

# Facing Layoff?

## Machinists Union Member Checklist and Resource Guide



Updated July 2020 to include TAA info

### Layoff Benefit Election Form Advice

**Layoff Benefit Election Form** delivered via Worklife will determine how your Layoff Benefit is paid. You will receive a 'red bell' notification through Worklife. Members have two choices: income continuation or lump sum. If you don't fill out the form, you will be automatically enrolled in the Income Continuation Option which is what the Union advises. **DO NOT select the lump sum layoff benefit because it will eliminate your seniority and recall rights. If you are rehired and chose the lump sum, you would start with zero seniority.** Some have elected this in the past thinking they would not return, only to have huge regrets when they returned to Boeing.



*Contractual layoff benefit is one week of pay for each year of service up to a maximum of 26 weeks.*

### 'To Do' Checklist Before You Get Laid-Off

Your Union is working to provide resources to help you as you face layoff.

- ✓ **You will be provided 5 hours during work time to view or participate in various webinars** to learn about available resources and important information surrounding your layoff. You decide which to attend during working hours; however, you cannot use the 5 hours all at once so schedule these options over multiple days:
  - 2.5 hours IAM Rapid Response Live Webinar with Q&A that includes reps from WorkSource and Employment Security. Register to attend at [iam751.org/layoff](http://iam751.org/layoff)
  - 45 minutes Boeing Layoff Briefing (pre-recorded webinar on Boeing Career Transition Site)
  - 1 hour with Career Advisor. Call 1-800-235-3453 for an appointment
  - Up to 2 hours Resumé and Interviewing Workshop (Boeing Career Transition Site)

You decide how to use the 5 hours during work. You can also access all of these (webinar/workshop/advisor) off-hours.

- ✓ **Sign up for an IAM Rapid Response live webinar** at [iam751.org/layoff](http://iam751.org/layoff) to learn various county and state resources after layoff (take part at work or home).

- ✓ **Meet ASAP with an IAM/Boeing Joint Programs Career Advisor** to explore funding sources for training options, resumé, job searches, and much more. Schedule an appointment by calling 1-800-235-3453.
- ✓ **Order a copy of your Boeing work history** from Worklife while at work from a Boeing computer (see box right). This is important if you ever return to Boeing or you want to prove what kind of experience/training you have to another potential employer. As well as ensuring that all your job rights are correctly recorded.

- ✓ **Print out and download a copy of your Boeing training or My Learning record** from Worklife while at work from a Boeing computer. From the Worklife home page, click Browse Menu > Career > My Learning. From the My Learning page click on the My Learning History link where you can print your records. Worklife Knowledge Article KB0010038 also provides a step-by-step guide to access a history report from My Learning.

#### Steps to Order Work History in Worklife

From inside the Boeing firewall (on a Boeing computer), sign into Worklife.

- Search Field: Type in Work History
- Select: HR Data Reports including Work History Report
- Select: HR Reporting & Analytics Work Intake Form
- Report Details - Select: People Data
- What type of report is being requested? Select drop down: Standard report
- What type of standard report is being requested? Select drop down: Work History
- Check the two boxes at bottom of form
- Select: Order now and complete the order confirmation
- Select: Checkout

You will receive an email confirmation once submitted. Your Work History will be sent to you via email with an attached pdf file of your Work History.

Again, you must do this while on the Boeing network; download your record before leaving Boeing.

# Activate Your Recall Rights

✓ File for Category A (Recall) Rights immediately following layoff (applicable only for employees who elect or default into income continuation). **There are no automatic Cat A recall filings. You must file via Worklife to get on the recall list.** Refer to the “Recall Eligibility Letter” received via Worklife to know your eligible jobs. Log into Worklife > search bar > Hourly Union Employee Requested Transfer Tool.



✓ File ONLY for the jobs and locations you are willing to accept. Individuals indicating all locations (SKAREF) better enhance their chances for recall; however, **you MUST be willing to accept recall to any location on your filing that is offered or you will lose seniority (22.18c). Be aware that after recall, it will be a minimum of one year before you are allowed to transfer locations.**

✓ Remember if you are downgraded due to surplus, be sure to file your Category A rights after you are downgraded.

✓ REMINDER: you can't file your Cat A recall rights through Worklife until after you are laid-off or surplused out of a job because you only have rights after the action has occurred. Employees have Category A recall rights to jobs previously held for 90 or more calendar days including lateral transfers, emergency classifications, but not temporary promotions of any length.

Length of recall rights are:

Seniority	Length of Recall
For less than 3 years	3 years recall
3 or more, but less than 5 years	5 years recall
5 or more years seniority	8 years recall

NOTE: You continue to accumulate additional seniority for the length of your recall rights.

✓ One month after filing your Category A recall, verify that you are on the recall list. Check for confirmation through Worklife and call the Union Hall (1-800-763-1301), which has the recall roster available.

✓ Keep contact information current with Boeing for recall. Keep your address and phone number current in Workday. For assistance updating your personal information in Workday, contact Worklife.

✓ If you refuse an external recall offer, you lose seniority and job rights per (22.18c1). However, you may refuse recall to a job estimated to be for less than 90 days and still maintain seniority (22.18c4).

✓ When getting recalled, understand your right to make a valid assertion (22.18c3) if you are unable to return, which temporarily suspends recall rights until you refile Category A paperwork.

# Accelerated Layoff

## LOU 27 – Accelerated layoff (page 167)

Accelerated layoff does not change your recall rights or seniority and has no impact on your lay-off COBRA medical or severance.

This Letter of Understanding (LOU) allows members to request an accelerated layoff. This is subject to management approval, but states it shall be granted if the member provides proof they have accepted a job offer from another employer. In that instance, the member will be laid off not more than 14 calendar days after the request was granted. It is important to note that members do give up some protections that limit how long the company can assign junior employees, as well as employees from other primary locations, into your job title while you are laid off. While this does affect those protections, it is also important to note that the person above or below you in seniority would block any potential missed opportunity. You are also waiving your rights to the 60-day layoff notice under the WARN act, which should be obvious, as you are the one requesting the accelerated layoff, but the company put this in the LOU to make sure someone doesn't file a complaint.



# Know Your Worklife Password

Write down your computer password and phone PIN for Worklife before you leave Boeing. You will be required to use them every time you access Worklife.

To access Worklife via web: Log on to <https://boeing.service-now.com/worklife> and select Worklife from Home. You will need your BEMS ID number and your Boeing Worklife password to access the system.

To access Worklife by telephone: Call Worklife at 1-866-473-2016. You must have your BEMS ID number and Worklife PIN when you call.

To View or Reset your Worklife Password or Pin: From the Worklife home page, click Browse Menu > Profile > Personal > Select Update Worklife Password or Update Worklife Phone Pin. Additional support for Worklife Password and PIN can be found in Worklife Knowledge Article KB0021890.

# Plan for Your Future – Training, Resources, Resumé & More

✓ **Meet ASAP with an IAM/Boeing Joint Programs Career Advisor to explore training options, funding sources for training, get help with career and job searches, resumé and much more.** These talented individuals possess a wealth of knowledge to help you during this time. Schedule an appointment by calling 1-800-235-3453.

✓ **Joint Programs Education Assistance (EA) benefits for laid-off members is approved for \$3,000 per year.** If you have less than one year at Boeing, you get the EA funds for one year. If you have more than one year, you are eligible for three years of EA benefits. Remember Education Assistance benefits are still available even if you go to work for another company. To schedule an appointment with an advisor and utilize these benefits, call 1-800-235-3453.

✓ See next page for **free online college** available to IAM Members and their family members for up to five years after layoff.

✓ **Develop a resumé.** Through IAM/Boeing Joint Programs resumé assistance is available with a maximum of two resúmes per calendar year, from pre-approved resumé providers.

✓ **Sign up for an IAM Rapid Response live webinar at [iam751.org/layoff](http://iam751.org/layoff).** Our Union has coordinated this briefing so members are aware of various county and state resources after layoff. The IAM Rapid Response Live webinar includes reps from WorkSource & Employment Security to answer your questions. This can be done while at work or from home.

✓ If a member is using our contractual Learning Together Program (LTP) and they have already started a class prior to layoff, they will be able to finish the class (must get a C or better grade); however, they cannot enroll in classes using LTP that begin after they are laid-off. Again, talk to a Career Advisor for assistance if you have already registered for an LTP course.

**If you need training to obtain employment, what do you need to do?**

1. Talk with an IAM/Boeing Joint Programs Career Advisor to build a plan - 1-800-235-3453

2. After you are laid-off, **file for Trade Adjustment Assistance.** You will receive a mailing from Employment Security containing your application for these benefits along with an invitation to attend a Trade Act orientation (currently virtual). At the orientation, you will hear an overview of the benefits. You will be assigned a TAA counselor, who you will work with to obtain the specific benefits that apply to your situation.

Learn more at: <https://www.esd.wa.gov/about-employees/TAA-FAQ>

2. If you plan on receiving unemployment benefits while in training, **prior approval is required:**

- Commissioner Approved Training (CAT): <https://www.esd.wa.gov/jobs-and-training/commissioner-approved-training>

Before filling out the Commissioner Approved Training Application, which can be tricky, meet or talk with a Worker Retraining Program Representative from the Community or Technical College you plan to attend by visiting: <https://www.sbctc.edu/colleges-staff/programs-services/worker-retraining/worker-retraining-contacts.aspx>

Apply for additional weeks of unemployment benefits for an approved training program:

- Training Benefits (TB): <https://www.esd.wa.gov/jobs-and-training/training-benefits-program>

3. Obtain funding for your training:

- **IAM/Boeing Joint Programs QTTP Education Assistance** (for IAM represented members only). Meet with an IAM/Boeing Joint Programs Career Advisor to access service. To schedule an appointment, call 1-800-235-3453.

- **WorkSource - Dislocated Worker Programs/Services:** <https://esd.wa.gov/jobs-and-training/dislocated-workers>

- **Worker Retraining at the Community and Technical Colleges:** <https://www.sbctc.edu/colleges-staff/programs-services/worker-retraining/worker-retraining-contacts.aspx> Worker Retraining staff specialize in providing assistance to laid-off workers and information about programs of study that meet CAT/TB requirements.

**Other Assistance:** The WA State Labor Council has two liaisons dedicated to ensuring dislocated workers can maximize unemployment and re-employment services to best support themselves, their families and their careers. Bill Messenger: [bmessenger@wslc.org](mailto:bmessenger@wslc.org); or Emmanuel Flores: [eflores@wslc.org](mailto:eflores@wslc.org).



The flyer features the IAM and Boeing logos at the top. Below the logos, the word "Services" is prominently displayed. A list of services is provided in two columns: Career Advising, Job Search Assistance, Career Planning, Resume Assistance / Referral, Interview Tips, and Education Assistance. The flyer also lists Puget Sound locations: Auburn, Everett, Frederickson, Kent, Renton, Seattle, and Tukwila. At the bottom, it encourages contacting a career advisor with any questions and provides the phone number 1-800-235-3453 and the website [www.IAM-Boeing.com](http://www.IAM-Boeing.com).





# FREE COLLEGE for IAM751 Members AND Their Family for up to 5 years after Layoff

**NOTE: Laid-off members: Be sure to 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 such as Trade Adjustment Assistance.**

Many active IAM751 members, retirees and family members have already taken advantage of the IAM free online college benefit, but many weren't aware that this unique benefit extends to our laid-off IAM751 members and their family members for up to 5 years after layoff. There is no need to pay out-of-work dues to qualify; you are eligible even after taking a withdrawal card due to layoff. You will just need your Union Book number which you can get by calling 1-800-763-1301. During these uncertain times, you can be certain your Union stands with you and your family so you can earn an associate degree completely free of charge (or other two year programs) through this online college benefit through Eastern Gateway Community College.



**This free online college program expanded for IAM751 members in June 2020 to include three online 4-year Bachelor degrees: Business Administration, Criminal Justice and Teaching K-5. These 4-year degrees are available for all IAM751 members, retirees, laid-off IAM751 members and their families.**

## FREE COLLEGE

Your Union FREE College Benefit makes it possible for you, your family members, and retirees to earn an associate degree completely online.

## WORK/SCHOOL BALANCE & FLEXIBILITY

Go back to school while you continue to work. If you're unsure or get stuck, you'll have online access to tutoring services, your enrollment advisor and your instructors. Online classes let you work on your own time and at your own pace.

## ACCREDITED & TRANSFERABLE

Eastern Gateway Community College is regionally accredited by the Higher Learning Commission, so credits are transferable. Talk to an advisor about the process.

## PREVIOUS COLLEGE, MILITARY

Eastern Gateway will work with you to ensure that any previous college work, relevant work or military experience counts toward your degree.

## NO FEES!

You won't pay any out-of-pocket costs for tuition fees or e-books. To be eligible, just follow the three steps below. Your IAM Free College Benefit will cover the rest – even if you aren't eligible for any other financial aid!

## EASY AS 1, 2, 3

1) Apply at [FreeCollege.goIAM.org](http://FreeCollege.goIAM.org). Simply complete the inquiry and click "Apply." You will need your Union Book #, which you can get by calling 1-800-763-1301.



2) Complete the Free Application for Federal Student Aid at [FAFSA.ed.gov](http://FAFSA.ed.gov). Use the Eastern Gateway College Code: 007275. (Required by many colleges).

3) Finally, submit high school and/or college transcripts (or GED scores) to the school.

To talk with our union-represented assistants, call toll-free (888) 590-9009.

## WHO CAN RECEIVE FREE COLLEGE?

This free benefit is open to IAM751 members (active and laid-off), retirees and their families (defined as spouse, children, stepchildren, children-in-law, dependents, grandchildren, parents and even siblings). Again, this is available to laid-off IAM751 members and their family members for up to 5 years following layoff.

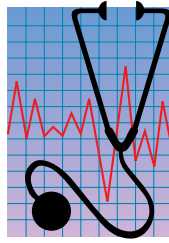
## MANY PROGRAMS TO CHOOSE FROM BEYOND A TWO-YEAR TRANSFER DEGREE...

- Accounting
- Advertising
- Finance
- IT Helpdesk
- Paralegal
- Marketing
- Labor Studies
- Criminal Justice
- Cyber Security
- Entrepreneurship
- Human Resources
- Teacher Education
- Business Management
- General Studies - Transfer
- Environment & Conservation
- Healthcare Management
- Programming & Development
- Digital & Social Media Marketing
- Hospitality: Food & Beverage Operations
- Hospitality: Hotel & Event Management
- Patient Navigator (Medical Insurance)
- Professional Office Management

**To learn more or enroll visit: [FreeCollege.goiam.org](http://FreeCollege.goiam.org)**

# Understand Options to Maximize Benefits

Union contractual layoff benefits include up to six months of medical coverage for employees and dependents (or until you are eligible for other group coverage - this includes Medicare if you are 65+, you must apply for Medicare). **Layoff Medical coverage is not automatic. We advise members to contact Worklife 7-10 days after your layoff and elect COBRA coverage to activate your 6 months of contractual medical coverage** (you must elect coverage within 60 days of layoff). This contractual benefit is available to every IAM 751 member following layoff, even if you have been on the Boeing payroll for less than one year.



Boeing will send a mailing to your home within two weeks of your layoff with COBRA information, including how to enroll.

**Pay your share of the monthly premium to maintain your six months COBRA layoff medical coverage (see chart, upper right).**

NOTE: If you are 65 or older and eligible for Medicare at time of layoff, call SSDC at 1-877-768-3011 and request an Employment Verification form if you didn't enroll in Medicare Part B at age 65. This form tells Medicare why you did not enroll in Part B at age 65. The reps can answer questions about coordinating Medicare coverage with your COBRA Layoff Medical (enroll through Worklife). Medicare would be your primary insurance and layoff COBRA medical secondary. If you have a non-Medicare age spouse or dependents, your 6-month COBRA Layoff Medical would become their primary insurance.

Members who are under 26 years old, can check about enrolling in their parents' plan (30 days to notify plan).

If you have a working spouse with coverage at Boeing (or other employer), you can also switch to their insurance. Layoff is a qualifying status change.

Federal law provides that laid-off employees and their dependents be offered a COBRA extension of group coverage at their own expense for up to 18 months (including the 6 months contractual layoff medical coverage). See charts at right middle for COBRA costs in 2020.

Members on LOA for 30 months prior to layoff are no longer eligible for Company-paid layoff medical COBRA coverage. See Section 23.5, page 119 of our contract.

Monthly Employee Contribution for 6-months of Contractual Layoff Medical Benefits	Employee Only in 2020	Employee + Spouse in 2020	Employee + Child (ren) in 2020	Employee + Family in 2020
TMP - Washington	\$49.05	\$98.10	\$98.10	\$147.15
Selections - WA	\$85.84	\$171.68	\$171.68	\$257.52
Kaiser	\$85.84	\$171.68	\$171.68	\$257.52

NOTE: Rates adjusted yearly. This chart shows 2020 rates.

**COBRA INFO** - After the six months layoff COBRA medical, you may continue COBRA for up to 12 additional months by paying the required COBRA premium, which is 102% of the full premium (see chart below). Keep in mind that COBRA rates change every January 1st. Worklife will also have the rates. Once you have elected the Layoff Medical COBRA, you will receive a monthly billing statement. After the six months contractual coverage you will begin to get monthly bills for full coverage COBRA. If you decide not to continue, simply do not pay the bill.

IAM Monthly Full COBRA rates (following 6 month contractual coverage)	Employee Only in 2020	Employee + Spouse in 2020	Employee + Child (ren) in 2020	Employee + Family in 2020
TMP - Washington	\$688.89	\$1,377.79	\$1,377.79	\$2,066.69
Selections - WA	\$747.05	\$1,494.11	\$1,494.11	\$2,241.17
Kaiser of WA	\$676.54	\$1,353.09	\$1,353.09	\$2,029.63
Prepaid Dental	\$54.08	\$108.16	\$108.16	\$162.24
Network Dental	\$54.49	\$108.99	\$108.99	\$163.49

NOTE: Rates adjusted yearly. This chart shows 2020 rates.

## Alternatives to Explore on Medical Coverage & Prescription Drug

After your six-months of layoff COBRA medical coverage at active rates (per the Union contract), you may want to consider more economical health care options. While the alternatives may not provide the same level of coverage, the cost is more manageable. To learn more about other programs, visit the Washington Health Care Authority by visiting: [www.hca.wa.gov](http://www.hca.wa.gov), [www.wahealthplanfinder.org](http://www.wahealthplanfinder.org) or [www.insurance.wa.gov/cant-afford-coverage](http://www.insurance.wa.gov/cant-afford-coverage)

There are also programs to help with prescriptions available to all Washington residents. To learn more about these programs, visit: [www.hca.wa.gov](http://www.hca.wa.gov)

## Advice for Filling Prescription Drugs

Call an Express Scripts representative (1-800-841-2797) for advice on whether switching to a 90-day mail order supply might be a good option, and when is the best time to switch to a 90-day supply and how much lead time you need to accomplish this.

## Complete Dental Work/Dental Cleanings Before Layoff

Call and schedule any needed dental work or cleanings immediately after receiving a WARN notice. Dental coverage ends the last day of the month in which you are laid-off unless you elect

to pay full COBRA for dental coverage. COBRA for dental coverage must be elected within 60 days of layoff date and paid within 45 days of electing coverage.



## Important Contact Info

IAM 751 Toll free - 800-763-1301

751 website: [www.iam751.org](http://www.iam751.org)

Sign up for home email updates from the union at [www.iam751.org](http://www.iam751.org)

Seattle Union Hall - 9125 15th Pl. S., 206-763-1300

Auburn Union Hall - 201 A St SW, 253-833-5590

Renton Union Hall - 233 Burnett N., 425-235-3777

Everett Union Hall - 8729 Airport Rd., 425-355-8821

IAM/Boeing Joint Programs

800-235-3453 OR [www.iam-boeing.com](http://www.iam-boeing.com)

Worklife: 866-473-2016

<https://boeing.service-now.com/worklife>

(NOTE: Requires BEMSID and Worklife password)

Unemployment: <https://www.esd.wa.gov/unemployment> or

800-318-6022 (Wash. Relay Service 711 for hearing impaired)

WorkSource: <https://www.worksourcewa.com>



## Machinists Custom Choices Supplemental Insurance Policies

If you purchased insurance policies through the Machinists Custom Choices program, the Life Insurance, Critical Illness, Cancer, and Accident Insurance policies can be continued on a direct pay basis. After you receive your two week layoff notice, call Employee Benefit Systems at 1-888-521-2900 to review your direct pay options. If you purchased long-term disability through Custom Choices, the plan ends because it is not portable and was contingent upon employment at Boeing.

## Employee Assistance Referral Program and Solutions for Living (EAP)

### EAP AVAILABLE FOR YOU AND YOUR FAMILY.

EAP offers an array of services to assist you and your dependents in addressing personal and work-related concerns. You and each of your dependents can meet with a professional, confidential counselor up to six times per issue per calendar year. To get started, call EAP 24/7 1-866-719-5788 or go [achievesolutions.net/boeing](http://achievesolutions.net/boeing). This is available for up to 18 months after layoff.

### HELP IS A CALL AWAY, 24/7, AT NO COST TO YOU.

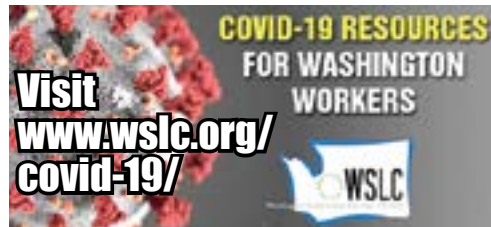
You can talk with a licensed, confidential EAP counselor for support with stress management, strengthening relationships, work-life challenges, grief and loss, substance abuse and more. You also can get help with strategies to address underlying concerns that may be contributing to anxiety and depression.

## Union Dues Options

Under 55 years of age: If you are under 55 and your dues are current through the month of layoff, the Union will automatically issue an honorary withdrawal card, which has no impact on your recall rights or the 5 years of free online college available to you and your family members. Upon recall, the reinstatement fee from withdrawal is \$15 plus first month's dues. If your dues are not current, you MUST pay before a withdrawal can be issued. If you do not take care of this by the end of the 2nd month of missing dues, your membership will lapse. Upon recall the reinstatement fee for a lapsed membership is the equivalent of 3 months full dues.

55 years of age or older: If you are over 55, the Union will automatically retire you with the Union provided your dues are current through the month of your layoff. Upon recall, a reinstatement fee is not charged – only current dues. If your dues are not current, you MUST pay before a retirement can be issued. Otherwise by the end of the 2nd month of missing dues, your membership will lapse. Upon recall the reinstatement fee for a lapsed membership is equivalent to 3 months full dues.

For dues or membership questions, call 1-800-763-1301 and ask for the Dues Office.



### REACHING OUT FOR HELP IS A SIGN OF STRENGTH, NOT WEAKNESS. WE CAN HELP WITH:

**Child and elder care services:** Referrals for day care, camps, summertime activities and assistance for children with special needs. Resources for adult care, assisted living facilities, caregiver support and more.

**Parenting and family support services:** Adoption, pregnancy, nursing, returning to work, infertility and more.

**Financial services:** Saving for college, debt consolidation, retirement and estate planning, family budgeting, mortgage issues and more.

**Legal consultation:** Civil lawsuits and contracts, wills and powers of attorney, identity theft, landlord issues, divorce and more.



# Apply for Unemployment Insurance (UI) Benefits

File an unemployment insurance claim and weekly claims for each week you are unemployed. Weekly reporting is required. Filing week is from Sunday to Saturday.

- File online at:  
<https://www.esd.wa.gov/unemployment>  
This is the recommended method. Video tutorials and Handbook for Unemployed Workers are available online to assist.

- By phone call 800-318-6022; however, currently there are long wait times.

- Complete weekly job searches unless in an approved training program (coordinate that through WorkSource to ensure it doesn't impact UI benefits).



Need help but don't know where to turn? Dial 2-1-1 to find social services such as:

- Food & Clothing
- Utility Assistance
- Legal Help
- Support Groups
- Transportation
- Emergency Shelter
- Health Care & Support
- Housing/Rent Assistance
- Caregiver & Disability Resources
- And much more!

## Other Options to Consider

Consider retirement options, if eligible. **Collect all income continuation benefits before taking your pension because income continuation ceases upon retirement.**

If you are considering drawing your Boeing pension after layoff, talk with a 751 Health and Benefits Rep to understand pension options/ramifications and retiree medical.

Investigate VIP alternatives available. VIP will mail you a termination package with all of the information.

Consult a financial advisor on credit consolidation (BECU provides this service for free). BECU also has useful seminars such as surviving a layoff, preparing for retirement, credit consolidation, etc. Visit [www.becu.org](http://www.becu.org).

## IMPORTANT INFORMATION ON SEVERANCE/LAYOFF BENEFIT AND FILING FOR UNEMPLOYMENT

Income continuation does not affect unemployment insurance benefits; however, you must correctly answer the questions or your claim could be caught up in adjudication resulting in a long delay before collecting UI benefits.



When filing your weekly UI claim, you will be asked if you are "getting paid **for any period after you last worked**, such as severance pay..." **Your answer should be NO because...** the question is **for any period AFTER you last worked**. The severance pay negotiated in the IAM 751/Boeing contract is tied to years of service worked BEFORE you are laid-off.

If you are receiving severance pay from Boeing under the IAM/ Boeing contract, you do not need to report it on your UI claim regardless of whether you take it as a lump sum or income continuation.

**NOTE:** If you answer the question about severance pay and it automatically asks you a series of additional questions about severance pay, you have answered the initial question incorrectly.

*Again, IAM 751 recommends choosing income continuation to receive severance pay in order to preserve seniority and recall rights. DO NOT SELECT lump sum for layoff benefits or you give up all recall rights and seniority.*



Visit [WorkSourceWA.com](http://WorkSourceWA.com) to learn about a wide variety of programs to assist laid-off workers - our state's online employment services. Find a job, get job search help, locate workforce services/training in your area, and access career information. WorkSource resources include:

- **Job Search** - workshops, resumé and cover letter assistance, interview preparation, networking, one-on-one support, job search/job match.
- **Resources** - Referrals to healthcare, housing, transportation, and food assistance; veteran services; translation or interpretation services;
- **Hiring Events** – Job fairs; employer hiring events, mock interviews, employer panels
- **Career Planning & Training** – Counseling, coaching and assessment tools; labor market and wage information; career exploration, GED preparation; training, certification, and apprenticeship

# View & Participate in Layoff Briefings (at work or home)

You get 5 hours during work time to view or participate in various webinars/activities to learn about available resources and important information surrounding your layoff. You decide which to attend during working hours; however, you cannot use the 5 hours all at once so schedule these options over multiple days:

- 2.5 hours IAM Rapid Response Live Webinar with Q&A that has reps from WorkSource and Employment Security to answer your questions and present county and state resources after layoff (take part at work or home). Sign up for this at [iam751.org/layoff](http://iam751.org/layoff)
- 45 minutes Boeing pre-recorded Layoff Briefing webinar on Boeing Career Transition Site via Worklife. This covers topics such as insurance and benefit choices, VIP, payroll, recall rights and EAP.
- 1 hour with a Career Advisor. Call 1-800-235-3453 to

schedule an appointment.

- Up to 2 hours Resumé and Interviewing Workshop on the Boeing Career Transition Website in Worklife. All of these (webinar/workshop/advisor) are also available to view/access from home.

**We strongly encourage you to sign up for an IAM Rapid Response live webinar at [www.iam751.org/layoff](http://www.iam751.org/layoff).** Click on the link to select the date and time most convenient. These live webinars include reps from WorkSource and Employment Security to answer your questions. You will also be emailed out a link to sign up for these as well. Our Union has coordinated this briefing so members are aware of various county and state resources after layoff (take part at work or home).

## Job Search Websites and Resources

Job Search Website	Free Account	Apply Online	Upload Resume	Advanced Search	Professional Resources
WorkSource: <a href="https://seeker.worksourcewa.com/">https://seeker.worksourcewa.com/</a>	X	X	X	X	X
Linked In: <a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	X	X	X	X	X
Indeed: <a href="https://www.indeed.com/">https://www.indeed.com/</a>	X	X	X	X	
ZipRecruiter: <a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>	X	X	X		
Glassdoor: <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a>	X	X	X		X
SimplyHired <a href="https://www.simplyhired.com/">https://www.simplyhired.com/</a>	X	X	X		X
Monster: <a href="https://www.monster.com/">https://www.monster.com/</a>	X	X	X	X	X
CareerBuilder: <a href="https://www.careerbuilder.com/">https://www.careerbuilder.com/</a>	X	X	X		X
Craigslist: <a href="https://seattle.craigslist.org/">https://seattle.craigslist.org/</a>	X				
Snagajob: <a href="https://www.snagajob.com/">https://www.snagajob.com/</a>	X	X	X		
LinkUp: <a href="https://www.linkup.com/">https://www.linkup.com/</a>	X			X	X
The Muse: <a href="https://www.themuse.com/">https://www.themuse.com/</a>	X		X		X
Idealist: <a href="https://www.idealists.org/en/">https://www.idealists.org/en/</a>	X			X	
Dice: <a href="https://www.dice.com/">https://www.dice.com/</a>	X	X	X	X	X
College Recruiter: <a href="https://www.collegerecruiter.com/">https://www.collegerecruiter.com/</a>	X		X		X
HigherEdJobs: <a href="https://www.higheredjobs.com/">https://www.higheredjobs.com/</a>	X		X	X	X
Federal Jobs: <a href="https://www.usajobs.gov/">https://www.usajobs.gov/</a>	X	X	X	X	X
State of WA Jobs: <a href="https://www.careers.wa.gov">https://www.careers.wa.gov</a>					
Mediabistro: <a href="https://www.mediabistro.com/">https://www.mediabistro.com/</a>	X	X	X	X	X
Job Search by State: <a href="http://www.jobsearchusa.org/">www.jobsearchusa.org/</a>	X	X	X		

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