



DISTRICT 751 AERO MECHANIC

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Progression Correction Delivers \$144,000+

It pays to be union is more than just a slogan. 751-member Corey Brown received more than \$144,000 in back pay after our union, through Business Rep Rich McCabe, worked with Boeing to correct his work history – specifically his progression to maximum rate.

This incident highlights the importance of having all members review their work history to ensure their progression steps are accurately recorded. Contact your Union Steward or Union Business Rep if you believe there is a mistake.

In this particular case, Corey was going through a second six-year progression for the same 75506 tooling job. When a co-worker in Renton tooling had her progression corrected and received back pay, Corey decided to investigate if his was correct as well. He had questioned it previously but was told it was correct and didn't pursue the matter any farther.

Corey originally hired into Boeing in 1986 as a 75506 Toolmaker – the same job he holds today and the only job he has held in his years at Boeing. He was laid-off in 1999 after 13 years so he had long ago completed his progression increases

for that job and was at maximum pay. The layoffs went very deep in his job; so unfortunately, his recall rights expired before he was recalled. In 2012, he was rehired and his seniority reinstated thanks to Article 14.4. This clause states a member shall have his seniority reinstated if a member returns to the active payroll and the period of separation has not exceeded the amount of seniority at the time of layoff, plus seniority accumulated with recall rights.

After learning of Corey's situation, Rich forwarded the information to his contact at Boeing who confirmed the progression was incorrect. He should have been rehired at the current maximum rate.

"I was stunned when I opened my check and saw the back pay. I was glad to have our union because without our union, I might never have gotten this corrected," said Corey. "It makes me wonder how many others are in the same situation. This definitely shows the value of having union representation."

"Everyone should periodically check their work history and keep documentation when they change jobs,



Corey Brown (l) thanks Business Rep Rich McCabe and Union Steward Mike Trinchini for help in correcting his progression after Boeing mistakenly had him go through progression twice for the same job. The correction resulted in more than \$144,000 in back pay.

get laid-off or rehired so you have accurate dates and records. Everyone should make that effort in order to avoid a costly mistake," said Business Rep Rich McCabe, who helped Corey get his pay corrected. "I appreciate Boeing correcting this issue quickly and ensuring Corey received the back pay on his next check."

"Boeing is always very responsive when I request these audits," Rich added. "Any member who believes there is a mistake in their work history should bring it to the attention of their Steward. If the Steward thinks there is an issue, the Business Rep can request to have an audit performed."

Union Effort Protects Our Hourly Work

Thanks to determination and documentation from Union Steward Denise Strike and Business Rep Grace Holland hourly work performed by our 61003 Materials Management Specialists will remain in the hands of our IAM members in Everett.

Management decided to approve allowing salary folks to perform some of our work because of a claimed "capacity" issue.

When Denise learned of this, she immediately recognized it was an attempt to eliminate work from our bargaining unit. She launched an investigation and began to gather documentation, which she used to file a grievance. She engaged

Steward Bill Herrmann from HazMat to help document salaried employees performing our hourly work.

The issue arose from the "green team," which consisted of salaried employees and a few hourly members. The green team was functioning like an Employee Involvement team. They determined salaried employees would pick up recycling of waste material; however that work is specified as an hourly function in determining duties of our 61003 job description. The salaried employees also planned to send the material back to the supplier – again work that is traditionally an hourly function.

Denise relied on Article 1.3 of our

contract, which deals with jurisdictional claims, as well as documented past practice. Denise presented specific information on the salaried employees performing the work and included a copy of our hourly job description. She systematically worked through the chain of command getting denied by the first line supervisor, second and third level manager, before finally meeting with HR/Labor Relations to get an official ruling.

When all the facts were presented and reviewed, the work was indeed IAM work and will remain where it rightfully belongs.

"Denise did a great job of not only documenting this is our work, but moving the grievance up the ladder until it reached a level capable of resolving it," said Business Rep Grace Holland. "Members might not see the importance of protecting just one aspect or duty of our job, but it is important to preserve every job and ensure it remains in the hands of our members. During times of surplus, it could mean the difference between having a member on the payroll or having one of our members face layoff."

Union Prevents Unjust Discipline

Vacation in Lieu of Sick Leave Denial Reversed

The value of union membership was evident to 751-member Jesse Sutton, who was saved from receiving unjust discipline that could have resulted in termination, thanks to the actions of Union Stewards Gregg Lether and Matt Palicte. These two experienced Stewards knew specific contract language that applied to this particular situation.

When Jesse was called to a meeting he thought might result in discipline, he knew his rights and asked for a Union Steward. The issue in this case revolved around using vacation in lieu of sick leave to care for a child when sick leave is exhausted. Our contract is very clear in Section 8.4(b)(5) that vacation in lieu of sick leave is allowed to care for a child, spouse, parent, parent-in-law, or grandparent.

"Jesse had written down he wanted to use vacation in lieu of sick leave to take care of his kid, but the manager denied the request and it was noted in the record," said Gregg who represented Jesse in the meeting.

"In this case, management was wrong from the start and violated our

Continued on Page 5

Business Rep Grace Holland (r) thanks Union Steward Denise Strike for her documentation and persistence that ensured work remained in the hands of our members by utilizing our grievance procedure.



Union Advantage Is Clear

Government report confirms definite advantages to union membership

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Effective Advocate

Steward uses facts to stop unwarranted discipline

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REPORT FROM THE PRESIDENT

Unions Make Life Better for All Workers

By JON HOLDEN
IAM 751 District President



The advantage of union membership is clear and verifies there is indeed strength in numbers.

In July, the Department of Labor, Bureau of Labor Statistics published their annual report on employer benefits (see page 7). It's no surprise the report again confirms union workers secure better benefits, higher quality health care at less cost, and more paid time off. A separate study presents additional facts that union workers also earn higher wages – 25 percent more on average. These national reports are a good reminder of the value of union membership.

Just as important as better pay and benefits, union members gain important rights on the job. Perhaps the most important is the right to representation in any meeting you believe may result in discipline. On this front every day our Union Stewards serve as advocates to ensure our members do not face unjust discipline – there are two stories in this month's *AeroMechanic* on this topic. Our stewards ask questions and conduct their own investigation to ensure all the facts are presented and that policies are administered fairly and consistently. This benefit alone is priceless if you are suddenly facing unjust corrective action or need to file a grievance to dispute a contractual issue.

Like an insurance policy union membership protects you when you need it most. You don't decide to buy homeowners' insurance after you experience a house fire; you purchase it so that you are protected when you need it. The same proactive approach is true in Union representation; however, you receive the benefits of membership every day with protections against changes in working conditions, better pay and benefits, an infrastructure in place to ensure fair and consistent treatment, and an advocate that is always prepared to stand up for you, your co-workers and their families.

As our IAM flag states: Justice on the Job and Service to the Community. Our union is driven by these two principles.

The fact is whenever working people come together in a union, they make things better for all working Americans. Unions were instrumental in passing laws to end child labor, establish the eight-hour work day, protect workers' safety and health, create Social Security, pass the Family Medical Leave Act, establish unemployment insurance and

institute a minimum wage. Both union and non-union workers reap the benefits of these union efforts.

Unions help narrow the income gap that disadvantages women. The most current BLS study shows women in union jobs earn 30 percent more than their nonunion counterparts.

For more than 100 years, labor unions have served as the primary countervailing force to corporate power. When working people stand together with strength in numbers, amazing things happen.

Keep in mind these statistics and facts are well known by Corporate America. They know the advantages workers enjoy with union membership in the form of better wages and benefits and realize unions cut into their profits and bonuses by ensuring workers get their fair share. That is why Corporate America will spend millions to prevent workers from gaining the union advantage. Companies try to paint unions as a "middle man" who gets in the way of their relationship with employees – when the truth is unions ensure workers get a larger share of the profits they help to generate.

A recent Supreme Court decision (*Janus vs AFSCME*) is another good reason to talk about the many advantages of union membership, as well as the power of Corporate America.

In late June, the U.S. Supreme Court issued a decision in *Janus vs AFSCME*. The 5-4 decision delivered a victory to some of the wealthiest corporate interests in America in their attempt to diminish public employee union resources.

The *Janus* decision overruled the 1977 Supreme Court decision in *Abood v Detroit Board of Education*, which allowed public employee unions to collect "fair-share" fees from those who are covered under a

contract but choose not to be members of the union. The fees could only be used to help cover the cost of collective bargaining from which all workers benefit.

The *Abood* decision in 1977 that allowed fair-share fees was unanimous. Even Justice William Rehnquist, who was known for being conservative, concurred with that opinion – which highlights the extremist views of the conservative justices on today's court.

So five current Supreme Court justices overruled four decades of commonsense precedent, further rigging the economic rules to benefit powerful corporate interests at the expense of hardworking Americans. By doing away with fair-share fees for public employee unions, workers can now reap the benefits of union membership without ever having to pay for them; however, the union is still required to represent those non-members.

Keep in mind the *Janus* case was never about First Amendment issues or freedom for workers to choose, as its backers disingenuously claimed. It was always about weakening unions by reducing union resources. Right-wing millionaires like the Koch Brothers funneled millions of dollars into the organizations that brought this case to the Supreme Court to further cement their power over workers.

While this ruling impacts only public employees (firefighters, police officers, school teachers, etc), all workers should be concerned. When our allies are stripped of their resources, it makes those unions less effective in combatting attacks on workers. Who profits from that? Corporate America.

It's not hard to imagine the next target will be private sector unions. Again, their goal has nothing to do with rights for workers and everything to do with reaping higher profits.

Corporate special interests want to weaken all unions because unions are the last line of defense for working people against corporate greed.

So in this age of soaring corporate profits and obscene CEO pay and bonuses, be proud you are a union member that helps raise the standard of living for all workers. Unions make a difference on some of the most critical

issues facing our country today including pay equity for women, paid family leave, health care access and affordability, workplace safety and more. Union membership remains the best path for workers to obtain their fair share and improve conditions in the workplace.

One last fact to remember: Our union is not the elected leaders in the union hall or a third-party entity. The union is you, along with every member covered by a union contract.

Together, we are stronger and strength in numbers remains an undeniable fact – one that even Corporate America can't deny.

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

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Union Ensures Member's Son Has Dental Coverage

With help from our Health and Benefits Rep, one of our newer members is smiling wider – all the way to the dentist, now that her son has dental coverage.

The member hired into Boeing in February and filled out all the required forms for insurance coverage. As a single mom, she was careful to include her son as a dependent and believed he was covered on her medical, vision and dental insurance.

Several months later, when she and her son went to their dentist to have their teeth cleaned, she was surprised to learn she had dental coverage, but her son was not covered.

Initially, she contacted TotalAccess and was told that her son was covered for medical and vision, but not dental. She was stunned and asked how that was possible, as well as how to correct it so her son had dental coverage. Unfortunately, she got no answer on how to correct the situation or even how it had occurred. It was then she called our Union.

Health and Benefits Rep Les Mullen immediately began researching the

situation. He learned there was a glitch in the Boeing website online enrollment process. Members had to manually enter their dependents for each type of coverage and were never questioned if their dependents were only enrolled in one coverage and left off other insurance.

Les worked with his counterpart in Boeing Benefits to ensure this member's son was placed on her dental insurance. Just as important as fixing the issue for this member, changes were made to the online benefit enrollment website and process. Now if a dependent is enrolled on medical and you do not check the box to enroll the same dependent on dental, an alert will pop up during the enrollment process noting you did not elect coverage. This prompt is to help ensure all dependents get proper coverage and there are no surprises when members arrive at the doctor or dental office.

Our union, working with the company, hopefully has prevented a similar situation from happening to other new members when they are enrolling dependents.



Health & Benefits Rep Les Mullen ensured a member's son was covered on her dental insurance.

Our member was thrilled to have our Union act as her advocate and ensure her son had coverage to get his dental checkup covered at 100 percent. Both she and her son are smiling brighter thanks to our union.

751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild,
CWA #37082

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Nothing Was a Gift: Evolution of Our Vision Benefits at Boeing

This month we look at the evolution of vision care coverage at Boeing.

As we have stated before, nothing in our contract is a gift from the company. Everything is the result of members identifying an issue and standing together to achieve gains. Prior to 1977, there was no coverage for glasses or contact lenses in the IAM-Boeing contract

In recent negotiations, we have pushed for lasik surgery to be covered, but Boeing has resisted. Only through membership solidarity at contract time do we obtain improvements to our benefits.

History of Vision Benefits

- 1977**
First negotiated in contract. New vision benefit, allowed for one eye exam, two lenses and one set of frames during 24-month period. Coverage as follows: Eye exam \$20. Effective 1/1/78, Lenses: Single vision \$32, Bifocal \$50, Trifocal \$70, Lenticular \$100, Frames: \$30.
- 1980**
Eye exam benefit increased to \$28.
- 1983**
Changed to allow one pair of lenses every two years even if there was no prescription change. Previously, a change in prescription was required in order to obtain new lenses.
- 1986**
Changed to allow two sets of lenses and two sets of frames in a 24-month period. Coverage Improvements as follows: Eye exam \$45, Lenses: Single \$45, Bifocal \$75, Trifocal \$95, Lenticular \$140, Frames \$35, Contacts \$95.
- 1989**
Coverage improvements as follows: Eye exam \$50 Lenses: Single \$50, Bifocal \$80, Trifocal \$95, Lenticular \$155. Frames \$70 Contact Lenses \$105.
- 1992**
No changes.
- 1995**
One eye exam every calendar year.
- 2011 Contract Extension**
Benefit for frames increased to \$90. Contact lenses increased to \$120

New Member Seminar Educates on the Power of Unions



Above: At the Everett afternoon seminar, 27 new members spent 90 minutes learning about our union's history and the strength we have when we stand together.



Inset photo left: New members attending Seattle's morning seminar.

With around 100 new members being hired each week at Boeing, our Union has once again started offering an introduction to your union seminar.

This 90-minute seminar provides a brief overview of our union so our newest members understand that nothing in our contract was a gift and every provision was obtained through unity from the members who came before them.

Topics covered at the seminar include: Unions 101 for those who have never been part of a union; IAM

Union Structure; contractual benefits we have fought for over the years which include overtime, education benefits, health care, COLA, 401(k) and more.

Explanation of Weingarten Rights that guarantee members the right to representation in any meeting they believe may result in discipline.

How dues are calculated and why they are important, as well as the tremendous benefits of union membership are explained.

Members are given a brief summary of our seven

strikes, why they happened, the benefits preserved or gained as a result of these strikes and how membership unity has been key to every success.

Members are encouraged to get involved and participate at all levels of our union, including attending their local lodge meeting.

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

Supreme Court Decision Aims to Diminish Union Resources

In late June, the U.S. Supreme Court issued a ruling in Janus vs AFSCME directly intended to diminish public sector union resources. The 5-4 decision ruled that public sector unions cannot charge fees to employees who decline to join a union but are covered by its collective bargaining agreement.

This ruling overturned a unanimous Supreme Court decision from 1977 that allowed all public employee unions to collect fair-share fees from workers covered by their contract.

Corporate special interests spent hundreds of millions of dollars to win this case and further rig the economy against



working people. It is part of Corporate America's divide and conquer strategy.

There is no doubt this decision makes it more difficult for working people to exercise our freedom to stand together. That was the intent of the corporate billionaires all along. But unions across the country have stepped up their efforts to build and strengthen unions so more working people can negotiate a fair deal in return for their hard work. The AFL-CIO has launched an ad campaign – "America Needs Unions." And union members are stepping forward to tell their story.

The labor movement marches forward with a renewed commitment and vigor to stand together for all working people and continue to lead the fight for a balanced economy that gives everyone a fair shot at the American Dream.

America Needs Unions

Working people refuse to be divided by billionaire CEOs and corporate interests.

Unions are needed now more than ever.

#UNION



751 delegate Larry Brown gives a thumbs up to solidarity.

Union Strong is Theme of Convention

In July, union members from across our state gathered in Wenatchee for the 2018 Washington State Labor Council Constitutional Convention and left reinvigorated and determined to build a stronger labor movement.

Speaker after speaker discussed the attacks on unions, immigrants and working-class Americans, but vowed renewed energy and commitment in

standing together for strong unions.

Washington unions will continue to lead the fight for a balanced economy that ensures workers receive the wages and benefits deserving of the profits they generate for corporations.



751 delegates listen to AFL-CIO Secretary-Treasurer Liz Schuler who explained how working people can respond to the current challenges. Each of us needs to educate family and friends on the value and advantages of union membership every day.

UNION STRONG

#FreedomToJoin @WAAFLCIO

KAI Whidbey Vote IAM Union Yes!

Mechanics and technicians who maintain the U.S. Navy P-3 Orion submarine hunter planes at Whidbey Island Naval Air Station have voted to join the Machinists Union. A majority of the hourly workers at KAI at NAS Whidbey voted on July 10 to join District 751.

These workers had tried on their own to address issues with pay, TDY language, health and welfare, and working conditions without success. This group saw other workers improve their situation by voting for IAM Machinists Union representation.



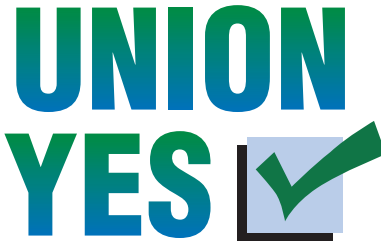
Workers who maintain the Navy's P-3 Orion submarine hunter at Whidbey Island Naval Air Station voted for IAM union representation in July.

Currently, the bargaining unit has around 40 members and is expected to grow up to 100.

The union held a meeting on July 24 with the group to discuss issues they want to see addressed in a collective bargaining agreement, complete surveys to prioritize issues and select members for their negotiating committee.

The KAI employees are part of a growing number of civilian contract workers at NAS Whidbey and JBLM to join the Machinists Union. District 751 now represents more than 450 defense workers employed by civilian contractors at NAS Whidbey, Joint Base Lewis-McChord and Fairchild Air Force Base.

"We're proud to have the mechanics and technicians as part of our union," said District 751 President Jon Holden. "They are specialists who do work that is essential to maintaining America's might, and they deserve the kind of pay and benefits that a union contract can bring."



Members at NAS Whidbey Approve New Agreement

District 751 members who work as simulator technicians maintaining P-3 Orion simulators at Whidbey Island Naval Air Station voted by a large margin to approve a three-year collective bargaining agreement on July 5.

"This collective bargaining agreement continues to recognize the important contributions our members make in support of the United States military," said IAM 751 Chief of Staff Richard Jackson, who led the union's negotiating team. "The overwhelming acceptance shows members appreciate having their wages, benefits and working conditions spelled out in a union contract that cannot be changed at the whim of the employer."

Under the terms of the agreement, which had only improvements, workers will receive:

- 3.5-percent general wage increase each year;
- Yearly increases in opt out cash payments for workers who don't use company-provided health benefits;
- Yearly increases to IAM National Pension Plan contributions;
- New Sunday premium pay of \$5 per hour for all hours worked on a Sunday effective August 1;
- New shift supervisor premium pay of \$.50 per hour effective 10/1/18 and increasing to \$1.00 an hour effective 10/1/19; and
- Employees who voluntarily resign after giving two weeks written notice, will now receive pay for any unused earned vacation.

This is the third collective bargaining agreement for these workers who joined District 751 in 2013. The first two contracts were with DRG.

When the contractor changed to LB&B Associates Inc., union representation provided stability and ensured our union could negotiate a collective bargaining agreement with the new employer. As a result, even though their employer changed, these members were able to build on previous contracts and secure only improvements in their new contract.

"All of our members at NAS Whidbey do work that's vitally important to America's national security," said IAM 751 President Jon Holden. "We are all proud to have them as part of our union."

District 751 represents more than 220 civilian workers at NAS Whidbey, employed by LB&B, PAE, Maytag, and iSystems.

First Contract Approved for Workers at Sasquatch Screen Printing & Embroidery

Recently, IAM members working at Sasquatch Screen Printing and Embroidery voted to approve their first collective bargaining agreement.

Workers had identified issues they wanted to address and overwhelmingly accepted the first contract as a good foundation to build for the future. Chief of Staff Richard Jackson and Business Rep Dena Bartman, along with Jeremy Noremburg from the unit, served on the bargaining committee.

- The three year agreement included:
- 75¢ an hour wage increase upon ratification
 - A 3.5% wage increase in 2019 and 2020
 - Defined workweek, report time benefit and overtime
 - Grievance procedure; no longer "at will" employees
 - Shop Lead/Lead Screen Tech

premium \$1/hour

- New hires receive 50¢ an hour wage increase after completing 60 days of employment
- Paid sick leave
- Paid jury duty up to two days per year.

Workers there voted for IAM union representation in March.



Above L to R: Sasquatch owner Darren Cook meets with IAM negotiators Jeremy Noremburg, Dena Bartman and Richard Jackson to bargain a first contract.



Left: Business Rep Dena Bartman stands with IAM members at Sasquatch after they approved a first contract.

Progress in First Contract Talks for Members at UTC

Since workers at UTC Aerospace Systems in Everett voted for IAM union representation in March, our union continues to work toward a first collective bargaining agreement.

After surveying the members, meeting to prioritize the issues, and crafting an initial proposal, union negotiators met on July 11 with UTC negotiators to present our initial proposal. Several days of bargaining delivered progress on several of the non-economic issues, as well as providing substantial

dialogue to define issues important to workers at UTC.

Serving on the IAM Union negotiating committee: Adrian Perez and Robert Neamtiu (members who work at UTC), as well as Chief of Staff Richard Jackson, Staff Attorney Spencer Thal, Business Rep Greg Campos, and Staff Support Suzan Merritt.

Due to the UTC negotiators' schedule, the next round of bargaining talks has been scheduled for early October.

During a break in the opening bargaining session union negotiators discuss the issues. L to R: Greg Campos, Spencer Thal, Richard Jackson, Robert Neamtiu, and Adrian Perez.



Accepting the Oath



District 751 President Jon Holden (l) administers the oath of office to District Vice President Paul Schubert. Per the District Bylaws, the Council nominated and elected Paul to fill the District Vice President vacancy after Jason Chan was appointed to a full-time organizing position.

LABOR HISTORY HAPPENINGS

August History

- August 2, 1918 – Ginger Goodwin General Strike, Vancouver, BC
- August 12, 1881 – Brotherhood of Carpenters
- August 14, 1935 – Social Security Act
- August 20, 1866 – US National Labor Union
- August 26, 1935 - UAW

Information taken from the PNLHA Labor History Calendar



Union Thwarts Unwarranted Discipline

One of the most valuable assets of union membership is the right to representation in any meeting, phone call or email that may result in discipline. Often times having an advocate to prevent unjust discipline is truly priceless.

IAM 751 member Fred Layton was thankful to have union representation when he suddenly found himself facing discipline for an action that had been approved by management.

Fred received an email from Boeing's Fact Finder team noting he worked more than 128 overtime hours in the quarter without receiving management approval and was facing possible corrective action. He was stunned since this wasn't true, and he was unaware of any investigation or attempt to verify the facts.

Part of the issue focused on Fred working overtime in his previous shop in Everett rather than in his current shop in Auburn. With nearly 30 years at Boeing, Fred was well aware of the Company policy that requires a manager's approval anytime a member works overtime outside of their shop. He had followed Company policy.

Once he received the email talking about discipline, he immediately knew to contact our union and asked Steward Tim O'Hara for assistance in fighting this corrective action that completely ignored the facts.

"Even though I had proof that I had followed their policy, they tried to intimidate me and thought I would simply accept the corrective action. Tim shut that down right away. It was nice to have our union there as my advocate," said Fred. "Not only did Tim stop the unjust discipline, he brought a copy of the BCA Attendance Standards and noted page 8 states 'assigned manager is responsible to ensure employee has not exceeded overtime standards' – further proof I had done nothing wrong."

Before responding to the Fact Finder team, Fred and Tim gathered the facts. Together they reviewed his ETS and saw he was at 142 hours for the quarter – recognizing that anything over 128 overtime hours requires management approval. Fred then printed out all his emails from his first line manager in Auburn, second level Auburn manager and the first line Everett manager – all three had approved his working the overtime.

Armed with the facts, Fred and Tim had a meeting with his manager to present their documentation. A few days later, Fred and Tim had a teleconference call with the Fact Finder and explained what had happened and forwarded their documentation. Seven weeks later, Fred was told by his manager he would not be receiving a CAM or verbal warning and was back on the overtime list.



751 member Fred Layton (center) thanks Union Steward Tim O'Hara (l) and Business Rep John Lopez for assistance that ensured he was not unjustly disciplined for an action management had approved.

"Fred has been a model employee for decades. I was not about to let him get railroaded into corrective action when he had followed company procedure," said Tim.

"It is important for members to keep and print out copies of their emails for any overtime, work assignment or other instructions from management. These are proof should the company later decide to attempt corrective action. Having them printed out makes it much easier for the

Steward to fight an unjust CAM," said Business Rep John Lopez. "I appreciate Tim being thorough and making sure Fred was not unjustly disciplined when every action had been approved by management."

Any member called into a meeting, receiving a phone call or an email they believe may result in discipline should always ask for a Union Steward before responding or attending the meeting. This is your federally protected right (see boxed story below).

Union Prevents Unjust Discipline

Continued from Page 1

contract in denying vacation in lieu. Therefore, denying vacation in lieu of sick leave could not be any part of progressive discipline since it would have been a covered absence," said Matt Palicte. "It is a small clause in our contract, but a very important one to be aware of and to know when managing the use of your time."

"Members should be aware when they can use vacation in lieu of sick leave and exercise that right to

cover their time," said Gregg.

"I found myself facing possible termination when I had benefits to cover the time, which was frustrating," said Jesse. "Gregg highlighted the language and explained it wasn't an option to deny vacation in lieu of sick leave to care for your child. He was aggressive, then followed up and made sure the CAM was removed. I appreciate having Gregg and Matt there as my advocates."

"I want to pass on my lessons to other members. If you feel you are unfairly disciplined, pursue it so it doesn't hurt you later," said Jesse.

Keep in mind in May of 2018 through union effects bargaining, vacation in lieu of sick leave was expanded for those under attendance discipline who were previously excluded from use for their personal illness.

Any member called into a meeting, receiving a phone call or an email they believe may result in discipline should always ask for a Union Steward before responding or attending the meeting. This is your federally protected right (see boxed story right).



Business Rep Spencer Burris (center) thanks Union Stewards Matt Palicte (l) and Gregg Lether (r) for ensuring a member could use vacation in lieu of sick leave to care for his child and preventing the member from receiving discipline. Above they look at the facts.

Leaders Administer the Oath of Office



Above: District 751 President Jon Holden (l) administers the oath of office to Local A Council Alternate Derek Gottschalk.

Left: Local C President Jim McKenzie administers the oath of office to Local C Audit Committee member Tim O'Hara.

It's My Right!

I know my rights, and I request my Union Steward be present at this meeting!

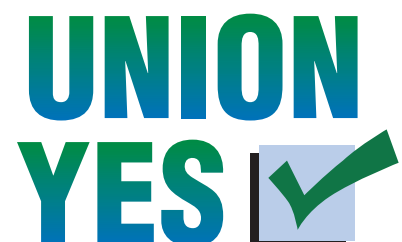
Members should have an "It's My Right" card handy so they can hand it to management or HR if they are called into a meeting that may result in discipline. Cards are available at all Union halls.

ALWAYS Ask for a Union Steward

Asking for a Union Steward in any meeting you believe may lead to discipline is one of the most important rights of a union member. This right applies to meetings with a manager, HR, security or other company representative. In addition, no matter how you are contacted by a manager, HR, fact finder or security – whether in person, on the phone or by email asking for a statement – your answer should always be the same: "I want a Union Steward!"

However, unlike Miranda rights, a member must ask to have a union steward. To help members, who may be nervous about the situation, our union has printed It's My Right Cards so members can simply hand management, HR or security the card to stop any such meeting until a union steward is present.

This is a federally-protected right for union members called Weingarten Rights (a reference to the 1975 U.S. Supreme Court Decision in NLRB vs. J. Weingarten, Inc.). Weingarten rights apply during investigatory interviews a worker believes may result in discipline.



SERVICE TO THE COMMUNITY

Machinists Volunteers Visible Throughout Our Communities

IAM 751 members continue to volunteer their time to help others in our communities.

If you would like to get involved in our projects, simply email kaym@iam751.org and ask to be put on the volunteer email list or check our District calendar at www.iam751.org.



Above: Adrian Camez, Levi Wilson and Mike Hill (not pictured) repaired a porch for a resident in Everett on July 10.



L to R: 751 volunteers who helped recently at the Recue Mission in Tacoma included George Braun, Rob Curran, Matt Hardy, Vennie Murphy, one of the mission cooks and Gary Perry.



Paul Schubert, Fred Harmon and Adrian Camez were among the 751 volunteers who helped hand out union information at the Snohomish County Labor Council booth at Mill Creek Festival in July.



Left: Adrian Camez and Derek Gottschalk helped with a recent Adopt-a-Road clean up project in Everett on Sunday, July 15.



Photo right: 751 retirees George Braun and Rob Curran helped prepare and serve meals at the Recue Mission in Tacoma on July 21.

Back to School Supply Drive in August

The Human Rights Committee is sponsoring a school supply drive through August 24, 2018 for Concord International Elementary School in Seattle. The items and quantity needed are very specific (see list below for ideas or check Union bulletin board for specifics). Cash donations are welcome and can be given at any 751 Union Hall. Make checks payable to: District 751 Charity Fund. Some of the items needed and quantity include:

2-pocket folders in purple, green, yellow (80 each); colored pencils 16 count (80 packs), wide ruled composition notebooks (160), 16-count crayons (80), 4-per pack erasers (80), file folders (80), wide ruled filler paper (160), glue bottles (80), glue sticks (160), 4-pack highlighters (80), all colors - EXPO brand markers (80), hand held pencil sharpeners (80), 4-pack 3 x 3 Post-It Notes (80), safety scissors (160), and more.

Boschok Appointed to Governor's New Women's Commission

On July 24, Gov. Jay Inslee announced the appointment of nine women to serve on Washington's new Women's Commission, which included 751 Retirement Club President Jackie Boschok.



Jackie Boschok was appointed to Governor's Women's Committee.

The Women's Commission was created in 2018 by HB 2759 to address issues relevant to the problems and needs of women, such as domestic violence, childcare and support, sexual discrimination and harassment in the workplace, equal compensation and job pathways in employment, and the specific needs of women of color.

"Jackie has been a tireless advocate for women her entire life, a strong female role model and leader, and continues to be active in her retirement - serving as President for both the 751 Retirement Club and Washington Alliance for Retired Americans. Jackie is passionate, tenacious and gives 100 plus percent to every task. Retirement didn't diminish her commitment to helping others," said District 751 President Jon Holden. "Jackie is always willing to speak up even when others are not and has made a difference with her leadership over many decades."

"It is long overdue to have a commission dedicated to improving the

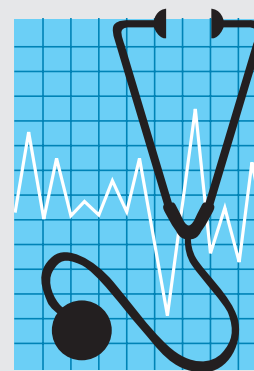
lives of women in Washington. As we look ahead to the Centennial celebration of women gaining the right to vote in our state, the commission's work is more important than ever," Inslee said. "The commission will be a valuable resource and provide recommendations and advice to my office, the Legislature and state agencies on issues important to all women."

The appointees were chosen by the governor with input from members of the state House and Senate and community stakeholders. Commissioners will serve three-year staggered terms. In addition to Jackie, the commission includes: Graciela Gomez Cowger (Schwabe, Williamson & Wyatt, Clark County), Tara Fairfield (Aging and Long Term Support Administration, Pierce County), Monica Holland (Unemployment Law Project, Spokane County), Grace Huang (Asian Pacific Institute on Gender-Based Violence, King County), Rituja Indapure (Costco, King County), Regina Malveaux (YWCA Spokane, Spokane County), Michelle Merriweather (Urban League of Metropolitan Seattle, Snohomish County), Dawn Rains (Treehouse, King County). Michelle Gonzalez was named commission director last month.

Health Screenings Optional with No Impact on Monthly Premiums

As Boeing again began offering on-site health screenings in July, this is a good time to remind our IAM members working at Boeing that the health screenings are completely voluntary.

While information from health screenings could be very beneficial for you and your doctor to discuss your personal care, health screenings have no impact on what IAM members will pay for medical contributions.



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. Look for more information on the health assessment in the September Aero Mechanic.

Labor History Drawing TV Winner

Business Rep André Trahan (r) presents Anthony Catalfamo and his wife, Alexes, with the 55 inch flat screen from the Labor History drawing at the Monroe Fairground. The TV played the history video at the fair.



Government Report Highlights Union Advantage

Union membership translates into more pay and benefits according to data from the Bureau of Labor Statistics.

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

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

In 2017, Union members earned on average more than 25 percent higher wages than their non-union counterparts, according to data from the Bureau of Labor Statistics.

The same report also showed that union membership in Washington State grew again in 2017 by 45,000 members. With an 18.8 percent membership rate, Washington rose to the third highest unionized state. Only New York (23.8) and Hawaii (21.3) had a higher percentage of their workforce unionized.

“This shows more people in our state are standing together and to exercise their rights provided under the law. Union members earn more money, which means they are better able to support their families – and the Main Street businesses in their communities,” said District 751 President Jon Holden.

According to the most-recent BLS data, median pay for union workers nationwide was \$1,041 a week in 2017. (Median means half of workers were paid more than that, and half were paid less.)

Median pay for non-union workers, by comparison, was \$829 a week last year.

The \$212 a week difference translates into a more than \$11,000 a year advantage.

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

The July report from the Bureau showed union workers also have better health care and paid leave benefits. The report showed:

- 94 percent of union workers are offered health care benefits at work, compared to 66 percent of non-union workers;

- 83 percent of union workers have paid sick leave, compared to only 70 percent of non-union workers (NOTE: this is a nationwide survey so while Washington

State has passed a paid sick leave law that went into effect in 2018, that is not reflected in the study this year);

- 89 percent of union workers have paid vacation compared to only 76 percent of non-union workers;

- 85 percent of union workers have life insurance benefits, compared to only 54 percent of non-union workers.

The quality of union benefit plans typically are better too. For example, the Bureau reported that companies on average paid 83 percent of the premium cost under union-negotiated family health care plans, while only paying 64 percent of the premium cost for family plans for non-union workers.

It is interesting to note this year’s federal survey was the first year there was no information on pension or retirement savings plans at work. Another area where union workers have traditionally had an advantage.

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

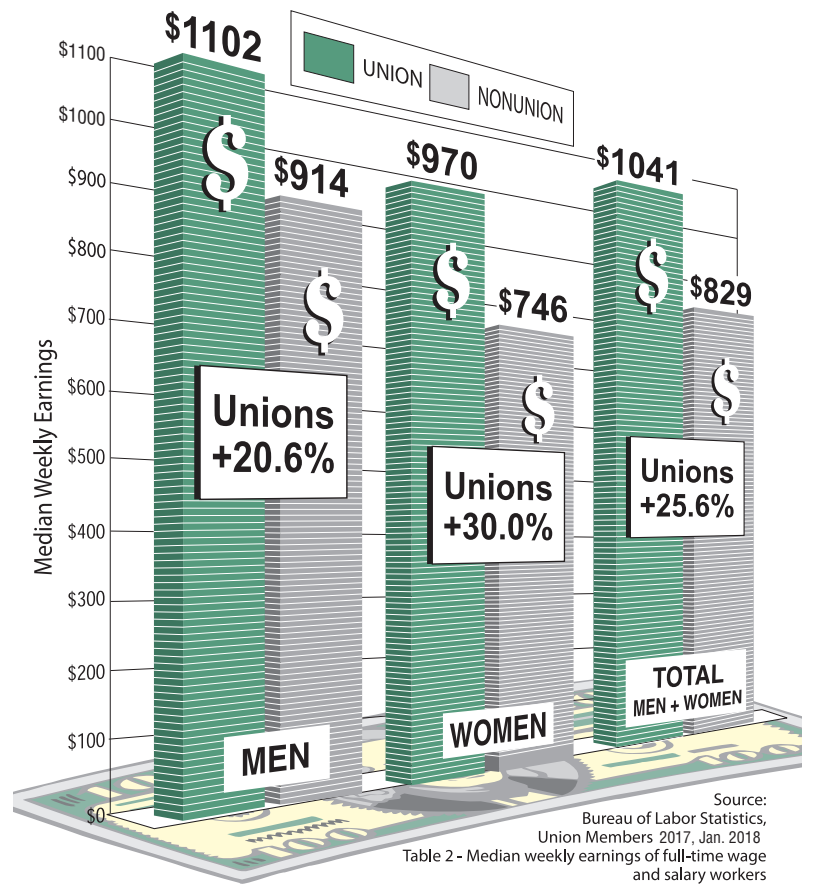
“Combined, the increased wages and lower health care employee costs are a significant difference, which is well worth the investment of annual union dues,” Holden said. “That means it’s easier to buy a car or a home, save for a child’s education, or take a family vacation. These are the basic components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

“All of us want the same things for our families,” Holden said. “We want to own our homes. We want our children to be healthy, and we want to save money for their educations. We want to retire with security and dignity.

“All these basic parts of the American Dream are more likely to become a reality for workers who have union contracts,” he continued. “That’s why we say it pays to be union.”

“The advantage – more than \$11,000 – makes a real difference in the lives of working Americans,” said

Weekly Earnings, Union vs. Nonunion



Holden. “Today’s economy is so out of balance with most economic gains going to the top, forming a union is the only way workers can stand together and demand better wages, working conditions and rights on the job. Who doesn’t want rights? Workers deserve their fair share.”

Our state with the third-highest percentage of workers belonging to unions at 18.8 percent helps raise the standard of living for everyone, Holden said. “Higher union density means employers have to do more to compete for workers, and that raises pay and benefits for non-union workers too, which injects even more dollars into our communities.”

Union vs. Nonunion Earnings, by Occupation

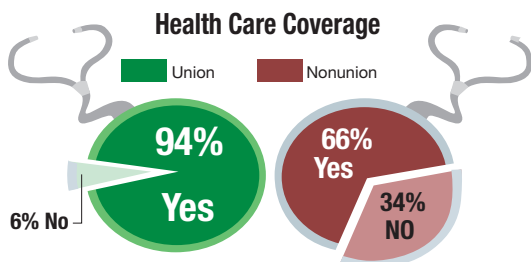
Full-time wage and salary workers’ median weekly earnings, 2017

In nearly every occupational category, union members earn more than nonunion workers. By comparing the wages of workers within occupational groups, the union difference is very clear.

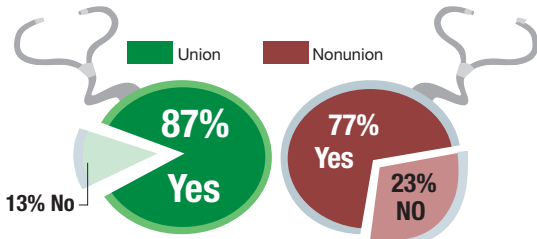
Occupation	Weekly Earnings Union	Weekly Earnings Nonunion	% increase
Protective service occupations	\$1,163	\$713	63.1%
Construction & extraction	\$1,136	\$734	54.8%
Service occupations	\$792	\$518	52.9%
Natural resources, construction & maintenance occupations	\$1,146	\$750	52.8%
Transportation & material moving	\$949	\$640	48.3%
Installation, maintenance & repair	\$1,187	\$822	44.4%
Production, transportation and material moving	\$922	\$662	39.3%
Production occupations	\$895	\$678	32.0%
Arts, design, entertainment, sports and media occupations	\$1,354	\$1,041	30.1%
Education, training and library	\$1,157	\$900	28.6%
Building & grounds cleaning and maintenance occupations	\$638	\$511	24.9%
Food preparation and serving related occupations	\$594	\$479	24.0%
Office and administrative support	\$834	\$688	21.2%
Personal care and service	\$624	\$516	20.9%
Community and social services	\$1,035	\$866	19.5%
Sales & office occupations	\$829	\$710	16.8%
Health care practitioner and technical occupations	\$1,244	\$1,103	12.8%
Health care support	\$577	\$539	7.1%

Union vs. Nonunion Benefits

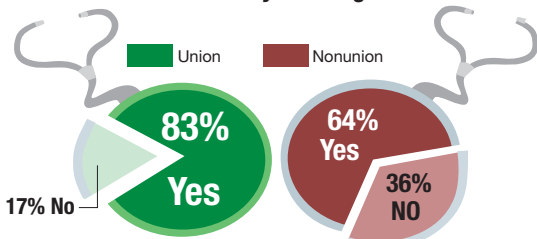
Health Care, Paid Leave & Life Insurance Benefits



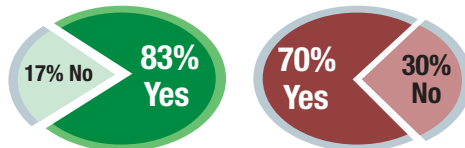
Employer Share of Health Premium for Single Employee Coverage



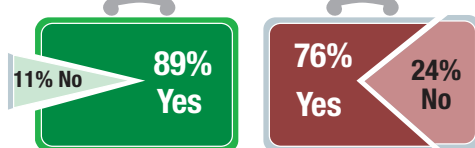
Employer Share of Health Premium for Family Coverage



Sick Leave



Vacation



Paid Holiday



Life Insurance Access



Source: Bureau of Labor Statistics, Employee Benefits in Private Industry, March 2017

DRIVING THE GREEN FOR GUIDE DOGS

Thirty-five teams converged on Willows Run on July 22 to chip in for Guide Dogs at the annual Guide Dogs of America golf tournament. The tournament delivered more than \$23,000 for this worthwhile charity.

Golfers got to see two guide dogs in action with Beth Roff and her dog Emmett and Elizabeth René and her dog, Scottie. Yvonne Martin, Director of Programs for GDA, also attended with Koko, a guide dog in training and spoke to the golfers.

A shotgun start and best ball format kept the tournament competitive with one stroke separating the top teams.

Long drive women went to Mary Hopwood and long drive men went to Ben Baker. Closest to the pin went to Skye Bryand, Edgar dela Torre Sr, Andy Schier, and Andrew Friend.

Thanks to Lori Dorsey and Mark Clark for organizing the event and to all the volunteers who helped with set up and various competitions throughout the day.



Elizabeth René with her Guide Dog Scottie explained how GDA changed her life every day.



Tim Gibson lines up his shot.



Taking first place with an impressive 56 score: L to R: Tyler Erickson, Ben Baker, Mark Cotter, Rob Larson.



Individual winners for long drive and closest to the pin: L to R: Mary Hopwood, Skye Bryand, Jeff Grim, Edgar dela Torre Sr, Andy Schier, Ben Baker, and Andrew Friend.



Charles Robinson drives to the green.

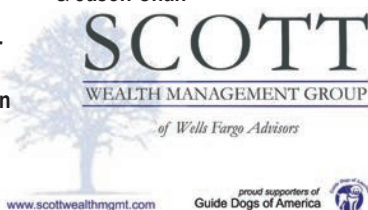


Above: Second place went to a team of retirees: L to R: Phil Wolff, Dan Miller, Dan Boggs and Colin Williamson.

Third place went to the team of Peter Umbach, Mike Umbach, Carl Reiner and Brad Moore (not pictured), who regularly have finished in the top three at the tournament and enjoy supporting Guide Dogs of America.

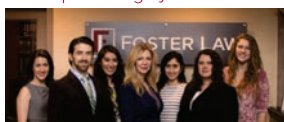
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- Howard Carlson
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- Brett Coty
- Andrew Dennis
- Robley Evans
- Mike Hill
- Connie Kelliher
- John Lopez Jr
- Garth Luark
- Rich McCabe
- Les Mullen
- Terri Myette
- Andrew Schier
- Chris Schorr
- Rod Sigvartson
- Spencer Thal
- Dan Swank
- Stosh Tomala
- André Trahan
- Paul Veltkamp
- Tommy Wilson
- Wilson 'Fergie' Ferguson
- Dena Bartman & Grace Holland
- Jason Redrup & Bill Whitley
- Mary Hopwood & Mike Wise
- Jesse Cote, Loren Guzzone & Jason Chan



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Joe Caruso takes aim for a birdie.



751 Retiree Bob Torres sinks a putt as John Rice and Al Bello watch.

Guide Dogs Fundraisers: Summer Fun for a Great Cause

Our union will once again host a series of fundraising events to support Guide Dogs of America.

Shoes for Puppies Horseshoe Tournament - Aug. 11

The 15th annual Shoes for Puppies Horseshoe Tournament will return to Maple Valley on Saturday, August 11. The tournament, which is sponsored by Local E, will start at noon Aug. 11 at the Red Dog Saloon, 18605 Renton-Maple Valley Rd. SE.



The cost is \$50 per player. Entry forms are available at all IAM 751 union halls around Puget Sound. Pit sponsorships are also available for \$50.

Pacific Raceways Aug. 16-19

District 751 is teaming up once again with Pacific Raceways for our annual joint charity fundraising event.

Our union is selling \$5 tickets for drag racing Aug. 16-19 at the track, which is at 31001 144th Ave. SE in Kent. Tickets are on sale at all IAM 751 union halls around Puget Sound. They are good for entry on any one day of the event. Children under 6 are free.

Racing starts at 9 a.m. all three days and will feature racing in the Lucas Oil Regional Drag Race Series, featuring Top Alcohol, Screamin' Eagle Harley

Davidson Series, and Sportsman Classes. All proceeds from ticket sales will go to benefit Guide Dogs of America.

Local A Car Show - Aug. 18 Special Guest Otis Sistrunk

The Bill Baker Memorial Steel & Wheel SuperShow is coming to Everett again this year. Local A's annual show for classic cars, hot rods and custom motorcycles will be from 10 a.m. to 3 p.m. Saturday, August 18 at the 751 Everett Union Hall, 8729 Airport Road.

Along with displays of custom cars and cycles, there will be food, drawings and music. **This year offers a special treat for any Oakland Raider fans: 1977 Superbowl Champ Otis Sistrunk will be in attendance.**

Check-in for exhibitors is 8 to 9:30 a.m. Registration is \$25 on the day of the event or \$20 in advance.

Registration forms are available at all 751 union halls or on the virtual board on our website at www.iam751.org.



Karting Challenge and Puppy Putt Motorcycle Show - Sept. 8

This year we will have two charity events for Guide Dogs of America on Sept. 8 at a shared location – the Puppy Putt Motorcycle Show at noon and the Karting Challenge race 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 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/\$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 Saturday, 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 per person for the 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 car.

For registration information, contact Charles Cesmat 206-930-2450 (charlescesmat@gmail.com), Trevor Riddle 206-779-3506 (trevor.riddle24@gmail.com) or Dominic Patton 206-999-4561 (dom.k.patton@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, 2018 at the Puppy Putt event. You need not be present to win the motorcycle.

RETIREMENT NEWS

751 Retirement Club Business Meeting Minutes July

The meeting was called to order on July 8th by President Jackie Boschok. She led the club in the flag salute and God Bless America. T.J. Seibert led the Lord's Prayer.

Roll Call: All officers were present.

Minutes: The June meeting minutes were approved.

Executive Board: no action

Financial Report: Tom Lux gave the report for the month of June. The Financial Report was M/S/P.

Legislative Report: Carl Schwartz spoke about the upcoming state primary election. Ballots must be returned by August 7. Check the recommendations of our union noted in the July *Aero Mechanic*.

Medical insurance premiums are expected to go up in 2019. This is due to the Republican Congress repealing the mandate to pay for insurance or pay a penalty.

The Supreme Court has ruled in favor of worker "free riders." After the high court sided with Mark Janus in the Janus vs AFSCME decision, public-sector workers will no longer be required to contribute to their unions. As a result, unions must pay the expenses involved in representing all workers in the bargaining unit, but some can reap the benefits without having to pay for it, which will weaken unions and their bargaining position by stripping vital resources – hurting all workers.

RETIRED CLUB OFFICERS

President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	(vacant)	
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Vennie Murphy	253-985-0951
Trustees:	Michael Keller	206-723-4973
	Jim Hutchins	206-369-2309
	T.J. Seibert	206-909-4870

Union Office: (1-800-763-1301) or 206-763-1300



L to R: Calvin Doss and Jerry Seidel celebrated July birthdays. Helen and John Mah, Vennie Murphy (and his wife Pam) celebrated July anniversaries. Fred Smith also had a July birthday.

Last year we passed a resolution to protect the existing benefits for Social Security, Medicare and Medicaid. It is still relevant and copies are available on the front table if you would like one.

Health and Benefits: Vice President Helen Lowe read the deceased list: **Local A:** Bernard Allen, Romeo Allen, Alec Almquist, Alva Bowen, Robert E. Casey III, Dale Holliday, Carol McCausland, Herman Vergara. **Local C:** Craig Cole, Lex Eoff, Robert Fagerlie, George Francis, Douglas Garman, Trent Jackson, Jerzy Kasiniak, Norman Leader, John Nease, Lars Sundt, Dennis Susdorf, Harold Tarpenning. **Local E:** Lowell Jenkins. **Local F:** Clarissa Beireis, Robert Byrd, Paul. Ilson, Elizabeth Sandberg, Albert W. Smith. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Audit Report: Mike Keller reported the trustees did an audit and found one typographical error which was fixed and everything else was in order. M/S/P

Good & Welfare: Ron

McGaha spoke about the recent news about the World Health Organization recommending that women breast feed. The United States delegation wanted to water down the resolution in a bid to protect the interests of infant formula manufacturers. Jackie noted it shows whose interests the U.S. delegation are protecting.

Presidents Report: President Boschok spoke about the summer retiree potluck on Monday, August 13. Volunteers are needed to set up. If you can help, come early. We are working to put together a brochure to hand out at the picnic to let retirees know more about the Retirement Club activities and encourage participation.

She also spoke about the Diablo Lake tour on Thursday, August 23 and said there is still room on the boat if you would like to sign up. Cost is \$40 per person for

those 65 or older. Contact Jackie

jackieboschok@hotmail.com to reserve your spot. Transportation will be provided in the union van from the Seattle Hall leaving at 7 a.m.

She also discussed other events taking place at the union such as the Toiletry Drive and the special Wild Waves private discounted event for union members and their families on Sunday, September 9.

New Business: None

Unfinished Business: None

May Birthdays & Anniversaries: Calvin Doss, Jerry Seidl, and Fred W. Smith celebrated their birthdays. John and Helen Mah and Vennie and Pam Murphy celebrated their anniversary. The club sang happy birthday to them.

The Fred Meyer gift card was won by Wayne Abay.

Meeting adjourned at 11:25 a.m.

Retirement Club Day Trip Diablo Lake Lunch Cruise Thursday, August 23 - Reserve Your Spot

The 751 Retirement Club is organizing a day trip to the popular Diablo Lake & lunch tour. Cost is \$40 per person for those 65 and older; \$42 for adults. Children under 12 cost \$21. We have reserved 35 seats on the boat. Lunch is included.

Transportation to the North Cascades Highway destination will be provided in the union van leaving at 7 a.m. Meet at the Seattle Union Hall for a continental breakfast at 6:30 a.m. We expect to return between 5:30 and 6 p.m. The tour is not wheelchair accessible.

As you cruise glacier-fed Diablo Lake, you will learn about the surrounding wildlife habitat and enjoy views of snow-clad mountain peaks, islands and waterfalls. Experience parts of the lake that are typically hidden from view when



The Diablo Lake Lunch Tour provides beautiful scenery while learning the area's history.

traveling by highway or hiking trails. Reserve your spot today by contacting Jackie Boschok at 206-890-1009 or jackieboschok@hotmail.com.

Retirement Club Bus Trips to Area Casinos

Nearly every month our 751 Retirement Club lines up free bus transportation to an area casino for a fun day trip for our retirees. In July, the group traveled to the Lucky Eagle Casino in Rochester.

The bus leaves from the Seattle Union hall at 9 a.m. The day trips are usually the third Wednesday of the month, but could change depending on the casino selected and their bus availability.

If you would like to join retirees for one of these day trips, please call Betty Hutchins to reserve your spot at 206-722-5331 (leave a message as this is a land line). August 15 trip will be to the Emerald Queen Casino and Sept. 19 will be to the Red Wind Casino in Olympia. Reserve your spot early.



In July, retirees and their guests enjoyed a day trip to Lucky Eagle Casino in Rochester on the casino's courtesy bus. To get on the list for these casino day trips, call Betty at 206-722-5331 and leave a message (note this is a land line).

751 Retirement Club Summer Potluck Lunch - Aug. 13 at Seattle Union Hall

Mark your calendars for the annual Retirement Club Summer Potluck Lunch, which will be held on Monday, August 13 at 11 a.m. at the Seattle Union Hall (9135 15th Pl. S.). This will be a potluck lunch and District 751 staff and reps will provide the chicken. So, make your favorite dish and plan to be there. There will be lawn games, a free raffle and lots of fun. Grandchildren welcome!

RETIREES

Congratulations to these members who have retired from the Union.

Gary Anttila	Thomas George	John O'Connell
Randall Barnes	Rodney Goe	Grady Olson
Michael Beck	Joseph Gordon	Jonathan Otero
Bruce Bishop	Roger Gray	Robert Overgaard Jr
Don Braun	Anthony Hamilton	Nelson Paynter
Mark Brewer	Gary Harlan	John Reed
Robert Brown	Cheryl Harris	Eric Reighard
Dale Burlingame	Wayne Haugen	Richard Relph
Eugene Cahoon Jr	Lloyd Henney	David Rider
William Campbell	Jess Hixson	Robert Roberts
Casey Canale	Richard Huxford	Michael Ruhoff
Samuel Carrieri	Rondin Johnson	Kevin Sand
Thomas Chalcraft	Linda Jost	Anthony Schmidt
Joel Clark	Jennifer Kaffenberger	Daniloram Serrano
Daniel Clayton	David Kaiser	James Shaver
Bruce Clifford	Alex Karooiannis	Martin Shepard
Dan Coons	Michael Kearney	Raymond Shipley
Daniel Corpuz	David Koshelnik	David Sigmon
Ralph Crockett	Kevin Kozlowski	Connie Smith
Joseph Dahlen	Ivan Lebinac	Victor Stevens
Michael Davis	Larry Llewellyn	Greg Stewart
Michael Dawson	Lawrence Lorenz	Robert Sweeney
Randy Dedmon	Michael Lucas	Bret Tecca
Erlinda De Leon	James Martin	Herman Tellis
David Dethman	James Martin	Kevin Tellvik
John Dyas	William McCarthy	Edward Titch
Karen Eberlein	Michael McCreary	Debra Triplett
Michelle Eldredge	Mark McKay	Thuan Vu
Serey En	Christina McWade	Alistair Walls
Duane Feller	James Miniken	Robert Warren
Gordon Finch	William Minerich	Diane Weber
Steven Fitzgerald	Gary Mount	Mark Whitley
Allan Foster	Jay Neal	Gary Zeller
Kevin Fulkerson	James Nelson	David Zimmerman

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FLY FISH WITH A GUIDE for trout this summer in Montana or red fish in Louisiana in the fall/winter months. 425-327-9343 or www.allwateranglers.com

HEALTHY MIND, BODY, FAMILY, SOCIETY & FINANCES. Part or full time, your choice. Call me for details. Entrepreneurs welcome. Call Jerry 253-389-8384

MAPLE POINT AFH in Bonney Lake has private pay openings specializing in dementia and mental health deficiency. Free call 253-447-8306 to schedule a tour.

Plan your vacation now around a GUIDED FLY FISHING TRIP FOR TROUT in Montana or Red Fish in Louisiana. Call All Water Anglers at 425-327-9343 or www.allwateranglers.com

DLP LAWN SERVICE. Landscaping and yard maintenance. Serving Maple Valley, Covington, Kent, Auburn and Black Diamond. Give me a call DLP Lawn Service. Lee 206-484-9746

JIM'S CUSTOM ROTOTILLING serving Marysville, Arlington, Stanwood. Large area tilling, blackberry removal, etc. email to jcrotogetz@yahoo.com. 425-971-4764

You want the best NUTRITIONAL SUPPLEMENTATION you can get. No competitor has a more trusted name in the industry than SHAKLEE. Call Joe at 206-819-7924.

Retired or not. If you are interested in BETTER HEALTH AND WEALTH, give me a call. If not then don't call me. Thanks, Jerry. 253-389-8384 or 253-208-5530

FUNPIX - Seattle's Premium Fun Photo Station! We do all business and special events. We're not your typical photo booth. Check us out at www.funpixnw.com or Facebook. 1-800-768-0617

WANT A FUSSY HOUSE KEEPER? Call Barbara at Beefussy House Keeping in the late afternoon. Works mornings and early afternoon. 206-909-2196

NEED A REAL ESTATE AGENT? I would be honored to help you buy/sell a home. I'm passionate and dedicated to helping people with their real estate needs. Jamie Hanson, Person Real Estate Group. Cell 253-332-3816 (call or text) JamieHansonHomes@gmail.com

FOR GOOD VAN MOUNTED CARPET CLEANING in South Puget Sound area please call or text 253-535-2433. Licensed, bonded and insured.

READY FOR A NEW CAREER AFTER RETIREMENT? Unable to advance in current job? Get your FCC commercial radio licenses. GROL, Radar, GMDSS, military MOS + marine. Call Mark at 513-604-4054

FURNITURE & APPLIANCES

BEAUTIFUL EASTLAKE 1900 OAK ANTIQUE ICE BOX. Ornate brass hardware. Tall with wheels for easy moving. White interior with rack. Show stopper. \$1,900 cash only. 425-213-0016

CHEST FREEZER Frigidaire 425-822-1393

REC VEHICLES

WINDOW COVERS for CLASS C MOTORHOME 1 piece cover for front and side windows, side window covers have screens that roll up for air flow. \$50. Sold the motorhome. 425-931-1897

BLUE OX ALPA 6500 telescoping tow bar, Model BX7365, includes cover and two safety chains. Used 5 times. Sold the motor home. Easiest tow bar to hook and unhook. \$345. 425-931-1897

AD RULES

Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

Deadline For Next Issue Aug. 16

TWO 3 SPEED BICYCLE one for men and one for women's, \$45 each. 253-863-8370

RV i 2 wireless tow vehicle auxiliary braking system. Sets up in 2-4 minutes. Box and instructions included. Sold the motor home. Used 5 times. \$600. 425-931-1897

HOUSING

GORGEOUS GLENDALE, ARIZONA VACATION RENTAL near Mariners' spring training. Pool, 4 bedroom, 2.5 bath, sleeps 8, fully equipped, great location. Boeing employees 10% discount. 206-679-5614

DOUBLEWIDE MODULAR HOME - 2 bedroom, 2 bath, in 55+ park in Auburn. Asking \$65,500 and is bank financeable. For information call Erin McNulty 4UR Realty at 253-286-9755

VIEW HOME, 4 bedroom, 3 bath, full basement, attached 4 car garages, 3600 sq. ft. 4 acres. Culbertson, MT plus 30x40 shop. \$395,000. Opt. on 10 more acres attached. 406-787-5242 or 406-790-0383

10 MINUTES TO RENTON BOEING for rent. Small 2 bdrm, one bath house. Rural setting. \$1,200/mo. No Pets. 425-277-6382

TURN KEY HOME in Lake Stevens 3 bedroom, 1 1/2 bath, attached shop with hot/cold water, 1456 sq. ft., hot tub, remodeled, zoned business district, approximately .25 acre., \$350,000 Barbara/David 425-422-9927

RETIRING? Extremely nice, SPACIOUS SOLAR HOME IN YUMA, AZ. Very well kept, 2 bedroom, 2 bath, 1 car garage, 1352 sq. ft. Asking \$129,000. Contact Robert Hartman, Century 21, Yuma. 928-785-7942 or 928-345-3020

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaalicoove.com. Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 30 days. 10% discount to Boeing employees. \$2850-3500/month. Amenities include designated parking, DSL for Wi-Fi, pool, Jacuzzi and much more. 206-459-3444

MISCELLANEOUS

PFAFF POWERQUILTER 16.0. Works great. BabyLock bobbin winder comes with it. Used 4 times, like new. \$4,000 firm, cash. 253-307-1712

X-BOX 360 KINECT Special Edition 250 GB H/D. 47 games including Cabelas' Dangerous Hunts. Multiple wired and wireless headsets and controllers. \$130. 360-805-2966

SOFT TOP for Jeep Wrangler. New in box. \$300. 425-226-0431

GARAGE DOORS REPAIRED OR REPLACED. South of Olympia, located at 2100 N. National Ave, Yard Birds Mall space #105. Parts & tools also. Open Sat & Sun. 360-264-6319, 253-569-9532 or 253-261-4933

YOUNG BOY'S APPAREL new and used boots, jackets, shirts, etc. Many games and toys. Both rarely used. Call for information. 360-805-2966

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

LEATHER CRAFT: punches, edger's, over 200 stamping tools, "Tandy brand" craft aids, brushes, lacing, patterns, etc. too much to mention. 60 years of leather work. 425-271-8751

10 HRS Troybuilt rototiller \$300. 10" DeWalt radial arm saw \$100. 12 airless paint sprayer \$50. 253-833-6436

TOOLS AND MORE: Table saw, router, tile cutter, Coleman camp stove, gas fireplace vent-less, Frigidaire chest freezer, men's scuba and snow ski gear, plants. 425-822-1393

TRAINING FOR STUDENT PILOTS. Ground school for private commercial, ATP. FAA certified AGI flexible schedule. Weekend ok. All day. 310-626-3520 nicasioarturo@yahoo.com

NEED AN AWNING COVER for your wood deck, concrete patio, carport for your car or truck, front or back porches? Call Awning Buildings 206-250-7139

ANTIQUES & COLLECTIBLES - Yard Birds in Chehalis #105. Dishes, vases, stamps, jewelry. Open Sat & Sun 253-735-1832 or 253-569-4532

HOUSE PLANTS: rooted plants & planted ones \$3 to \$5 medium & large & ones. Dieffenbachia rooted & planted (dumb cane), spider plants, crown of thorns, African milk tree, ivies, split leaf rhododendron (two large), peperomia starts, planted green - nice plants - will have purple heart. 253-852-6809

IRC RETIREES meet for breakfast on the 2nd Wednesday of each month at 10 a.m. at The Stump restaurant in Arlington. Come and join us.

RETIREES WHO WORKED AT KSC N/C Machine Shop 18-62 Bldg. Join us for breakfast once a month at Emerald Downs Cafe. For more info: contact clintbonnie@hotmail.com

CLEAN PLASTIC CONTAINERS 20 oz-80 oz. peanut butter ones .25 each, metal coffee cans, clean with lids .25, plastic ice cream buckets and lids, clean. .25 each 253-852-6809

RECORD ALBUMS LAYING AROUND? I will buy them! Rock and roll, blues, funk, metal, jazz, obscure. Those genres wanted. Fair price for good stuff. 206-861-6557

CHILDCARE AVAILABLE IN MARYSVILLE Building Blocks Daycare and Pre-school. Educating the next generation. I have 15 plus years' experience and love watching children learn and grow. 425-244-0230

WANT TO LIVE CHEMICAL FREE and get healthier? 90-95% of cancers are caused by environment. Try the best essential oils on earth! Details at YLessentials4u@gmail.com

PRE-1960 BASEBALL CARDS - Retired member wants to buy pre-1960 baseball cards. 206-954-3039

PROPERTY

EVERGREEN FUNERAL HOME & CEMETARY selling double niche for \$7,000. Does not include open/closing or services. Call Don at 425-446-1294

BURIAL GRAVE SITES available in Poulsbo First Lutheran Church Cemetery. Call for discounted price. Private party. 360-275-4872 or 360-801-1518

BURIAL PLOT NEW TACOMA CEMETARY, University Place, WA 98467. Evergreen Garden. Asking \$2,500. 253-229-1314

GREENWOOD MEMORIAL PARK, Renton. I have 4 plots side by side in the Azalea Garden and 1 double headstone for sale. \$1,500 less than retail price on each plot. Great location and beautiful cemetery. Will negotiate the price of the headstone. Call to find out the price. 253-852-6809

SPORTING GOODS

TAURUS PT 99 AF 9 MM PARA PISTOL \$180. 360-805-2966

Collectible WWII US REMINGTON MODEL 03-A3 rifle \$1,200 call 360-805-2966

MEN'S SCUBA and SNOW SKI GEAR. 425-822-1393

VEHICLES

1997 CHRYSLER SEBRING CONVERTIBLE runs great, looks nice, V6 automatic, fun in the sun. \$3,500. 360-893-6357

1968 MERCURY COUGAR, 2door, Calypso Coral paint, black vinyl top and black interior. 289 engine. 253-941-1322

1984 GRAND MARQUI mint shape, mileage 32,571 \$5,000 OBO call 253-863-8372

1969 ROLLS ROYCE SILVER SHADOW, LH drive, 56,000 original miles, wood excellent, beautiful condition. Call for details \$21,500. 425-823-6319

1984 FORD RANGER Short Box, no rust anywhere. It has a 351 Cleveland swap with a C-6 Trans and an 8.8 rear end with 3.73 gears. It also has an Edelbrock intake. \$2,500. 360-563-2422

1984 DODGE RAM CHARGER runs great, looks good, very stout 318 V8 automatic \$2,500. 360-893-6357

1999 TOYOTA TACOMA extended cab pickup, clean, low miles, manual trans., Linex bed liner, good tires, heavy duty floor mats, trailer hitch. \$6,500. 253-472-2032

1982 FLEETWOOD BROUGHAM CADDILLAC, black leather and black exterior (newly painted) 15,000 original miles - 350 motor. Always garaged in excellent condition. 360-652-3650

SOFT TOP for Jeep Wrangler. New in box. \$300. 425-226-0431

1999 DODGE DIESEL extra cab, 2 wheel drive, 270,000 miles. \$8,900 call 253-709-5516.

- Circle One:** ANIMALS
- ELECTRONICS & ENTERTAINMENT**
- PROPERTY**
- BOATS**
- FURNITURE & APPLIANCES**
- RECREATIONAL MEMBERSHIP**
- TOOLS**
- RECREATIONAL VEHICLES**
- SPORTING GOODS**
- HOUSING**
- MISCELLANEOUS**
- VEHICLES**
- AUTO PARTS & ACCESSORIES**
- COTTAGE INDUSTRIES**

Ad (25 word limit. Please print).

Phone (or Address)

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

Name _____ Clock Number _____

Address _____ Shop Number _____

Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is Aug. 16th!

FINANCIAL \$ENSE: Gather All Your Assets

Investment planning is like doing a jigsaw puzzle except the pieces don't always come in one box—often you have to gather them from a variety of sources. When putting an investment plan together, you have to combine information on assets, debt, insurance, and more to form the full picture of your financial life.

However, people often forget about or lose some of their investment planning puzzle pieces, and then the picture is never really complete. It's one reason why many people don't have a complete picture of their financial life, says Elizabeth "Liz" Bartley, Sales Advisory Consultant at Wells Fargo Advisors.

Why the full picture really matters

"From an investment standpoint, you don't really have a good gauge of how much risk you could potentially be taking," if you aren't looking at all of your holdings in conjunction with each other, Bartley says. It's not just investments. Loans, including any student loans, business loans, or mortgages, may impact your overall plan, too.

Without this full picture, individuals and their financial advisors end up doing their investment planning based on what amounts to faulty information. And that can result in a risk profile or asset mix that doesn't represent your desires or needs.

This is especially common among people who have assets spread across numerous financial institutions—you may have several 401(k) accounts from different jobs maintained at a variety of institutions, some online investments in another place, and your primary portfolio you maintain with your financial advisor.

"Understanding how much debt you have versus assets is a starting point for making improvements and creating more wealth over time," Bartley adds.

Putting the pieces together

So how do you collect everything you need? Financial advisors often start with a checklist of important information, Bartley says. Even when most of your assets are with a single company, there's still information to gather from other sources.

Ask your financial advisor to keep

copies of this information, which can function as a backup for your records. That's especially valuable, Bartley says, in case anything happens to you.

Your complete financial picture may include:

- Investment accounts with other institutions. This could include qualified employer-sponsored retirement plans (QRPs), such as a 401(k), 403(b), or governmental 457(b), still at previous employers, and IRAs.
- Checking and savings accounts.
- Assets you own, such as your primary residence, a second home, rental property, and valuables—antiques, jewelry, or an art collection.
- Debts, including your mortgage, credit card balances, and other loans and lines of credit.
- Other investment vehicles, such as long-term care insurance, annuities, and life insurance policies.
- Trust funds.
- Rental income or other earnings beyond your primary source of income.
- Social Security statements.

SCOTT

WEALTH MANAGEMENT GROUP

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Wild Waves Private Event Discounted Tickets for You & Your Family

Join other IAM District 751 union members for a discounted day of solidarity and fun at Wild Waves Theme Park on Sunday, Sept. 9 from 10:30 a.m. to 6:30 p.m.

Wild Waves is not open to the public Sept. 9. This is a private discounted day for our union members and their families. The reduced rate that includes free parking is \$15 + tax & online processing fees (\$18.25 per person). NOTE: Kids age 3 & under do not need a ticket.

Purchase tickets online at: wildwaves.com/iam751.

Tickets are limited so purchase yours today!

Wild Waves
THEME & WATER PARK

IAM District 751

Union Solidarity Day
Sun, Sept. 9th
10:30am - 6:30pm

Private Day for Members Only

ONLY \$15
+taxes/fees

INCLUDES PARKING!

36201 Enchanted Pkwy S
Federal Way, WA 98003
Off I-5, take exit 142B

Buy Now! Event Will Sell Out!

For details and to purchase tickets, visit
WildWaves.com/iam751

Once in the park, all rides and water park are FREE!



Solidarity Night at Everett Aquasox

Join IAM members for a Solidarity Night at the Everett Aquasox, Thursday, Aug. 9.



A limited number of free tickets for IAM members and their families are available at the IAM 751 union halls.

Thursday, Aug. 9 - Game at 7:05 p.m. - Doors open at 6:05 p.m. Everett Memorial Stadium.

Enjoy discounts (\$2.50 each for hot dogs, beer, soda and popcorn), and check out the IAM 751 booth as well as other union booths at the stadium.

Remember to wear an IAM shirt in solidarity!

NAS Whidbey Golf Tourney Aug. 12

Machinists Union members who work for contractors at Whidbey Island Naval Air Station are planning their sixth annual charity golf tournament.

The four-man scramble tournament will begin with a shotgun start at noon, Aug. 12, at Avalon Golf Links, 19345 Kelleher Road, Burlington.

The cost is \$110 per player, which covers cart rentals, lunch, and 18 holes of golf.

Entry forms are available at all Machinists Union District Lodge 751 union halls in Puget Sound and online on the virtual board (www.iam751.org) To request a form, call the Everett Union Hall at (425) 355-8821.

The tournament benefits two non-profit agencies: North Whidbey Help House and Helping Hands Food Bank in Sedro-Wooley.

District 751 represents nearly 220 civilian workers at NAS Whidbey, employed by four different employers on the base.

EASTERN WASHINGTON

Unity in Early Preparation for UPS Negotiations

The national master agreement between the IAM and UPS doesn't expire until July 31, 2019; however, our union has already been preparing for the next round of bargaining.

In July, union negotiating committee members from Washington, Idaho, Oregon, Utah and California met at the IAM training facility in Maryland for an intensive week of training and preparation. The group included Union Stewards, Union Reps and Grand Lodge representatives covering UPS locations in those states. District 751 was well represented with Stewards Cory White and Dave Bakken, along with Business Rep Steve Warren and Staff Assistant

Chris Powers attending the week-long class.

The negotiation preparation class focused on developing a constructive and unified approach to communicate their pension concerns to UPS and all UPS members. The biggest issue is the deferral of wages to supplement surcharges required by the Automotive



Union negotiators for UPS from Washington, Idaho, Oregon, Utah and California spent an intense week planning negotiation strategy, developing a communication plan and theme, drafting contract language in preparation to bargain the IAM-UPS Master Agreement next year.



Union negotiators who will be working on the UPS Master Agreement develop a strategic plan to demand UPS return our members' wages and pay their part of pension surcharges.

Machinists Pension Plan. Members are demanding UPS return our members' wages and deliver their part of responsibility in paying the surcharges.

Together,

the committee brainstormed a theme/logo for the bargaining cycle: United in Pension Survival. The slogan leaves no doubt this is a top priority for the next contract.

The class also drafted contract language, developed a bargaining calendar, planned membership mobilization strategies and communications, learned to cost out contract proposals, analyzed financials, and so much more.

"The Committee worked hard, put in long hours and left better prepared

to advance the needs of our members. There is a tough challenge ahead, but we have a solid plan for the next round of bargaining," said Business Rep Steve Warren.

"Working together with a united front from the representatives across the country, we will be sure to send the same message so UPS cannot divide us on this very important issue," Steve added.

The group will be printing contract t-shirts and other visibility items for members across the region.

Members Overwhelmingly Approve Penske Company Proposal

On Sunday, July 15, members of District Lodge 751 from Local 86 and District Lodge 160 (Seattle area) working at Penske Truck Leasing voted overwhelmingly to accept the company's proposal in regards to the automotive machinist pension withdrawal liability.

Prior to voting the proposal, members had lengthy discussions on the issue at meetings in Spokane and Seattle.

Penske agreed to contributions of fixed dollar and fixed percentage amounts, along with employee

matching dollars into a defined contribution plan.

Local 86 has 23 members working for Penske in the Spokane area maintaining their fleet of trucks.

IAM members working at Penske in Oregon and Colorado agreed to similar terms as well.

Under the Membership Bill of Rights, earlier this year members approved having the union enter talks after Penske requested to open certain articles of the contract.



Members voted the proposal on Sunday, July 15.



Local 86 members working at Penske in Spokane discuss the Company proposal after voting to approve the offer.



Members working day shift at ASC line up for a barbecue lunch of hotdogs and hamburgers. The event helped build solidarity and gave members a chance to discuss issues.

Member Appreciation Events at ASC

On July 19, members working at ASC had the chance to take part in lunch time solidarity events. Union Stewards Allen Eveland, Rick Coffman and Bill Olson organized the member appreciation activities.

Day shift was treated to a barbecue in the parking lot, while second shift had pizza in the lunchroom. All members took advantage of the solidarity event to share a lunch break with their fellow union members.

"I appreciate the efforts of our Stewards and Business

Rep Steve Warren in making these events possible," said Allen Eveland. "It is important to bring members together in solidarity to talk issues and raise the visibility of our union."



Second shift at ASC enjoyed pizza at lunch with Union Stewards.

Trap Shoot Offers a Blast While Raising Money for Guide Dogs of America

AUGUST 25

6TH ANNUAL DISTRICT 751 EASTERN WASHINGTON TRAP SHOOT

SPOKANE IUG CLUB

19615 E. Sprague Ave • Greenacres, WA
Saturday, August 25th - 10:00am

Must RSVP by August 17, 2018
Sign-In/Registration Starts at 9:00am
\$80 per shooter

Register at the Union Hall: (509) 534-9690