Arbitration Ensures Moved Work Remains Covered by Our Contract

In August, District 751 won a very important arbitration case that challenged Boeing’s ability to move their work outside of the Puget Sound area to another Boeing location. This arbitration resolved a jurisdictional dispute involving Aviation Maintenance Technicians (AMT) work at the Portland (PDX) Paint Hangar facility, yet the decision has implications far beyond just the site involved in this case.

“This is a big win because it can, under certain circumstances, protect our work,” said District 751 President Jon Holden who began pursuing the issue shortly after he became president in March 2014. “Basically, the decision says Boeing cannot take our work from here and give it to Boeing employees at a remote location without applying our contract to the workers.”

“Our union hadn’t taken on this fight in the past. It is very important that we pursued this case. It could give us the ability to look at other locations throughout the U.S. that may also be considered a remote location,” Holden added.

The grievance focused on whether the company violated the contract by failing to declare the PDX Paint Hangar facility a remote location of the company’s Puget Sound Primary location.

751 Staff Attorney Spencer Thal did an excellent job laying out our case establishing the PDX Paint Hangar as a remote location within the meaning of Section 1.1(a)(4) of our contract. The company argued it was not a remote location simply because they did not designate it as such; however, that logic did not resonate with the arbitrator.

Boeing had not made any remote location designations in decades. In fact, the ones referenced in Article 1 of our contract no longer exist, and the only active remote location at Edwards Air Force Base is not referenced in our agreement.

District 751 President Jon Holden (l) and 751 Staff Attorney Spencer Thal hold up the arbitrator’s decision that ensured work moved to another Boeing location is covered by our contract as a remote location.

Steward Enforces Shift Preference with Influx of New Members

Since Boeing runs a three-shift operation, not every worker who wants to be on a particular shift can be accommodated. Therefore, the Union contract contains shift preference language to help determine who gets to work their preferred shift. While it is not a perfect system, it provides a set of rules designed to ensure fairness and consistency.

The recent influx of new members into the ESRC has kept Union Steward Conel Yanos busy upholding the contract in regard to shift preference (Section 5.4, page 18). Conel keeps the shift preference list up-to-date weekly – knowing as more and more new members come in, it is important to ensure shift preference rights are maintained for our more senior members to move onto their preferred shift.

Recently, Conel was able to ensure two senior members, who were previously bypassed, moved to their preferred shift. He also helped educate management on the shift preference language and let them know he is tracking shift movement in hopes management will be more likely to follow our contract language.

New hires are initially placed on first shift for training. However, the issue gets more complicated when some new hires are kept on first shift for an additional 90 days of training.

“Conel has done a great job keeping the Company on task with this contract language and ensuring our members’ shift preferences are honored! Keeping track of who is in training on first shift and when they should be sent to second shift is a daunting challenge, but Conel has made it his mission,” said Business Rep Grace Holland.

Section 5.4 Shift Preference, page 18

Shift preference, like many other sections of the contract (i.e. overtime and Steward assignment), is based on the organization. Below is a brief summary of our Shift Preference language:

While the Company has the exclusive right to assign employees to any shift to ensure operational efficiency, senior employees who have a shift preference on file shall be given preference over:

• Junior employees assigned to the same job title and shift;
• Junior employees returning non-bargaining unit employees
• New hires
• Recall from layoff
• Promotional candidates

Shift preference rights are not applicable to employees being:

• Downgraded
• Laterally reclassified on their current shift
• Laterally transferred to the organization on their current shift
• Or over senior employees who are in their labor grade

In addition, shift preference must be filed more than three working days prior to the organization effecting a shift change or declaring a job opening. If a member does not file a shift preference, it is assumed that member is on their preferred shift.

Business Rep Grace Holland (r) thanks Union Steward Conel Yanos for ensuring our members’ shift preferences are honored with so many new members coming into his shop.

Grace Holland. “Conel ensured any members who were bypassed were transferred to their preferred shift. In addition, he is encouraging management to follow the shift preference language in getting the senior people to day shift – as soon as the new hire training is finished.”

“We have to police the shift preference language because Boeing is not doing it,” said Conel. “Management tries to claim it is business needs, but I show them the language in our contract. The additional months of training make it more complicated, but I update the list weekly to know who should be first to move to day shift.”

First Contract
for KAI at NAS

On August 13th, mechanics and technicians who maintain the U.S. Navy P-3 Orion planes at Naval Air Station Whidbey Island overwhelmingly ratified a first collective bargaining agreement. The workers there had voted to join District 751 on July 10.

“This first agreement lays a strong foundation to build on for the future. The group worked hard to achieve a tentative agreement that recognizes the contribution these members make in supporting our military. The agreement included General Wage Increases in each year of the agreement and other very strong language for the future,” said Business Rep of KAI at NAS.

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Labor Day Celebrates Workers’ Gains Through Solidarity

By JON HOLDEN
IAM 751 District President

As we celebrate Labor Day this year, I would encourage each of you to take a moment and remember this is not simply a three-day weekend at the end of summer. This is our holiday to celebrate the incredible contributions of those who make up the American middle class. Just as important, this holiday celebrates the gains we have made through union representation and capitalizing on the strength in numbers theory. Only by standing together have workers made real gains in the workplace on wages, benefits, and working conditions.

In fact, unions were a driving factor in obtaining paid holidays. For our members at Boeing, the 1950 contract marked the first time members received a paid holiday. Before the 1950 contract, holidays were simply a day off without pay. In our 1989 contract, we secured a wage increase. To ensure that all holidays and weekends immediately preceding a Monday holiday or immediately following a Friday holiday will be paid at a rate of one and one-half times the regular hourly basis. Yet there are still one or two managers who try to exert their authority and incorrectly classify a worker's time, forcing them to work beyond the one and one-half hour limit.

Unions provide workers with a powerful, collective voice to communicate issues and address concerns. Union membership means you are part of something bigger and have the support of the union if and when you need it.

Despite the rhetoric Corporate America spews, unions are not a thing of the past. In fact, as income inequality in this country continues to grow and the rich get exponentially richer, unions are critical and remain a vital part of our economic future. Facts show all workers have benefited from unions in our country.

Our AeroMechanic newspaper highlights union successes each month. This past month:

- I’m excited for our new members at KAI working at NAS Whidbey who ratified their first agreement in August. Their collective bargaining agreement lays a strong foundation for the future for these workers.
- Our members at Solid Ground, a non-profit organization, have a new, discounted Medicare supplement, as well as one-on-one counseling to determine which Medicare plan is best for them (see article on page 9). In addition, retirees can purchase a dental plan since Medicare does not offer dental coverage. Retirees 55 and up, who are not yet eligible for Medicare, should look for opportunities to purchase dental coverage later this year.
- Unions continue to earn significantly more than average on non-union counterparts and union employers are more likely to provide benefits. When union membership rates are high, so is the share of income that goes to the middle class. When union membership rates fall, income inequality grows, the middle class shrinks and the 1 percent gets richer.

New Agreement Protects Current & Future Hires While Enhancing Temporary Rehire for Retirees

In August, Boeing again approached our union to hire some retirees/former members on a temporary basis for current production needs. District 75 secured a new agreement which closely mirrors the one made last October that protects current and future hires while providing enhancements for returning retirees rehired on a temporary basis. Boeing can only use temporary retirees while they continue to hire direct employees in these job classifications.

In the agreement, our Union again confirmed all members on Category A will be recalled and all members on Category C (ERT) will be exhausted prior to the rehire of employees in these certain skills.

This agreement also secures our current members’ shift preference rights will be honored. When there is a conflict, active members with shift preferences on file will be able to move to their preferred shift on a one-to-one basis.

Boeing is currently making offers with retirees to come back ASAP. Below is a summary of the MOA signed on Aug. 15.

Memorandum of Agreement Summary

- Temporarily rehiring retirees in the following skills: 21203, 30005, 30104, 30304, 31606, 34107, 51406, 59007, 59106, 61003, 75506, 76308, 87210, 95106, 95208, 95909, 97109 and N0309.
- The parties agree that retirees will be utilized with advance notification to the union. (Boeing is making the offers at their discretion based on their current needs, needs and location)
- All Cat A and Cat C (ERT) filings cleared prior to rehire of retirees. Company can only utilize temporary rehires while they continue to hire direct employees in these job classifications.
- Boeing is offering new member protections, and Chief of Staff Richard Jackson discuss terms of a new MOA to allow the temporary rehire of retirees for not more than 180 days. The agreement protects current employees while providing enhancements for returning retirees.

L & R: Grievance Coordinator Dan Swank, District 751 President Jon Holden and Chief of Staff Richard Jackson discuss terms of a new MOA to allow the temporary rehire of retirees for not more than 180 days. The agreement protects current employees while providing enhancements for returning retirees.

- Retirees will receive a maximum daily pay rate equal to $16.58 per hour.
- A lump sum reimbursement of $500 will be paid to all Category C (ERT) retirees.
- A $3,000 lump sum payment will be provided to all Category A (SM) retirees.
- Employees will be rehired at minimum rate.
- The company will provide financial assistance to retirees who retire in the next three years.
- Members at Boeing will receive a quarterly cost-of-living adjustment of 1 cents an hour and then a 1 percent General Wage Increase. This quarterly COLA payment means that $16.27 of our maximum rates at Boeing are a direct result of quarterly COLA payments from our contract – demonstrating the value of that clause in our contract.
- An arbitration win from the last month determined, under specific circumstances, Boeing cannot take our work from here, set up shop with Boeing employees outside of our jurisdiction and not be bound to remote location language in our bargaining agreement.
- We are excited to offer our retirees a new, discounted Medicare supplement, as well as one-on-one counseling to determine which Medicare plan is best for them (see article on page 9). In addition, retirees can purchase a dental plan since Medicare does not offer dental coverage. Retirees 55 and up, who are not yet eligible for Medicare, should look for opportunities to purchase dental coverage later this year.
- Retirees currently receiving monthly pension payments under BCERP will continue receiving the pension without recalculation or suspension.
- BCERP: all retirees currently receiving pension payments under BCERP will now receive their pension on time.
- Paid time off: all retirees going forward who retire with the company during this process or retire permanently will be allowed to receive their pension while working for Boeing or any of their subsidiaries or affiliates.
- Agreement does not set precedent in connection with any other grievance, dispute or legal matter between the parties (except is from this point forward all retirees who return whether on this temporary basis or hired on a permanent basis, will be allowed to collect their pension while working).

Unions have also partnered with community allies to ensure the monthly DOAC with a powerful lobby on issues important for the middle class. Unions helped secure job safety laws, Medicare and Social Security, family medical leave, civil rights protections, and much more.

This is the only union of us – our retirees with over 50 years of membership and those who just hired in. AND each of us has a responsibility to get involved and use our voice to make our union stronger.

Unions have been an important part of this country since the founding of our nation. This is your first experience with a union. Therefore, we are offering new member...
Nothing Was a Gift: The Evolution of Our Hearing Aid Benefit

This month we look at the evolution of hearing aid coverage in our contract with Boeing.

As we have stated before, nothing in our contract with Boeing is a gift from the company.

Boeing is unlikely to recognize a benefit for the future by educating and engaging our members. There will be several important educational workshops, important information presented and special guest speakers to address participants. Watch for more information in a future mailing and on the 751 website at www.iam751.org.

Arbitration Ensures Moved Work Remains Covered by Our Contract

Continued from Page 1

The 12 AMT flight line technicians who work for Boeing at the PDX Paint Hangar will be covered by our contract and will be 751 members and enjoy the wages and benefits members in Puget Sound receive.

There are other facilities Boeing has opened and we will be looking at to see if they should be designated as remote locations and covered by our contract. We recognize Boeing is unlikely to recognize a remote location even if it is our work so our Union will continue to challenge their moves to ensure our contract is enforced.

The PDX Paint Hangar facility was set up to handle outsourced paint work when our existing facilities were at capacity. Airplane painters at this PDX facility work for another company (a subcontractor) and are not Boeing employees; therefore, they were not part of the grievance and are not covered by the remote location clause of our contract.

However, when the PDX Paint Hangar initially opened with the vendor paint crew, Boeing sent our AMT flight line members there to perform flight line work on the planes. In 2010, Boeing hired permanent employees in Portland to perform the same flight line work.

 Shortly after getting elected in March of 2014, District 751 President Jon Holden sought additional and specific information on the PDX Paint Hangar operation. Holden continued to pursue the issue throughout 2016 pushing the company for more information and filed a grievance in 2017 that was moved forward to arbitration when a resolution could not be reached.

"Boeing cannot ignore reality or our contract," Holden added. "This decision means Boeing may think twice before moving work away from our members if the new location is covered by the same wages, benefits and contract as our Puget Sound members."

14¢ COLA and 1% GWI for IAM members at Boeing effective 9/7/18

Members at Boeing on the active payroll on Sept. 6, 2018 will receive a 14-cent cost-of-living adjustment (COLA) based on the months of May, June and July 2018.

Members at Boeing on the active payroll on Sept. 6, 2018 (or approved leave of absence for 90 days or less), will also receive a 1 percent General Wage Increase effective September 7, 2018.

The new 14¢ COLA (along with the 31 cents COLA generated previously since Sept. 2017) will be added into the base wage prior to calculating the 1 percent GWI.

NOTE: Employees at the maximum Grade A rate will receive their percent as a lump sum percentage of bargaining unit gross annual pay as stated in Letter of Understanding #23.

Oct. 13: Save the Date for Solidarity Conference

Saturday, October 13 is a date for members to save for a day full of important union educational workshops.

We will hold our Membership Solidarity Conference at the Seattle Union Hall, Saturday, Oct. 13 from 10 a.m. to approximately 2 p.m.

The goal is to help build our strength for the future by educating and engaging our members. There will be several important educational workshops, important information presented and special guest speakers to address participants.

Watch for more information in a future mailing and on the 751 website at www.iam751.org.

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

IAM members will be asked to complete the Boeing online health assessment between Sept. 10 and Nov. 27 to avoid higher monthly premiums for the coming year (up to $40 per month if both employee and spouse/partner fail to complete the assessment).

NOTE: Retirees do not need to take the health assessment.

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

The health assessment questionnaires are available online. Members can fill them out at work by logging on to TotalAccess >Total Compensation >Well Being >Physical >Take the Health Assessment.

To answer the questionnaire at home or on a mobile device, members can log on to TotalAccess by going to www.boeing.com/express, then entering their BEMSID and TotalAccess password. Navigate to Physical Well Being under Total Compensation.

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

Union members who would rather not answer the questionnaire online have the option of calling TotalAccess at (866) 473-4716 to request a paper form to be mailed to them, or have a TotalAccess representative ask them the questions on the phone.

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

Labor Day Celebrates Workers' Gains Through Solidarity

Continued from Page 2

introduction seminars to give you a brief history and let you know your rights. These seminars are offered monthly.

We will also hold a Membership Solidarity Conference on Saturday, Oct. 13. This conference will present valuable information covering your rights on the job, new benefits and other educational resources, as well as giving you an opportunity to interact with union leaders and other members.

Knowledge is power, and I hope more of you will attend classes, our seminar and our solidarity conference.

So as we celebrate Labor Day and the fact that workers in our country have the ability to come together collectively to obtain a better future remember the advantages of union membership and how workers – both union and non-union – have benefited over the years because of our solidarity. This is our holiday and one we can all be proud of.

Hearing Aid History

1977 New benefit negotiated $400.
1980 No changes.
1983 No changes.
1986 Increased to $500.
1989 No changes.
1992 Benefit increased to $600.
2011 Benefit increased to $800 per ear for those on TMP only.
2014 Benefit increased to $800 per ear for those with Selections or Group Health.
2020 Benefit increased to $1,000 per ear for all insurance programs.

Base Rate for IAM 751 Members at Boeing effective 9/7/18

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United and determined describe the IAM members working at UTC Aerospace Systems in Everett as they move forward toward a first collective bargaining agreement.

This group understands that membership solidarity is key to getting UTC to address their issues in a first contract. The initial round of talks brought progress on several non-economic issues.

To maintain momentum and membership engagement while they wait for the next round of bargaining talks in October (the earliest date UTC negotiators were available), a lunchtime barbecue was arranged on Wednesday, August 15th with nearly every IAM member wearing a union t-shirt to send a clear message of solidarity. The determination of the group was clear as the entire shop participated and welcomed the opportunity to talk to their union representatives and discuss issues they want to see addressed in a first contract.

These workers who build the landing gear for the 737, 747 and 767 tanker voted for IAM Union Representation and a voice in their future on March 23.

3-Year Agreement Approved by Members at Solid Ground

On August 22nd,IAM members working at Solid Ground Transportation voted unanimously to approve a new three year agreement. These members are supervisors/dispatchers that work for the Non-Profit Solid Ground.

Initially, our IAM members overwhelmingly rejected the first offer. Business Rep Dena Bartman and Chief of Staff Richard Jackson went back to the bargaining table and impressed upon management that they needed to improve the offer. The Company recognized the determination and solidarity of the membership and made further adjustments to their proposal, which the membership approved.

The ratified agreement contained the following improvements:

• A 5.5% or more general wage increase effective 9/1/18 and a 3% general wage increase on 9/1/19 and 9/1/20.
• Compensation for all travel time on TDY assignments
• Special assignment premiums
• Increases for those employees opting out of medical coverage
• Established a grievance and arbitration procedure to resolve disputes so the employer must have “just cause” for discipline.
• Contributions to the IAM National Pension Plan.

Solid Ground Transportation is a non-profit agency that contracts with King County Metro to provide Metro Access Personal Transit service. Through the service, people who are elderly or who have disabilities can get next-day transportation for things like medical appointments, visits with family or friends or trips to work or to grocery stores.

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The ratified agreement contained the following improvements:

• General Wage Increase of 2.7 percent each year of the three-year agreement
• Two additional days added for holiday bonus
• Holiday bonus was increased from $125/day up to $140/day
• Maintained current compensation scale that includes additional wage increases each year

First Contract for KAI

Continued from Page 1

important provisions,” said District 751 President Jon Holden. “Both sides were motivated to reach an agreement so the contract could be approved on time by the government and workers would reap the benefits of union membership right away.”

A membership meeting was held on Saturday, August 11 to provide members an opportunity to hear details of the first agreement and get their questions answered a couple days before casting their vote.

Working together our union negotiating team addressed every unfair issue my coworkers identified and wrapped it up in a solid first CBA,” said Mark Blau, who served on the negotiating committee and has been an IAM 751 member since 2011 working for several other contractors on NAS Whidbey. “I look forward to helping negotiate our next CBA. I am Union YES!”

Under the terms of the agreement, workers will receive:

• A 5.5% or more general wage increase effective 9/1/18 and a 3% general wage increase on 9/1/19 and 9/1/20.
• Compensation for all travel time on TDY assignments
• Special assignment premiums
• Increases for those employees opting out of medical coverage
• Established a grievance and arbitration procedure to resolve disputes so the employer must have “just cause” for discipline.
• Contributions to the IAM National Pension Plan.

Holden served on the union negotiating committee along with Chief of Staff Richard Jackson, 751 Attorney Spencer Thal, Business Rep Paul Veltkamp, and Mark Blau a member of the bargaining unit at KAI. Thanks also to Suzan Merritt for her support throughout the negotiation process.

“This is my first time serving on a negotiating committee and it was a great learning experience,” said Blau. “I was so impressed with all of our union negotiators. Jon Holden rocks with his tried and true negotiation experience, as he drove points home away from the actual bargaining table. Spencer ensured we were covered from a legal perspective. Paul had good advice and input. Richard Jackson, who serves as our cool and calm representative, pushed hard on every issue we identified as important. Suzan Merritt captured the minutes and discussion while Jesse Cote helped with the tough questions at the membership meeting after helping our group join the union.”

This first contract with KAI at NAS Whidbey is another example of how IAM District 751 continues to raise the standard for those in our community and specifically the 40+ members who perform critical work for the U.S. military.
Family Members Are Cashing in on Free Online College Degree

Since our union announced free online college for IAM members and their family members last in September 2017, a number of union members and family members have taken advantage of this unique union benefit.

Members, spouses, children and children-in-law, stepchildren and grandchildren are excited at the chance to earn a two-year degree without incurring ANY expenses. Members working at various employers are using the program for family members (PAE, UTC, Boeing, etc.).

Many were skeptical when the program was announced, but those enrolled and using the program are singing its praises and are excited to earn a degree with absolutely no out-of-pocket costs.

They can take one class or several and the format allows them to work around even the busiest of lifestyles.

IAM 751-Member Michael Arroyave has been an IAM member since hiring into Boeing in 2000. Kristy, his current wife, is currently using the program to finish her Associates Degree in Business and is thrilled at this amazing benefit.

Kristy had already taken many classes at another college before starting the free online classes through Eastern Gateway College. Many of her previous classes transferred making it easier to get the degree.

Kristy Arroyave is the spouse of member Michael and is taking advantage of the free online college to complete her two-year Associates degree.

“The fact that everything is free is absolutely awesome. It is a wonderful benefit for not just the union member, but family members,” said Kristy. “The books are online so there is no cost. You download them. Your only expense is a printer if you want a printed copy of the book to take notes on.”

“We get a good comprehensive education in any on campus environment. The courses are hard, and there is a lot of work since they are streamedlined. With the online curriculum, you complete in 8 weeks the course work you would normally do in 16 weeks,” Kristy added. “It is very well organized and set up so you can manage your time. I get lots of good feedback from instructors and classmates, which is a feature I really like.

Like many of our members, Michael and Kristy are a busy family with an active home schedule, which makes the online classes convenient. You can do the work when she has time.

Kristy cares for their young son, has a part-time job, and coaches their son’s soccer team – not to mention gearing up for her son to start pre-school.

“The course work is linear so there is one week to do the work and you know ahead of time if it is due and can schedule your time to complete it around life activities. The tests are on Sunday,” said Kristy. “The counselors at the college are really nice and always help me with what I need.”

Kristy is pleased with the education and excited at the prospect that the program could expand to a 4-year Bachelor’s degree.

“I’m taking one class at a time so the course work is not overwhelming. I have three more quarters to complete my degree,” said Kristy. “It is easy to enroll and there is someone available to answer your questions or help you decide which classes you need. I’m not sure why more family members aren’t taking advantage of this.”

A recent new hire had her husband enrolled for classes within a month of becoming an IAM member.

To take advantage of this unique union benefit or learn more about the program, visit freecollege.goiam.org.

Contractual Education Benefits at Boeing Are Rich and Virtually Unlimited

Virtually unlimited tuition for learning is one of the extraordinary benefits available to IAM 751 members working at Boeing. It is a benefit that NO OTHER IAM locals have, yet has many of our members are unaware of these benefits.

With enrollment for fall programs in September, this is a good time to remind members of these benefits. Meeting with an IAM-Boeing Joint Programs Career Advisor (1-800-235-3453) is your best choice to access these benefits and enroll for classes.

Knowledge is power so utilize these programs to shape your future.

IAM 751 members at Boeing have two separate education tuition assistance programs available thanks to our union contract.

Through IAM/Boeing Joint Programs, members have $3,000 per year in Education Assistance benefits.

Perhaps even more important is the Learning Together Program at Boeing, which remains virtually unlimited funding for IAM employees, thanks to strong language in the collective bargaining agreement. LOU 25 specifically states that “unlike Education Assistance, Learning Together has no fund limitations.” LTP benefits changed dramatically for other Boeing employees in 2010 with restrictions on tuition, training institutions, time limits, etc.

Unfortunately, LTP does not advertise the unique benefits available only to IAM members so our Union is trying hard to remind members of these benefits. LOU 25 is important to point out how LTP benefits for our members differ from LTP benefits for other Boeing payrolls – especially since the LTP site shows rules and benefits for the broader Boeing population rather than the more valuable benefits IAM members receive. Some of the important benefits available only to IAM members includes:

• IAM members have no annual funding limits making their LTP benefits virtually unlimited.
• IAM members do not have to discuss their educational plans with their manager prior to LTP participation, although they are encouraged to do so especially if they work a lot of mandatory overtime to ensure work will not conflict with school.
• IAM members can earn LTP benefits at any accredited school. IAM members are not limited to LTP designated strategic fields of study.
• IAM members are eligible for LTP benefits from their first day of work. Other Boeing payrolls are required to have one year of service time before participating in LTP and three years of service before pursuing MBA degrees.
• IAM members who complete a doctorate, masters, bachelors or two-year associates degree will receive restricted stock awards. All other Boeing payrolls eliminated this benefit in 2010.
• After receiving a degree, IAM members are free to accept jobs outside Boeing. Other payrolls must remain at Boeing for several years or else they are required to repay the tuition.

NOTE: With LTP, you are required to get at least a degree. Both IA and LTP requires you to pay taxes on tuition more than $5,250 in a year.

District 751 wants to make sure every member receives the maximum benefit allowable to further your education.

To help determine which program will best meet your needs and ensure you receive the maximum education benefits, meet with an IAM-Boeing Joint Programs Career Advisor. Call 1-800-235-3453 to schedule an appointment. Advisors can walk you through the enrollment process for LTP to assist you in choosing the best education path for your future.

Keep in mind as an IAM member, you also have the option of free online college for you and your family members (see story top right of page). We currently have more than two dozen IAM 751 family members taking advantage of this great benefit for free college.

Free College for IAM Members & Their Family

Your union offers a Free College Benefit to ALL Machinists Union members and their families. Currently, this online college allows you and your family members to earn an associate degree free of charge from Eastern Gateway Community College. The degree is transferable to a four-year degree and the program is hoping to expand to a four-year degree.

This free benefit is open to members in good standing, retirees and their families (defined as spouse, children, stepchildren, children-in-law, dependents and grandchildren).

Potential students’ membership will be verified by the union.

To talk with union representative assistants, call 888-390-9009.

Get Started on Your College Degree

Take a look at this exciting program and take advantage today to help grow your career. To learn more or enroll visit: freecollege.goiam.org.

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Retirement Planning Workshops Scheduled

District 751 members who work at Boeing can learn how to maximize their retirement benefits at a series of free retirement-planning workshops scheduled for the fall. The workshops will cover a range of topics to help you calculate your real post-Boeing income, including:

• Options for your Boeing VIP, potential taxes and penalties,
• Maximizing your Boeing pension options,
• Tax-favored investing and proper asset allocation; and
• Creative budgeting techniques and dealing with debt.

The schedule is:

September

- Thursday, Sept. 13 from 2 to 5 p.m. at the Renton Union Hall, 233 Burnett Ave. N.
- Thursday, Sept. 20 from 11:30 a.m. to 1:30 p.m. and 2:30 to 4:30 p.m. at the Everett Union Hall, 8729 Airport Road.
- Thursday, Sept. 27 from 9:30 to 11:30 a.m. and 2:30 to 4:30 p.m. at the Auburn Union Hall, 201 A St. SW.
- November

- Tuesday, Nov. 6 from 2 to 5 p.m. at the Seattle Union Hall, 9135 15th Pl. S.
- Thursday, Nov. 8 from 11:30 a.m. to 1:30 p.m. and 2:30 to 4:30 p.m. at the Everett Union Hall, 8729 Airport Road.
- Wednesday, Nov. 14 from 9:30 to 11:30 a.m. and 2:30 to 4:30 p.m. at the Auburn Union Hall, 201 A St. SW.

The workshops are offered by Money Management Educators and sponsored by District 751. To reserve a seat, call (888) 223-8311 or e-mail mempepugsetound@mmeducators.org.

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Call 1-800-235-3453 to make an appointment with an IAM/Boeing Joint Programs Career Advisor to get started on your career or education goals.

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SERVICE TO THE COMMUNITY

751 Helps Build Better Communities

751 volunteers were out in force during August to help others throughout the region. Volunteers built a wheelchair ramp for the mother-in-law of a member in Rainier, WA and another ramp in Everett for the father of a member. Nearly 20 volunteers took part in the Salvation Army back to school shopping at J.C. Penney’s Southcenter store on Aug. 22. Members prepared and served meals at the missions, performed a road cleanup and handed out union educational bags at various festivals throughout the region.

Machinists volunteers gathered in the J.C. Penney parking lot at Southcenter the morning of Aug. 22 to help with the Salvation Army back to school shopping.

Photo right: Steward Lloyd Wilson helps find school clothing for a local student.

Below: Steward Ramona Greenhaw helped with back to school shopping for a high school student.

Right: 751 volunteers taking part in an Everett Adopt-a-Road litter clean up.

Some of the IAM 751 members from Whidbey helping with the golf tournament that benefitted two local food banks.

Whidbey Tournament Raises $7,200 for Local Food Banks

Machinists Union members who work at Whidbey Island Naval Air Station raised more than $7,200 at their recent charity golf tournament. Proceeds will be split between two local charities: North Whidbey Help House and Helping Hands Food Bank in Sedro-Wooley. “Our Machinists at NAS Whidbey – and really all of our members throughout our union – are so generous,” said IAM 751 Chief of Staff Richard Jackson who helped organize the tournament. “We had a lot of support from some great volunteers and sponsors, and as a result, we had a lot of fun raising money for a great cause.”

A member drives down the fairway.

LtoR: Chief of Staff Richard Jackson congratulates the first place team of Mark Clark, Mary Hopwood and Mike Wise.

Whidbey Tournament Raises $7,200 for Local Food Banks

751 sold tickets to Pacific Raceways to benefit Guide Dogs.

Dog Days of Summer at Pacific Raceways

District 751 again teamed up with Pacific Raceways to benefit Guide Dogs of America by selling $5 tickets for racing Aug. 16-19 at Pacific Raceways. All proceeds went to Guide Dogs. Members watched exciting racing while helping a good cause.

Members were treated to exciting races while helping a good cause.

Left: Jennifer & Ed Coats help at the Everett Mission.
Local A Car Show Shines for Guide Dogs

Summer weather drew more than 50 cars, trucks and bikes to Local A’s Annual Bill Baker Steel & Wheels Supershow on Aug. 18. Hot rods, muscle cars, classics and more helped generate thousands for Guide Dogs of America. Donations were still being tallied as the Aero Mechanic went to print.

Participants in the 15th annual Shoes for Puppies Horseshoe tournament pitched in for a worthy cause and delivered a ringer bringing more than $3,400 for Guide Dogs of America. The annual event hosted by Local 751-E was held at the Red Dog Saloon in Maple Valley on Saturday, Aug. 11. Rain delayed the tournament, but couldn’t dampen the spirits of the participants.

Teams competed for the top three spots. Les Mullen won the Louisiana barbecue/smoker; Spencer Burris won a stay at the Polynesian Resort; and every participant took home a prize. Thanks to all the volunteers and sponsors.

Thanks to the following pit sponsors:
- Ira Carterman
- Rod Sigwartson
- Jon Holden
- Mark & Peggy Clark
- Larry Brown
- Terri Myette
- Connie Kelliher
- Greg Campos
- Red Dog Saloon
- Local E President Guerdon Ellis
- The Polynesian Resort

Awards were presented in more than a dozen categories. Volunteers grilled up delicious food. Steward Paul Richards helped recruit Otis Sistrunk, former Oakland Raider & superbowl champ, to attend and help raise money for this worthy cause. Mr. Kleen 76 had a prize wheel to win discounted and free car washes and donated the proceeds to Guide Dogs. The Green Mountain barbecue grill with WiFi was won by Jerry Banks. Thanks to all the car show committee members, volunteers and sponsors who ensured the event was a success.

District President Jon Holden’s Choice was Cal Burnett’s 1938 Firetruck.

Local A President Paul Schubert’s choice was David Kerr’s 1963 Buick.

People’s Choice went to Pete Kinch with his 1956 Chevrolets.

Paul Richards (l) thanks Otis Sistrunk (r).

Above: Chris Schier tosses a ringer.

Left: Local E President Guerdon Ellis presents third place winners Buy (l) and Lisa Wilkinson (r).

Below: Local E President Guerdon Ellis congratulates second place winners Keith Stone (l) and Mike Osthus (r).

Below: Curt Horton lines up his shot.

Ira Carterman tosses a shoe.

Jon Holden pitches a shoe.

Right: Linda Ramos lines up a shot.

Photo right: Tim Trombley and Guerdon Ellis won first place.

Cars of all makes and models lined the Everett Hall parking lot for the Steel & Wheels Car Show.
Local Labor Day Celebrations

Labor Day is a celebration of the incredible contributions of America’s working people. Through sweat, sacrifice and innovation, workers built this country and make it run every day. Several of the regional AFL-CIO central labor councils across Washington State are planning Labor Day picnics and events on Monday, Sept. 3 to celebrate and honor the working men and women who are the foundation of this state’s economy.

Get details on any of the events below by visiting www.thestand.org.

**BURien** — MLKCL will host a Labor Day Union Block Party & Cookout on Monday, Sept. 3 from 11 a.m. to 2 p.m. at Batten Town Square. This is a free, family friendly event.

**EVErtt** — The Snohomish County Labor Council will host a Labor Day March and Block Party on Monday, Sept. 3. The march begins at 11 a.m. (participants arrive at 10:30 a.m.) at the Everett Workers Memorial (Pacific & Wetmore) with a Block Party to follow from noon to 3:30 p.m. at the Labor Temple, 2810 Lombard St. There will be live music from The Donna Dugas Band, food, a kid’s area, bounce house, labor history booth and special visits by the Aquasox’s Wobbly and the Silvertip’s Lincoln the Bear. For details, call 425-296-7022.

**KEENewick** — The Southeast Washington Central Labor Council invites the public to join them for the 7th Annual Labor Day Picnic on Sept. 3 from 11 a.m. to 2 p.m. — with free lunch served 11-1 — at the Columbia Park Main Stage in Kennewick.

**TACOMA** — The Pierce County Central Labor Council will host a Labor Day Picnic from 11:30 a.m. to 5 p.m. on Monday, Sept. 3 at Fort Steilacoom State Park, 8717 87th Avenue SW in Lakewood.

**TUMwater** — The Thurston-Lewis-Mason Central Labor Council will host its annual Labor Day picnic from 11 a.m. to 4 p.m. at Pioneer Park, 5801 Henderson Blvd SE, in Tumwater. Call 360-520-9575 for details.

IAM-Boeing Apprenticeship Accepting Applications

The IAM/Boeing Joint Apprenticeship Committee will accept applications for the following apprentice programs beginning Tuesday, September 4th, 2018:

- **Model Maker**
- **NC Spur Mill Operator**
- **NC Spur Mill Operator**

Be sure to download a Prep Pack that describes each trade and the qualifications needed.


**External Boeing Link to Prep Pack:** http://www.iam-boeing-apprenticeship.com/PrepPack.pdf

Apprenticeships are posted for a 2-week period and are open to both internal and external candidates. Apply on-line at http://www.beoing.com/careers during the advertised application acceptance period.

Applicant minimum qualification requirements have been met. Current Boeing employees, can contact a Joint Programs Career Advisor for help with the process. by calling 1-800-235-3453. An appointment is required.

Thank you for your interest in apprenticeship!

Karting Challenge & Puppy Putt Motorcycle Show Sept. 8 for Guide Dogs of America

This year we will have two charity events for Guide Dogs of America on September, Sept. 8 at a shared location – the Puppy Putt Motorcycle Show at noon and the Karting Challenge at 2 p.m. Both events will be held at PGP Motorsports Park in Kent (31001 144th Ave SE).

Come early, show your bike, then take part in the 2-hour karting race marathon.

**Puppy Putt Motorcycle Show** offers several options. Riders can start from the North at Sound Harley-Davidson (16212 Smokey Point Blvd.) in Marysville or South riders can start at Northwest Harley-Davidson at 8000 Freedom Lane in Lacey. All riders/show bikes should arrive at PGP Motorsports Park by noon.

Advance registration is $15 for rider and $5 for passengers. Registration is $20 for a rider after August 31. Registration forms are available at all District 751 union halls or online at www.PuppyPutt.com.

**Local F Guide Dogs Karting Challenge** will also be on September, Sept. 8 at PGP Motorsports Park (31001 144th Ave SE) at Pacific Raceways in Kent.

Karting event goes from 2 to 6 p.m. and will feature teams of drivers racing for two hours around the PGP track. Prizes will go to the teams that complete the most overall laps in the time allowed.

Cost is $100 (tax deductible) per person for the t
two-hour marathon; each team can have up to four drivers. Drivers are encouraged to get pledges for Guide Dogs, as the starting order is determined by total pledges.

This is an exciting event that families, friends and co-workers can take part in. Trophies given for 1st and 2nd place teams. Drivers must be 5’ tall and understand how to drive a kart.

For registration information, contact Charles Cesman 206-930-2450 (charlescesman@gmail.com), Trev or Riddle 206-877-5106 (trevor.riddle244@gmail.com) or Dominic Patton 206-999-4561 (dom.k.pattton@gmail.com).

**Harley XL1200C Raffle**

The Puppy Putt Committee is raffling off a Harley Davidson Sportster XL1200C. Raffle tickets are $5 each and available at all union halls or lodge meetings. A maximum of 5,000 tickets will be sold. Drawing will be Saturday, Sept. 8 at 1:30 p.m. at the Puppy Putt event. You need not be present to win the motorcycle.
751 Retirement Club Summer Potluck Well Attended

Retirees filled the Seattle Union Hall on August 13th for the annual summer potluck. Officers, Business Reps and Staff provided chicken while retirees brought their favorite side dish or dessert to share.

751 Retirement Club Jackie Boschok welcomed the group. District 751 President Jon Holden thanked the group for their sacrifices that made our union what it is today and announced a new discounted Medicare supplement plan for retirees. District Secretary-Treasurer Susan Palmer addressed the group, and Reverend Perry Fields, one of our retirees, provided the invocation.

Retirees brought side dishes and desserts to share at the annual potluck picnic.

New Discounted Medicare Supplement & Dental Plan

District 751 is excited to announce a new opportunity to save money on Medicare costs through Employee Benefit Systems (EBS). EBS will now be our preferred agency for all Medicare eligible retirees and spouses, and they may be able to help save our retirees hundreds of dollars on their Medicare plans—at no cost to our retired members!

District 751 President Jon Holden first reported the new plans at the 751 Retirement Club Potluck on Aug. 13th and encouraged retirees to attend meetings in late September to learn more.

NEW! IAM District 751 has been able to negotiate new Group Medicare and Dental options for Medicare-eligible retirees, including spouses and surviving spouses. We expect the rates will be better for our IAM retirees in almost all cases, and we are among the first in the nation to have access to the dental options. These IAM District 751 Group plans include guaranteed access to the dental options. These IAM retirees are among the first in the nation to have access to these new Group Medicare and Dental plans, as well as explain the free one-on-one consultation service they will be offering. It will be an opportunity to learn about it early and ask your questions and get information from Statewide Health Insurance Benefit Advisor (SHIBA) Catherine McGuire.

Plan to Attend:
Educational Meetings on New Group Medicare and Dental Options on Friday, September 28th

Three Meetings at Three Different Union Halls
• Everett Hall at 9 a.m. (8729 Airport Road)
• Seattle Hall at noon (9125 15th Pl. S.)
• Auburn Hall at 3 p.m. (201 A St. SW)

We will be holding educational meetings on Friday, September 28th:
• 9 a.m. Everett Union Hall (8729 Airport Road)
• Noon Seattle Union Hall (9125 15th Pl. S.)
• 3 p.m. Auburn Union Hall (201 A St. SW)

EBS will present the information on these new Group Medicare and Dental plans, as well as explain the free one-on-one consultation service they will be offering. It will be an opportunity to learn about it early and ask your questions and get information from Statewide Health Insurance Benefit Advisor (SHIBA) Catherine McGuire.

Congratulations to the following who retired from the union:

Gary Adams
Kevin Andal
Erik Andersen
Duane Armstrong
Warren Baker
Robert Baxter
Robert Behen
Carey Bernau
Jeffrey Beakley
William Brandon
David Brockman
Raymond Brown
Dale Burlingame
James Bush
Brian Caldwell
Cecil Caviezel
Carter Conrad
Edwin Cribby
Michael Cuhgan
Pasquale Dama
Susan Destrier
Thomas Eabon Jr
Richard Elliott
Richard Faunt
Kenneth Gardner
Darrell Garner Jr.
Vivian Glowaski
Daniel Gould
Andrew Gray
Douglas Greenwald
David Grignon
Jo Ha
Bill Haley

Carl Hansen
Richard Heinig
Thomas Helfman
Steven Hudson
Chris Hynek
Janna Israel
Frederick Jacobs
Richard James Jr
David Jensen
Brian Jones
John Kaecher
Danny Keel
Ronny Kertron
Michael Kom
George Landrum
Terri Lemmon
William Lotepeich
Michael Lucas
Luan Ly
Peter Maiel
Gecky Mangels
Francis Marino
Jonathan McCarter
Daryl McElroy
Virginia McNally
Mike McNiel
James Miller
Frank Minnick
Dennis Morgan
Douglas Munson
Charles Naas
Karl Olsen
David Peterson

Quang Pham
James Pidgeon
Joseph Polzin
Carl Posey
Van Rawls
Kurt Roberts
Michael Rhuloff
Leslie Russell
Mark Sargent
Robert Schinski
Bradley Shawhan
Raymond Shipley
Randal Slapinski
Richard Stanley
Jeffrey Sperring
Victor Stevens
Robert Stouffer
Edward Titch
Todd Unger
Larry VanDever
Scott Vandervlugt
John Vasiliou
Thuan Vu
Ricky Weston
Marilyn Whiton
Ronald Wicks
Jacoba Widener
Michael Worley
Charles Yanak
Larry Zimmerman
Kimberly Zoller

Retirees filled the Seattle Union Hall on Aug. 13th. Below: Reverend Perry Fields gave the invocation.

Left: L to R: Calvin Roland, John Robinson, Dallas Rayford, Al Audet, Venise Murphy and Don Anderson share shop Murphy at the annual potluck picnic.
TOOLs

SUNWOOD TOOL & DIE IS CLOSING, owner is retiring. Located in Arlington, WA. Now accepting offers on entire machine shop valued at $15,000-$20,000. Prefer to sell entire shop, as no one equipment to sell separately. Serious, buyers only. Great opportunity to make your own equipment in your business. Too much inventory to list here, for more information and to view the equipment call 208-755-5586.

COttAGE INDustRIES

A HAPPY HOME. Could your home use TLC? A new deck, fence, beautiful flooring or love a happy home? Call 206-459-3444.

FLY FISH WTH A GUIDE for this summer in Montana or red fish in Lousiana in the fall/winter months. 425-327-9314 or www.allwateranglers.com

REC Vehicles

1998 HARLEY DAVIDSON SOFTAIL CUSTOM lowered Screaming Eagle head lights, cage, muffler, exhaust. Saddle bags, black leather, windshield, saddle bag, backrest, 21,631 miles, original owner $7500 firm 253-951-4485

MISCELLANEOUS

Community Bible Study for non-students. Christ 12 (2:30-3:30 p.m.) or 4:30-5:30 p.m. at Des Moines Public Library and Sept 24 (2:30-3:30 p.m.) or (4:30-5:30 p.m.) at Kent Public Library. Contact 253-423-3419.

EXPERIENCE REAL WELLNESS by using pure, powerful, life-altering therapeutic grade essential oils. Relax, refresh, rejuvenate, motivate, create abundance without the lead or the take. https://ylessentials4u.vibrantscents.com

NEW ELECTRIC MEAT GRINDER ($70) now $45. New Electric Meat Grinder (New) $85. New $100. Woman’s (Salomon’s style) shoe 9½ $25. 253-862-4765 Summer, WA

WANTED: UNLIMITED HYDROPLANE SLIDES from the 1950s and the 1960s. Private use only. These will not be used for publication. 206-557-0282

PROPERTY

GREENWOOD MEMORIAL PARK, Renton. I have 4 plots side by side in the Azalea Garden and 1 double headstone for sale $1,500 each. Terms as agreed upon. Great plot location and beautiful cemetery. I will negotiate the price of the headstones. Call to find out the price. 253-852-6809

VEHICLES

1990 HONDA CIVIC 4 door, 5 manual trans. 120,000 miles $2,000 253-941-1322

1928 MODEL A 2 door sedan hot rod 400-700 $8,000. For info on price contact Tad. 253-893-1048

1937 CHEVCOUPE, new engine block, Ca- rmo front end, all metal, no plastic, beautiful car. Contact Ted Dief 253-569-1432 for details 253-452-7232 or 253-386-6148 cell

2017 RANGE ROVER EVOQUE $94,000 miles. Like new, cash or cash and serious offers. Call 503-691-7092 for details.

NEED AN AWNING COVER for your truck, carport, carport or car, truck or front or back porches? Call. Joining LinkedIn. Call 253-567-7193

1999 TOYOTA TACOMA extended cab pickup, clean, low miles, manual trans. Linen bed liner, good tires, heavy duty floor mats, trailer hitch $6,500 253-304-7750

BabyLock bobbin winder comes with it. Used twice, 350.00 425-641-4384

HARDWOOD FLOORING, 31” high, approximately 22 cubic feet, runs great $50. 360-435-3315

KENMORE SIDE BY SIDE FRIG. Ap- pans available. 360-435-3115 evening

FunPix – Seattle’s Premium Fun Photo Station! We do all business and spe- cial events. We’re not your typical photo booth. Check out our www.funpixs.com or Facebook. 1-800-768-0617

WANT A FANSY HOUSE KEEPER? Call Barbara at Beesly House Keep- ing in the late afternoon. Works morn- ings and early afternoon 206-909-2196

FOR SALE MOUNTED CARPET CLEANING in South Puget Sound area please call or text 253-335- 2433. Licensed, bonded and insured.

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FLY FISH WITH A GUIDE for this summer in Montana or red fish in Louisiana in the fall/winter months. 425-327-9314 or www.allwateranglers.com

REAL ESTATE ISSUES. SPLASH_MAGAZINE 20th anniversary party. 406-787-5242 or 406-790-0383

MISCELLANEOUS

COMMUNITY BIBLE STUDY for non-students. Christ 12 (2:30-3:30 p.m.) or 4:30-5:30 p.m. at Des Moines Public Library and Sept 24 (2:30-3:30 p.m.) or (4:30-5:30 p.m.) at Kent Public Library. Contact 253-423-3419.

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WANTED: UNLIMITED HYDROPLANE SLIDES from the 1950s and the 1960s. Private use only. These will not be used for publication. 206-557-0282
Many companies offer their employees a stock purchase plan, enabling them to purchase company stock at a discounted price and invest in the company they work for. While this can be a great way to invest in the stock market, as an investor you need to question whether it’s good to load up too much on your company’s stock—or any company’s stock, for that matter.

Investing in your company may be a good idea, but you need to make sure you set some guidelines and strategies to diversify your holdings not only among individual stocks other than your company’s but among industry sectors as well. Although diversification does not ensure a profit or protect against loss, doing so may help reduce the effects of the price fluctuations that will undoubtedly occur in your portfolio.

As you decide whether to participate in your employer’s stock purchase plan, keep in mind that owning too much of any single stock is rarely a good idea. While you may be confident of your company’s prospects for success or you want to demonstrate your loyalty to your employer, you need to recognize that you may take on additional risk if you don’t diversify.

Also, as you evaluate your holdings, don’t overlook the potential danger in concentrating your investments within one industry, even if you spread your investments among several stocks in that industry. Oftentimes when bad news hits one stock in an industry, it can also have a similar impact on other companies within the same sector.

So, how can you help reduce the risk in your portfolio? One way to help protect yourself is to diversify your portfolio among several stocks. In addition to your company’s stock, you should try to broaden your equity holdings to include 20 to 30 stocks in at least six to eight industry sectors with different investment characteristics. Keep in mind that no more than 25% of your total portfolio value should be invested in any one sector.

Another good rule of thumb is to have no more than 15% of your total portfolio — including investments in your 401(k) and IRA — invested in a single stock. You should strive to maintain a balanced asset allocation with not only stocks in different industries but also bonds and other investment vehicles as well. Keep in mind that an investment in stocks will fluctuate in value and when sold might be worth more or less than the original investment.

Once you have reviewed your portfolio and evaluated your investment objectives, you may realize that you have a “concentrated position” — that is, you have too much of your holdings in a single stock or you are heavily invested in a single industry sector. If this is the case, it is a good idea to contact a financial advisor and discuss strategies for reducing your concentrated holdings. There are a variety of strategies that can help you reduce the risk involved in having concentrated positions in both taxable and tax-exempt accounts.

Your investment objectives, risk tolerance and time horizon will help dictate the appropriate asset balance for your financial situation. Because each and every investor has different investment needs, seeking professional assistance is usually the best alternative to avoid keeping your eggs all in one basket.

FINANCIAL SENSE: Can You Have Too Much Company Stock?

Scott Hardy Accepts Oath of Office

Hardy Accepts Oath of Office

New Members Learn the Power of Solidarity at Seminar

With Boeing hiring between 100 to 175 new members a week, it is important for our union to reach out and welcome our new members. For the past several months, we have held a 90-minute New Member Seminar each month at the Auburn, Everett and Seattle Union Halls. The workshop gives a brief overview of our union so our newest members understand that nothing in our contract was a gift from the company and every provision was obtained through unity from the members who came before them.

“Empowered and informed members make for a strong union,” said District 751 President Jon Holden. “There is no greater investment we can make as an organization than to educate our members.”

Business Rep Étienne Trathan gives a passionate explanation of how unions changed his life.

Attendance was up as word of the seminar spread. Members were eager to learn about the overtime rules. There was a lot of interest in past strikes, why we went out and what we gained. Members were excited to learn about the rich educational benefits through our contract and the free online college for members and family members.

Comments from the members were positive and included:

“Wow, André (Trathan) is a good speaker. How can I get more involved?”

“I’m glad I came! I learned a lot of helpful information. I got all my questions answered.”

“The meeting was informative and now I understand how our union works.

I would encourage other members to attend. This helps us be stronger moving forward.”

The seminars are aimed at members who have joined our union in the past 12 months. Times and locations of the September meetings are:

- Auburn Union Hall (201 A St SW) – Tues., Sept 25 at 11:00 am or 4:00 pm Reserve your seat at Aub@iam751.org 253-833-5590
- Seattle Union Hall (Southpark - 9135 15th Pl. S.) – Wed., Sept 26 at 11:00 am or 3:00 pm Reserve your seat at SEA@iam751.org 206-763-1300
- Everett Union Hall (8729 Airport Road) – Thurs., Sept 27 at 11:00 am or 3:00 pm Reserve your seat at Evt@iam751.org 425-355-8821

New Discounted Medicare Supplement & Dental Plan

Continued from Page 9 questions of the EBS representatives.

Even if you are happy with your current plan, we encourage you to schedule a personalized review with EBS to see if anything has changed for the following plan year. Without an annual review, retirees could pay unnecessary out-of-pocket expenses because of annual prescription drug changes and other modifications.

EBS will help make the review process easy and stress-free. IAM District 751 has fully endorsed EBS. We strongly encourage you to use their services. All EBS’s services are provided at no cost to you!
Training Prepares Stewards for Better Representation

Stewards in Eastern Washington left energized to better represent members after an 8-hour training class presented by the IAM Western Territory Educators. The class was packed with relevant information, role playing and real examples of grievances. Participants learned about their roles as Stewards, how to make informational requests, as well as covering their legal rights and responsibilities.

One segment focused on how to write a grievance, which was well received. It incorporated real situations from the workplace into writing an actual grievance. The practice writing grievances was helpful and each grievance was then critiqued. This role play of walking through research, performing an interview and documenting the facts gave stewards more confidence for when they must challenge a potential contract violation.

“Stewards are the backbone of our union. How our members view their steward is, in many cases, how they view their union,” said Eastern Washington Business Rep Steve Warren. “Having an educated and empowered shop steward network is vital to the success of our Union as a whole.”

Stewards also took part in the Western Territory’s Growth, Prosperity and Strength (GPS) training designed to prepare stewards to be activists and organizers. This segment covered the state of the labor movement, why we must organize, union density and the global impact.

Feedback on the class was positive: “I appreciate others sharing that they encountered the same issues in their shop and how they handled the situation.”

“Having an interviewed members.”

Spokane Stewards feedback included: “I will make checklists and meet with my members regularly to go over our contract. We are stronger if every member is more aware of our contractual provisions.”

Spokane stewards discuss real grievance scenarios to learn to effectively challenge contract violations.

The training will help me be more observant, better document details and more effectively challenge management tactics at work.”

“Stewards in Spokane pose for a group photo after completing an intense day of training to better represent members and organize additional shops while educating workers on the benefits of union membership.”

Stewards in Spokane pose for a group photo after completing an intense day of training to better represent members and organize additional shops while educating workers on the benefits of union membership.

Stewards in Yakima take a group photo after completing their training.

Stewards in Richland discuss scenarios from real grievances and the proper way to document to give the best representation.

Tri-Cities stewards were energized after their training.

Stewards in Richland discuss scenarios from real grievances and the proper way to document to give the best representation.

Gearing Up for Contract Talks at Kenworth Sales in September

With the current contract scheduled to expire the end of November at Kenworth Sales, it was important to get our union members engaged and active. Recently, union negotiating committee members met with Business Rep Steve Warren to plan a timeline for the negotiations and how to get input from members. The committee discussed survey distribution and T-shirt orders to increase union visibility. The committee also talked about using a website to communicate important information, as well as group text blasts for instant messaging.

Stewards handed out surveys in late July and members had until August 10 to return them along with feedback on issues they would like to see addressed in the next contract. “Our committee has put together a good communication strategy and is actively getting input from the members,” said Business Rep Steve Warren, who will serve as lead negotiator. “Keeping members informed builds solidarity and members are already wearing union t-shirts to show their support for our negotiating committee.”

The current contract expires on November 30 and formal negotiations will begin in September.

Negotiation committee members, Paul Atkins, Joe Hoerl, and Mike Nettles met off-site with Business Rep Steve Warren to outline a communication strategy for the upcoming contract talks.