President's Report: Solidarity Is Our Path Forward

By JON HOLDEN
IAM 751 District President

Unions are so important as we deal with the economic fallout from the global pandemic. This is especially true in dealing with Boeing – a Corporation that seized every opportunity (including a pandemic) to push boundaries and try to get more from its workforce, the community and the state.

As I said in my message sent to members on Aug. 21st, now is the time to stand together. We have been embattled in the past by division from outside pressures. Since that time, we have held many discussions, Local Lodge meetings, town halls and now virtually about our Union, rebuilding it, and preparing for the next negotiations.

This question that always comes up is: “will Boeing attempt to open up bargaining before the expiration of the contract in 2024?” We have answered that we will not know until it happens; however, it is something that we need to expect and prepare for, and we believe that we may be facing that threat soon.

Since I became President in March 2014 a few months after that destructive vote on Jan. 3, I worked with our locals and our membership to provide transparency and rebuild trust. We held workshops to discuss protections to empower our members and through that fought for and passed the Membership Bill of Rights in our International Constitution in 2016 because we knew that we needed to operate with specific principles if we ever expected to maintain our unity and solidarity. These principles are based on transparency. We committed to the membership that once we were made aware of anything, our members would be the first to know. We would ensure that we would have a foundation of trust that our members could count on. And, finally, we pledged that we would always work to place our members in a position of strength going forward. If union leadership determines that negotiations are appropriate, then it will be the members who decide whether to open up the contract for negotiations at any other time other than contract expiration. Negotiations will not happen in secret, and our members will not give up their power.

Since we passed the Membership Bill of Rights, members always ask is it strong enough to stop Boeing from forcing any changes to the contract? I say yes.

Boeing Offers Second Round of Voluntary Layoffs

In August, after much urging from Union leaders and members, Boeing announced it would offer another Voluntary Layoff (VLO) to IAM 751 members in select job codes in an effort to lessen the number of involuntary layoffs. District 751 President Jon Holden, along with District W24 President Noel Willet, had sent a message directly to Boeing CEO David Calhoun – urging another VLO and emphasizing the need to include job codes that were excluded from the previous VLO but were then impacted by WARNs for layoff on 7/31/20 (this group of jobs were included in the new VLO). Apparently, the effort made a difference as Calhoun’s message to employees noted the new VLO was in response to employee feedback.

Members in eligible job codes will receive an invitation to apply. The VLO through Worklife to apply Aug. 28 through Sept. 4. When the AERO Mechanic went to print on Aug. 24th, we were still working to get details to present to the members. Members who are approved will receive the VLO benefits negotiated in a Memorandum of Understanding (MOU) in 2016 that provides one week of severance pay for each year of service up to 26 weeks maximum and 6 months of medical at active employee rates (mirroring our contractual layoff benefits for layoffs occurring in reverse seniority order in a job-code). Boeing determines which job codes and how many members in the job to reduce. Our Business Reps, Health and Benefits Reps and Stewards can help answer questions so members can be well informed.

“We 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 that might not otherwise have received and others members can remain on the payroll. This is just an option that may be appealing to some members, but only the individual can determine what is best for their situation,” said IAM District 751 President Jon Holden.

Challenging Boeing Policy Changes

On August 11th, IAM District 751 filed an Unfair Labor Practice (ULP) charge against Boeing for unilaterally implementing major changes to its disciplinary policy, which is called the Employee Corrective Action Process Requirements, otherwise known as the ECAPR, without bargaining their decision or the effects of their decision with the Union. This ULP is meant to reset the disciplinary policy, which is used to determine the method and severity of discipline handed out to our members for violations of Company rules, policies or other procedures that we are held accountable to every day. The ULP itself will not determine if the changes Boeing made were legal or not; the goal is to reset the ECAPR in order that bargaining can take place.

The National Labor Relations Act gives unions the right to demand to bargain any changes to working conditions. We believe that, with a change this significant, this bargaining process must occur before the employer implements the changes. In this case, these severe changes were made and implemented without allowing the bargaining process to be completed.

The District demanded Boeing suspend use of the changes made to the ECAPR, in order to reset the disciplinary policy, and allow the bargaining process to be completed. When the Company determined they would not suspend the use of these changes, we had no choice but to file a ULP to defend our members’ rights.

The reason the District feels so strongly is due to the fact that, in many categories of the ECAPR, violations would now be aggravated to a higher level of discipline; in fact, several violations could mean termination on a first offense for our members. These changes erode the disciplinary process, which is meant to change behavior. We bargained just cause in our contract, and these changes make our members more susceptible to discipline.

Inside Index
IAM-Boeing Joint Programs ........................................ 5
Want Ads .................................................................. 6
Retirement News ...................................................... 7
Eastern Washington .................................................. 8

Continued on Page 2
The COVID pandemic has presented many safety issues making it more challenging for our members to perform their work. Thanks to efforts by IAM 751 Site Safety Committee member Ken Ogren, members in Everett working in confined spaces can breathe a little easier – literally. Our members who work in confined spaces have expressed concern about the air quality in their work environment since COVID may be transmitted through the air when workers are in close proximity to one another.

OSHA recommended installing high efficiency air filters and increasing ventilation in the workplace.

District 751 President Jon Holden asked Ken to investigate HEPA filters being used in the confined space blowers in Everett.

Ken turned to 751 Member Joe Raisman, an HVAC tech. He investigated and learned HEPA filters were not being used; instead they were using a lower grade filter that is readily available at the Everett site. Ken began researching the issue and consulted OSHA’s guidance on preparing workplaces for COVID-19. OSHA recommended engineering controls such as installing high-efficiency air filters and increasing the ventilation rates in the work environment.

Steward and Site Safety Committee member Ken Ogren and member Joe Raisman pushed to ensure HEPA filters were installed in the confined space blowers in Everett to increase filtration during COVID.

Challenging Boeing Policy Changes

Continued from Page 1

1¢ COLA and 1% GWI for IAM members at Boeing on 9/11/20

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The value of our quarterly COLA, even when it is only a penny, has a significant impact on our maximum rate over time. As of Sept. 2020, $16.00 is the maximum rate is the result of COLA payments being folded into our base rates.

Take Action: Help Get Out the Vote!

There are only a couple short months 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 us 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.iam751.org and signing the IAM Action Pledge 2020 today!

In light of COVID-19, most campaign activity will be virtual or by phone, but no less important than knocking on doors and talking to fellow union members and neighbors in person. In fact, the campaigns need our help this year more than ever!

When you sign the IAM Action Pledge, IAM 751 Legislative & Political Director Chelsea Mason will get in touch with you regarding specific opportunities to get involved and make the November 3rd election a success for workers and working families.

Armed with OSHA’s recommendations, Ken approached first and second level managers for Equipment Services to get approval from engineering to change the process and use HEPA filters. The engineer assigned to this area of work asked Environmental Health Services (EHS) to make a determination about Boeing’s policy on the filters.

Rather than changing that the issue could get delayed, Ken contacted Rene Irish, an Everett EHS Industrial Hygienist. Rene dug into the matter, but could find no official guidance. Rene noted as long as the added filtration didn’t reduce the airflow that they should move ahead.

With the green light from EHS and the engineer approving that the machines could use the HEPA filters without damaging the equipment or reducing the airflow for our members, the group agreed to run a trial, wing laysdown.

Joe installed the filters and after about two weeks of running with no issues, they requested engineering approve moving the change across the Everett site so members working in confined spaces elsewhere would also get the added filtration.

Ken ordered additional filters and set them up in stores to ensure we could maintain a consistent supply. Ken communicated the change to the other HVAC technicians and the plan is now implemented site wide.

District 751 President Jon Holden stated, “I appreciate Ken’s extra effort to protect our members. When others put up barriers, Ken did the research and pushed through to ensure our members have this added protection of better airflow in the working environment during this global pandemic. Great work, Ken!”

Union Ensures Better Air Filters in Confined Spaces

District 751
International Assn. of Machinists and Aerospace Workers

Jon Holden
President, Districting
Business Representative

Paul Schubert
Vice President

Susan Palmer
Secretary-Treasurer

Mike Hill
Sergeant-at-Arms

Steve Warren (Eastern WA)
Dan Swank
Paul Veltkamp
Debra Beckham
Garth Luark
Richard McCabe
Spencer Bursis
André Trahan
Ira J. Carterman
Patrick Bertucci
Robley A. Evans
John Lopez Jr.
Howard Carlson
Jason Chan
Paul Schubert
Rod Sigvargson

Union Business Representatives

Union Offices:
• 9125 11th Pl S, Seattle, WA 98144-7631
• 201 A SW Auburn, 253-851-5590
• 425-235-5777
• 8729 Airport Rd, Everett, 425-555-8821
• 620 E. Mission, Spokane (509) 524-5800 or 1-800-763-1305
• Free to Seattle from Nationwide 1-800-763-1301
Hotline: 1-800-763-1310

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751 AERO MECHANIC
September 2020

Members and retirees, join your Union’s “get-out-the-vote” efforts by visiting www.iam751.org and signing the IAM Action Pledge 2020 today!
September brought several staff changes within the Union. All have been Union members for many years in other roles, and each shares a commitment to serving the membership utilizing their years of expertise.

Business Rep Grace Holland retired on September 1, which triggered the resulting changes. District President Jon Holden announced the appointment of Paul Schubert to fill the position. Paul has held many union leadership positions before taking on the role of Business Rep. Paul hired into Boeing in January of 2007 after trying to help unionize his previous shop at Tranco on Paine Field. He understands strong union representation translated into better benefits, pay and insurance.

He became a Steward in early 2008 and organized his intank team to picket together weekly to maintain solidarity during our strike. Paul worked his way up through Local A leadership ranks holding various officer positions including Local A President and District Council Delegate. He has been active in the community service program, volunteered on countless projects, as well as being active on our legislative committee, Snohomish County Labor Council, and other committees.

With a new BR, it was a good time to reassess membership needs and to address other staff changes. Several changes were made to Business Rep assignments in Everett to restructure the workload.

In August, Greg Campos has been assigned to IAM-Boeing Joint Programs Administrator in Everett opening up another position in Everett.

Rod Sigvartson, who helped members in our Health & Benefits office since 2015, is now assigned to serve as a Business Rep in Everett. Rod has been active in our Union and served in multiple leadership roles since hiring into Boeing in 1989 as an environmental control technician. His years as a Health and Benefits Rep provided valuable experience dealing with Boeing reps to resolve issues for members on contractual benefits. He has served as a Local C Officer, District Council Delegate, HSI Site Committee, Joint IAM-Boeing Joint Programs Work Transfer Rep, ECF Trustee and is a lead shop supervisor. Rod is a long-time leader and much more.

Christine Fullerton, who was working as a Joint Programs Administrator in Everett, is now assigned to Health and Benefits position in Seattle Union Hall. She will assist members with medical/dental issues, provide guidance for medical layoffs, retiree medical questions, disability requirements, help filling out pension paperwork, leave of absence, Family Medical Leave Act (FMLA) questions, among many other issues.

Secretary and District Council Delegate. She has been an active volunteer on community service projects and helped organize fundraising events, as well as serving on many Union committees such as Legislative, Labor History, Organizing, Strike Checks and much more.

Assistant members remains her top priority. She brings her enthusiasm to this position and looks forward to helping members with even more of the issues that arise with their contractual benefits.

Staffing Changes As We Service the Members

President’s Report: Solidarity Is Our Path Forward

Continued from Page 1

This has every indication of history repeating itself, so let’s not forget history.

In 2003, Boeing threatened to launch the 787 somewhere besides Washington State. Our Members worked hard on a campaign to secure public support for tax incentives for Boeing. Right after Boeing received the tax incentives and announced they would locate 787 Final Assembly here, Boeing immediately sent the 787 wings to Japan. In fact, despite final assembly and some interiors, we don’t currently produce or fabricate the fuselage, wings, or any major wiring packages for this program.

In 2009, Boeing threatened to move the 787 “line” outside of Washington State. After surface bargaining with the IAM, they sided the second line in South Carolina.

Boeing threatened to move the 737MAX in 2011.

Boeing threatened to move the 777X in 2013. Our first vote was in November of 2013 when we had the power of solidarity and the ability to talk to each other on the shop floor; members rejected the concessionary proposal. But Boeing didn’t stop there. A second concessionary vote was forced and the Company used the Christmas holiday to bombard our members with a vote yes campaign using politicians, media, internet, radio ads, and other media everywhere you looked to threaten and intimidate our members to vote yes for a contract that destroyed generations of reasonable, hard fought wages and benefits. It was 2013, when many had not returned from the holiday break. It narrowly passed. And what did members get in return? Wage stagnation, a huge health-care cost shift to employees, and the loss of our hard-earned pension. That is what drove us to fight for and pass the

The Membership Bill of Rights; returning power to the members and ensuring members would determine if and when a contract would be opened mid-contract – setting the date, time and place of voting and ensure that they would not be placed in a position of weakness again.

During the campaign, Boeing used the media, politicians, and the public to pressure our members to give up reasonable changes within a contract that our members fought hard to secure over multiple generations. Now, they are threatening our members and the communities we live in once again with possibly eliminating 787 production from Washington State. The promise of the 787 may turn out to be our undoing. Our membership is in a position of weakness again.

I pledge to you if the Company approaches us, you will hear from us directly, and I will not put this membership in a position of weakness.

Again, since becoming Union President in March of 2014, I and other union leaders have worked to build solidarity and transparency. We took our anger from that forced vote and turned it into historic change that returned power to our membership with passage of the Membership Bill of Rights on Sept. 6, 2016. In addition, we have utilized various ways to challenge Boeing as we work through this long-term agreement that so many of us opposed. We are pushing back at issues that, in the past, might have gone unchecked. Each time Boeing has changed a policy, we demanded to bargain the decision and the effects those changes have on our membership. We have utilized Unfair Labor Practices, filed information requests, and we have emphasized contract enforcement taking a record number of grievances to arbitration. We hired a staff attorney so we could more aggressively represent the members. The facts is even though we are in a long-term agreement, by utilizing all our legal resources, we have made improvements to wages, hours and working conditions despite having four more years until contract expiration. For anyone questioning the value the Membership Bill of Rights has brought to our entire Union, it has successfully been used here at District 751 and across the country to shield IAM members from the threats greedy corporations constantly make more.

So as we celebrate Labor Day 2020, it is a good time to reflect on the accomplishments of workers and organized labor, as well as some of our history at 751 – especially in light of Boeing’s recent statements to public officials as they again attempt to exert pressure on our members.

Labor Day is our holiday; a day to honor the contributions American workers made to the economic prosperity of this country and recognize the power of workers united toward a common goal. Remember nearly EVERY benefit workers enjoy today is because union members fought Corporate America to make life better. Things we often take for granted like the 40-hour workweek, weekends, overtime, paid vacation, paid holidays, health care coverage are attributed to union members who came before us and fought for and gained these important benefits.

Thanks to our union contract at Boeing, all overtake on a contractual holiday or on the weekend connected to the holiday is voluntary. Members can always call for overtime on holiday weekends or a holiday, but this contract language ensures you have the option to spend the holiday weekend with family and friends.

This Labor Day, unions are continuing to push hard to ensure workers are equipped with the proper personal protective equipment and workplaces are safe during the COVID pandemic.

On Labor Day and each day, we must stand together, united for a stronger future because that is our path forward.
Machinists Union members continue to help others despite disruption from the global pandemic. In August, our volunteers built two wheelchair ramps for area residents and helped with a school supply drive.

Jim Hutchins, Jason Chan and Ed Lutgen built a ramp for the 104-year old father-in-law of long-time member Earl Long. Earl saw other ramps our volunteers had built and inquired at the Seattle Union Hall. Volunteers also built a ramp in Puyallup after a resident saw another ramp we had built for a neighbor and asked for one for her family.

Finally, volunteers also assisted with a Toys for Tots project in Snohomish County.

Resources to Assist Those Facing Layoff

Our Union’s Facing Layoff Booklet is available online (www.iam751.org/layoff) and includes information and links on: how to file your recall rights, training options, resumed assistance resources, free online college info, how to activate 6 months contractual medical benefits, applying for UI, WorkSource info, Union Dues, Job Search assistance and more.

Anyone holding a WARN notice or already laid-off should attend an IAM Rapid Response Live Webinar that includes representatives from WorkSource and Unemployment insurance to answer your questions. Members can participate during work hours, as Boeing provides those holding a WARN notice 5 hours to learn about available resources and participate in these activities. Register at www.iam751.org/layoff or click on links beside the date and time you want to participate.

IAM Live Rapid Response Webinar Schedule for September

- Wednesday, Sept. 9 - Morning 10 a.m. - 12:30 p.m.
- Wednesday, Sept. 9 - Evening 5 p.m. - 7:30 p.m.
- Wednesday, Sept. 23 - Morning 10 a.m. - 12:30 p.m.
- Wednesday, Sept. 23 - Evening 5 p.m. - 7:30 p.m.

Following layoff, members should watch for the Employment Security Department (ESD) mailing with paperwork to apply for Trade Adjustment Assistance (TAA) benefits, which provide additional resources for those getting laid-off. Once you have the ESD mailing on TAA, call the TAA hotline at 425-861-3704 and sign up for a TAA virtual orientation where you will complete your TAA paperwork. You will be assigned a TAA case manager who will help you obtain specific benefits for your situation. Some TAA benefits have deadlines. Your case manager can help you avoid common mistakes that can delay potential benefits.

Free Online College is available for up to 5 years after layoff for you and your family members. There is no need to pay out-of-work dues. You can take a withdrawal card and remain eligible for up to 5 years. There are various two-year degree programs and three 4-year online degrees in Criminal Justice, Business Administration and Teaching K-5. This free benefit is open to IAM members (active and laid-off), retirees and their families (defined as spouse, children, stepchildren, children-in-law, dependents, grandchildren, parents and even siblings). To learn more visit: freecollege.goiam.org

Officers Accept the Oath of Office

Business Rep
Paul Schubert (l) administers the oath of office to Local A President Matt Hardy.

Below: District 751 President Jon Holden (l) administers the oath of office to Local F Auditors Michelle VanMeter and Katie Finnegan.

Local A Car Show Raffle Delivers Green for Guide Dogs

Local A cancelled their car show due to the pandemic, but held their raffle to raise money for Guide Dogs of America. On Sat., Aug. 15th at the Everett Hall, car show organizers drew the winning ticket. Kimberly Meno won the 2 night/3 day stay in Las Vegas for Super Bowl weekend 2021. This includes $700 Alaska Airlines voucher and a stay at the MGM Grand Hotel. Thanks to all who helped with the raffle.

Local A Car Show Organizers Wes Heard, Jerry Smith and Kristi Kidrick drew the winning ticket of Kimberly Meno. The raffle brought in several thousand dollars for Guide Dogs of America (final total still being calculated). Paul Richards was also an organizer of the event and raffle, but had designated overtime so he couldn’t attend the drawing.

Volunteers pose on the finished Puyallup Ramp. L to R: Jason Chan, Ryan Maples, Katie Finnegan, Bill Finnegan and Jim Hutchins.

Left: Building the Puyallup ramp and ensuring the slope is not too steep.

With temperatures in the 90’s, Jim Hutchins, Jason Chan and Ed Lutgen powered through and built a ramp for the 104-year old father-in-law of long-time member Earl Long. Left: Jason Chan and Jim Hutchins on the finished ramp.
Small Steps Lead to Big Career Success

When Jonah Wallace started at Boeing in 2016 as a 43703 Painter Spray B in Renton, he had no idea he would receive a WARN notice in 2020 with a July 31, 2020 layoff date. Even after changing jobs and moving into a 34107 Aircraft Test Tech job in 2019 Jonah felt pretty secure with his position at the company. Prior to Boeing, Jonah spent 16 years in the US Air Force and has an Associate of Science (AS) in Aviation Maintenance Technology. Now faced with the possibility of getting laid off Jonah reached out to the IAM/Boeing Joint Programs Career Advisors for help in navigating his next steps.

This wasn’t the first time Jonah used his contractual benefits at Joint Programs. He initially reached out to Career Advisor Wendy Kellison for a resume update in 2017 after he started interviewing for new jobs. At that time, his old resume was three pages long. Wendy rewrote it and updated the formatting to highlight Jonah’s prior experience with Aircraft Maintenance, his military experience including his leadership experience. One of the many services the IAM/Boeing Joint Programs Career Advisors provide for our members is professional resume writing. Earlier this year Jonah was working as a Career Advisor to have his own resume updated to reflect his recent accomplishment of joining the FAA Flight Line Inspection Compliance Team. His work included maintenance crews on flight line fundamentals and 55 process improvements to ensure passing of FAA spot checks.

After receiving the WARN notice and meeting with a career advisor Jonah decided in July to have his resume updated once again, gearing it toward potential job openings that he was qualified for so he could apply for them. Jonah applied and interviewed for multiple jobs in a short period of time which could be unsettling to anyone but each job applicant had to endure a highly competitive interview process. Once again Jonah relied on the services of the IAM/Boeing Career Advisors for support, encouragement, coaching, and tips on how to respond and engage in a successful interview to matter the target job position. At this point he had about one month left with the company according to his WARN notice but he kept pushing forward and his perseverance paid off. Jonah was hired as a Tankers Technician at the Military Delivery Center (MDC) in Seattle just prior to his July layoff date. “The resume you get set me up for the 11th hour in the nick of time. Thank you!” Jonah said.

He also indicated that this new position as a 92709 Experimental Radio Frequency (RF) + Micro Tech A, means that professionally, he will get to continue to work learning new technologies and helping deliver a superior product for the military and new job. The next level in a long career evolution for Jonah. He feels that being on the cutting edge of new technology means a guaranteed spot in the future because only knowing old technology can deem a person or job obsolete. He is excited about the potential opportunities his new job might hold for him and he is proud to be able to continue his career at Boeing.

Jonah says the IAM/Boeing Joint Programs Career Advisors helped him in all aspects of his job search and made it possible for him to transfer into his new role in a timely manner and avoid getting laid-off. If the Career Advisors and services they provide were not available, Jonah said he would not have been able to apply and get the job he got now.

With help from Career advisors, after receiving a WARN notice Jonah Wallace ERT’d to a new position.

Support, Assistance & Perseverance Pays Off After Getting a WARN

IAM-Boeing Joint Programs

Small Steps Lead to Big Career Success

Other steps to reach her goal included working with advisors to plan, schedule and request (wait-list) required instructor-led ERT classes. While on wait-lists for needed classes, she took the initiative to monitor My Learning daily for available seats. Ongoing throughout, she studied required self-paced and web-based course content during off-hours.

Phalin made the decision to upgrade even though it reset her progression steps. She took time to understand the progression step policy related to upgrades and feels she made an informed decision. IAM members receive progression increases, or steps, every six months until they reach the twelfth step for their labor grade. Because of her upgrade, reaching the maximum rate might take Phalin a little bit longer, but she noted, “I’m looking forward to my new work environment, to learn and solve new problems, and gain new knowledge as a grade 9 Aviation Maintenance Technician.

Being in the driver’s seat of her career is important to Phalin. “I believe in investing in myself. I want to be well-rounded, and to better understand Boeing,” she said. For instance, she repeatedly went above and beyond by completing military off-base ERT classes to deepen her understanding of Boeing manufacturing related to composites. A next step for Phalin includes working towards an associate’s degree using generous IAM-Boeing contractual learning together program (LTP) funding. “Education is central to being in control of your career,” she said.

Her pro-active actions have paid off in other ways as well. Phalin would have been at risk for layoff in her previous position while the 97109 Aviation Maintenance Technician position is one of the few jobs that has no layoffs or suspensions – making her future at Boeing more secure.

Maintenance Technicians is one of the few jobs that has no layoffs or suspensions – making her future at Boeing more secure.
Guide Dog of America Raffle Tickets for Sale

With our fundraising events for Guide Dogs of America cancelled due to the pandemic, there is still an opportunity to help this worthwhile organization by purchasing raffle tickets for some wonderful prizes.

$5 Raffle ticket to win a American Racer Mini-Bikes
The District Puppy Put $5 raffle tickets offer a chance to win two American Racer 215 Mini-Bikes (1 red and 1 black). Tickets are available at all District 751 Union Halls or from Union Stewards who have checked out tickets. Drawing will be held in the District Council Chambers on Dec. 1, 2020 at 5:45 p.m. You need not be present to win. Make checks payable to Guide Dogs of America.

Moved Recently? Update Your Address with the Union

If you have had a recent address change, please contact the Union at 1-800-763-1300 to make sure we have your current mailing address. If you know of someone who isn’t receiving the Aero Mechanic or other union mailings, please have them contact the Union to verify their mailing address.

Membership Bill of Rights: Historic Action that Empowered the Members

With Boeing telling elected officials and the media they want to talk to the IAM, it is a good time to reflect on what is in the Membership Bill of Rights on page 80 of the IAM Constitution.

On Sept. 6, 2016, District 751 members were the driving force behind monumental changes to our IAM Constitution that shifted power back to the membership and ensured that the forced contract vote of Jan. 3, 2014, will never happen again to any other member in the IAM.

Passage of the Membership Bill of Rights culminated a year-long effort led by District 751 President Jon Holden in 2016. District 751 Jon Holdens the delegates in 2016.

- No contract shall be opened at other than normal expiration of duration without a majority vote of the bargaining unit members;
- Once union leadership at any level receives a request to bargain from an employer, the bargaining unit membership must be notified; and
- The date, time and location of any contract vote shall be determined by District or Local leadership, account the convenience and availability of the membership to participate in the voting process.

Joint Programs Help Members in Moses Lake

Continued from Page 5

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

Phone (or Address)

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

Make checks payable to Guide Dogs of America.

Dec. 1, 2020 at 5:45 p.m. You need not be present to win. Drawing will be held in the District Council Chambers on

If you have a recent address change, please contact the Union at 1-800-763-1300 to make sure we have your current mailing address. If you know of someone who isn’t receiving the Aero Mechanic or other union mailings, please have them contact the Union to verify their mailing address.

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On Sept. 6, 2016, District 751 members were the driving force behind monumental changes to our IAM Constitution that shifted power back to the membership and ensured that the forced contract vote of Jan. 3, 2014, will never happen again to any other member in the IAM.

Passage of the Membership Bill of Rights culminated a year-long effort led by District 751 President Jon Holden in 2016. District 751 Jon Holdens the delegates in 2016.

- No contract shall be opened at other than normal expiration of duration without a majority vote of the bargaining unit members;
- Once union leadership at any level receives a request to bargain from an employer, the bargaining unit membership must be notified; and
- The date, time and location of any contract vote shall be determined by District or Local leadership, account the convenience and availability of the membership to participate in the voting process.

Joint Programs Help Members in Moses Lake

Continued from Page 5

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

Phone (or Address)

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

Make checks payable to Guide Dogs of America.

Dec. 1, 2020 at 5:45 p.m. You need not be present to win. Drawing will be held in the District Council Chambers on

If you have a recent address change, please contact the Union at 1-800-763-1300 to make sure we have your current mailing address. If you know of someone who isn’t receiving the Aero Mechanic or other union mailings, please have them contact the Union to verify their mailing address.

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With the global pandemic continuing and in person meetings suspended, our Retirement Club officers are searching for ways to keep our retirees informed and engaged. Nearly 100 retirees connected online with Union leaders on Aug. 10th. Above Panelists L to R by row included: Ed Lutgen (Zoom webinar host), IAM GVP Gary Allen, IAM International President Bob Martinez, 751 Sec-Treasurer Susan Palma, 751 Retirement Club President Jackie Boschk, 751 President Jon Holden, Alliance for Retired Americans President Robert Roach and 8th Congressional Rep Dr. Kim Schrier. Click here to view the Retiree Webinar.

The Zoom meeting ended with an attendance drawing that provided retirees with Fred Meyer Gift Cards, Union watches and other IAM union regalia.

Benjamin Allen thanked the retirees for their efforts to speak with them. He noted they are a huge group of 51 IAM-represented plants and they must be engaged, we can make a difference in this election.

Bob Martinez reported on union efforts that helped deliver Medicare for All, also addressed the retirees. He noted many of the President’s policies are hurting our workers. The Western Territory has targeted four states and will continue to make this happen.

Mary Cordero and 8th Congressional Rep Dr. Kim Schrier, 751 Retiree President Jackie Boschk and other officers who helped make this happen.

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UPS Post Negotiation Meeting Brings Wage Increases

When IAM members working at UPS approved the master agreement last April covering 3000 IAM-represented mechanics nationwide, they negotiated a supplemental agreement which covers members working in Washington and Idaho.

New to the supplemental agreement are regular labor management meetings. At the recent meeting, we discussed Health Care costs. The master agreement allows monies that normally would have gone to cover Health Care costs to be redirected to wages if yearly cost requirements come in below the projected rates.

For the second year in a row, when health care costs came in below projected rates, our members were able to apply unused health care money to their wages. This year that translated into members receiving a $1.65 wage increase.

“As soon as we had the health care rates, we scheduled a meeting to make sure our members received any excess health care money in their paychecks. Our members are happy, they received wage increases while still maintaining their quality health care,” said Business Rep Steve Warren. “Our UPS Stewards attend the meeting and always have good input. We try to have the labor management meetings quarterly so we can address issues as they arise.”

The labor management meetings are an avenue for open discussion on grievances, contractual issues and the current work environment in a global pandemic.

United at Akima as Formal Contract Negotiations Begin

Members working at Akima Logistics Services at Fairchild Air Force Base remain united in their goal to obtain a fair contract.

On August 20th, members overwhelmingly voted for strike authorization sending a strong message that they support union negotiators in membership proposals to be presented at the bargaining table.

Formal negotiations began on August 24th with the Union presenting a comprehensive proposal that addressed the top issues members have identified through surveys, union meetings and ongoing discussion with Stewards. Union Bargaining Committee Members Jim Damico and Terry Wren joined Business Rep Steve Warren at the bargaining table.

Members are active and engaged and appreciate the two-way communication and opportunity to provide input throughout negotiations. The current contract expires Sept. 30th.

PAE Negotiations Proceeding


This round of bargaining we proposed merging the two locations into a master agreement. IAM W24 represents the IAM members at Great Falls, Montana. Bargaining has concluded and the committee received the company’s last best and final offer. Members will vote on the proposal after the Aero Mechanic went to print on August 24th.

Free Online College a Great Family Option

During these uncertain times, your Union stepped up to provide resources for you and your family by offering a two-year associates degree completely free of charge from Eastern Gateway Community College. The two-year degree is transferable to a four-year degree.

This unique program expanded in June to offer three online 4-year Bachelor degrees: Business Administration, Criminal Justice and Teaching K-5. Like the two-year online degrees, these new 4-year degrees are available at no cost for all IAM751 members, retirees, laid-off members (up to 5 years following layoff), and their families (defined as spouse, children, stepchildren, children-in-law, dependents, grandchildren, parents and even siblings). Our laid-off members considering this program should talk with a Joint Programs Career Advisor by calling 1-800-235-3453 before enrolling yourself in this program to ensure this free online college does not create issues with unemployment benefits or other dislocated worker benefits (including TAA if approved).


To talk with union represented assistants, call 888-590-9009. 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.

REQUEST A MAIL BALLOT FOR UNION ELECTION – AS THERE IS NO IN PERSON VOTING!

Be sure to vote for District Council Delegates and Alternates, Business Reps and 751-A, 751-C or 1951 Local Lodge Officers. Request your ballot by end of day on Sept. 30 by visiting: www.iam751.org/vote and fill out the online form OR call 1-800-763-1301!

Ballots will be mailed starting Sept. 21! Ballots must be received via U.S. mail by 5 p.m. on October 14!