property

Kona, Hawaii/ Ocean View 2bd, 2bath condo plus loft. See www.konahawaii.com. Ready for that month long vacation in paradise? Sleeps 5, Min stay 31 days. 10% discount to Boeing employees. Pays the taxes. 2590-3950/ month. Amenities include designated parking, DSL, pool, jacuzzi & much more. 206-659-3444

Phone
The following information must be filled in for your ad to appear:

Name
Address

Mail Coupon to AERO MECHANIC PAPER, 9125 15th Pl. S, Seattle, 98106 Deadline is Oct. 20th

Boat-4.jpg
Seniors Have a Lot at Stake

By Jackie Boschok, 751 Retirement Club President

Before you cast your ballot, consider the President’s stand on these issues that directly impact seniors.

The recent White House announcement, crowing about a $200 voucher for prescription drugs, was a slap in the face of seniors who spend more than $5,000 on out-of-pocket health care costs, on average. Moreover, the Administration is also pushing the Supreme Court to repeal the Affordable Care Act, even more of a risk since the passing of Justice Ruth Bader Ginsburg, which would re-open the Medicare Part D “donut hole” and cause prescription drug costs for millions of seniors to spike immediately.

The same principles apply at the national level. It is NOT within the responsibilities of a Governor or President to enact or change tax laws, or assign or change enacted expenditures or to spend on pet projects.

As promised in the campaign, the oath is “to faithfully execute the laws.” Remember this when you vote.

Consider This...

By Carl Schwartz, 751 Retirement Club

As the election approaches, consider the impact if a candidate becomes Governor or President of the United States.

People from all over our state ask the legislature to support schools, health care, clean air and bridges. It is basic public functions. Members of the legislature are constitutionally mandated to consider and evaluate the needs, pass legislation, then a budget to meet these needs while at the same time keeping the funding and taxes, fair and reasonable. It is the constitutional duty of the Governor to “faithfully execute them” – not to change them. This is basic civics.

The same principles apply at the national level. It is NOT within the responsibilities of a Governor or President to enact or change tax laws, or assign or change enacted expenditures or to spend on pet projects.

As promised in the campaign, the oath is “to faithfully execute the laws.” Remember this when you vote.

In Memoriam

The following retirees have passed away since July. Give a moment of silent reflection for the following.


Local F: Harry Buckner, Frederick Buttle, Jr., Joseph Chodkaiewicz, Robin Peckman, Agnes Smith, Linda Wild.

New Three Year Agreement Approved at Akima

Machinists Union members working for Akima Logistics Services (ALS) approved a new three-year contract on Sept. 4th. The contract maintained the original language of many articles and made positive improvements in several areas. First and foremost, members will receive a General Wage Increase in each of the three years. One of the top concerns was around the Aircraft Mechanic II job and the need for additional members to be placed in this classification. Members felt many were working out of their job classification and not being properly compensated. The employer committed to 4 new Aircraft Mechanic II positions, which will be posted for folks to apply and made permanent positions.

"This creates an upward commitment from an employer who had been trying to combine job classifications. It was a challenge to get this job classification in the contract and appropriate pay for the promotion. Membership solidarity got the employer to move on this issue," said Business Rep Steve Warren. "Now going forward we can challenge the employer if there is a need for more people in the job classification."

The contract also made improvements on overtime language, which will now use seniority principles when assigning overtime by first asking the person working the job and then ask by seniority. Previously, overtime was strictly at working the job and then ask by seniority. The contract also provided increases in shift differential, stand-by duty, lead premium, and assistant program manager premium. Employer hourly contribution rates to purchase insurance increased each year of the contract, as well.

Members working at Akima Logistics voted to approve a new three-year contract on Sept. 4th at the Spokane Union Hall.

The allowance for safety boots was increased to $120. These 18 talented mechanics provide aircraft and equipment maintenance to support helicopters the U.S. Air Force uses in flight crew training at the USAF Survival School. Our members prepare aircraft before crew arrival, assist during flight preparations and then recover, inspect and service each aircraft before the next launch.

New Contract at PAE

IAM members working at PAE in Spokane and Great Falls, Montana, who are mechanics performing helicopter maintenance for customs and border patrol, recently ratified a new three-year agreement.

The new agreement brought members at the two sites under one contract. Members overwhelmingly approved the new agreement, which provided General Wage Increases in each year of the contract, as well as other economic adjustments for A&P license and lead pay, as well as increasing the second and third shift premium. Union negotiators were able to fend off company uses in flight crew training at the USAF support helicopters the U.S. Air Force and equipment maintenance to discuss issues and grievances and current issues with the pandemic.

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