

# DISTRICT 751 AERO MECHANIC

PUBLISHED BY THE WORLD'S FINEST WORKERS



VOL. 74 NO. 8 SEPTEMBER 2019

## Steward Ensures Loaned Employees Get Upgrade Pay

With many members on loan to other shops and programs, it is important to ensure every member is receiving the proper pay for the work performed.

Recently, Everett Union Steward Derrick Christiani did just that. His efforts resulted in two members receiving temporary upgrade pay for the higher graded work they were performing.

The Company had loaned lower graded employees into the 777/777X mid bodies area to help catch up on behind schedule work that is normally performed by higher graded employees.

As a third shift Steward, Derrick noticed two Grade 4 members from Renton were loaned into the shop, which is comprised of only Grade 5 and Grade 6 employees. He realized pay could be an issue and began investigating. After learning the members were still receiving grade 4 pay, Derrick educated the members that they must be paid the same labor grade as others performing the higher grade work per our Union contract.

Derrick noted this was a contractual issue that the manager should address, or he could elevate it to labor

relations to get it corrected. After Derrick presented the facts and did some gentle nudging, the manager agreed and the two members received temporary upgrade pay for the work they performed.

"Derrick does a great job representing our members and helping educate them and management on contractual rights," said Business Rep Howard Carlson. "Odds are there are other members on loan in the same situation. Therefore, all members should verify that they are being properly compensated for work in a new or loaned shop."

The members appreciated having an advocate to pursue the matter on their behalf. In his 8 years at Boeing, Derrick has developed a passion for enforcing the contract after personally experiencing the benefits of union membership. When there was an opening for a Steward in his area, Derrick stepped up.

"I became a Steward to help our new hires develop into their roles as members and ensure my shop as a whole gets fair and equal treatment," said Derrick.



Business Rep Howard Carlson (l) thanks Steward Derrick Christiani for ensuring loaned employees were temporarily upgraded and paid correctly for the work performed.



IAM Union Steward Jim Damico (far right) talked with staff from Senator Patty Murray's office about the importance of preserving the 36th Rescue Squadron. L to R: Beth Foster, Mary Polanco, John Culton, and Jim Damico.

## Union Action Helps Preserve Jobs at Fairchild AFB

By CHELSEA MASON  
IAM 751 Political Director

Earlier this year, word got to Union Steward Jim Damico that the 36th Rescue Squadron at Fairchild Air Force Base in Spokane could be slated for closure. Jim and several other IAM 751 members, who are also former military service members, work for Air Force contractor Akima providing maintenance for the 36th helicopter fleet. An additional 27 active duty military and two civilian employees would be impacted if the unit closed.

Having been through this threat in 2007 and successfully beating it back with Congressional support, Jim again went to Washington's members of Congress seeking assistance. He was joined in his efforts by IAM 751 Eastern

Washington Business Representative Steve Warren and Legislative & Political Director Chelsea Mason.

Last month, the good news came from Congresswoman McMorris Rodgers' (R-5th District) office, through her outreach on our behalf, that the U.S. Air Force (USAF) has no current plans to close the 36th Rescue Squadron. Washington Senator Patty Murray and Congressman Adam Smith (D-9th District) also weighed in with their concerns.

The 36th Rescue Squadron plays a critical role in training all USAF pilots and crew, including Air National Guard and Air Force Reserves. At the 336th Survival School all USAF pilots and crew gain essential rescue experience

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## COLA Delivers 14¢ Effective Sept. 6th

IAM members working at Boeing on the active payroll on September 6, 2019 will receive a 14-cent cost-of-living adjustment (COLA) based on the months of May, June and July 2019.

The new 14-cent COLA (along with the 11 cents COLA generated since the fold in last September) will be permanently added into the base wage.

COLA is generated quarterly under

the IAM-Boeing contract and is based on the federal government's Consumer Price Index.

The value of the quarterly COLA, even when it is only a few pennies, has a significant impact on our maximum rate over time. As of Sept. 2019, \$16.52 of the maximum rate is a result of COLA payments being folded into our base rates.

## Union Has Delivered Improvements During Long Term Agreement

With Labor Day this month, it seemed like a good time to recap some of the improvements we have been able to achieve at Boeing in recent years. Because we are in a long-term agreement with Boeing (10 years), our union has had to look for creative ways to make improvements in a contract that expires in Sept. 2024.

Below is a list of some of the contract improvements our union has secured during this long-term agreement without opening the contract and putting us at risk for Boeing to push concessions.

As a result of union efforts, there are several sections of the contract that have seen improvements that are not always visible but members should be aware of.

We will continue to push Boeing every chance we get to make additional improvements. The fact we obtained these improvements mid-contract demonstrates our union is fighting for members every day.

• 2016 – Memorandum of Agreement: following a downgrade, seniority

progression steps earned by an employee in a higher labor grade will be combined with seniority progression steps earned by the employee in the lower labor grade. Before this agreement, progression would reset on a downgrade – meaning a member could wait additional years to reach the maximum rate.

• 2017 – by filing an unfair labor practice charge and demanding to bargain over changes in how Boeing was taxing the Learning Together Program benefits, we had a positive outcome for members. The

agreement ensured different programs in all fields under a wide variety of circumstances are taxed only above the \$5,250 per year tax-free tuition threshold. While it is not contractual, it is a monetary benefit that must be bargained when that decision resulted in a change in our working conditions.

• 2017 – Retirees subsequently rehired by Boeing or any of its subsidiaries can continue to draw pension payments

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## REPORT FROM THE PRESIDENT

# This Labor Day Let's Renew Our Fight for Workers' Rights

By JON HOLDEN  
751 District President



As we celebrate our holiday – Labor Day – one that honors the American Labor movement and the contributions workers have made to the growth, strength and prosperity of our country, it is a good time to reflect on the collective power workers have when they stand together in solidarity toward a common goal.

Labor Day recognizes the sacrifices others made in the fight for rights and fairness in the workplace. Without labor unions, American workplaces would be very different. Because of worker solidarity, the middle class emerged in our society.

In fact in recent years, as union density declined so has the middle class and our society has emerged with the top taking more and sharing less with the ones who create the prosperity. Without unions, this income inequality and corporate greed would go unchecked.

This tells us our fight is far from over. Even today, it is still tough for workers to stand together and gain union representation. Anti-union tactics in Corporate America have become the norm and are used far too often to impede any unionization momentum workers may have.

That is why Senator Patty Murray and Representative Pramila Jayapal have introduced the Protecting the Right to Organize (PRO) Act to help ensure workers do have the right to join unions without interference, intimidation or retaliation from their employer. This Act would establish penalties on predatory corporations that violate workers' rights, strengthen workers' rights to strike for basic workplace improvements and create a mandatory mediation process so newly formed union groups reach a first contract with the employer.

It would be nice if corporations would respect existing law and let employees exercise their federally-protected right to organize for a better life, but more often than not, that is not the case. Because there are no real enforceable penalties for corporations violating workers' rights, corporations continue with their illegal activity because it ensures more profit for their top executives.

We see this activity even at Boeing in regards to workers at their South Carolina plant. Even though the flight line technicians there voted overwhelmingly for union representation in May of 2018, Boeing refuses to sit down and negotiate a contract and honor their vote, but instead chooses a long-drawn out legal battle. In addition, Boeing has attempted to 'chill' union support there by illegally firing a handful of union supporters. The IAM

continues to fight for these workers' rights and in August we received a ruling in our favor that will advance that case to an administrative law judge. If Boeing would only focus their effort on negotiating an agreement for those workers and honoring their rights, we would all be better off.

Workers at the military bases employed as contractors are stepping forward and asking for union representation. We had more success in this past month with another group saying IAM Union yes. The same is true for aerospace subcontractors in our region and other employers.

At Boeing here in Puget Sound, we strive every day to make improvements for our members. We have had to be creative in accomplishing this since we are locked into a long-term agreement that doesn't expire until Sept. 2024. Through solidarity and utilizing all our legal options, we have made improvements to wages, hours and working conditions despite having five more years until contract expiration. That is what unions do – strive for a better life for all our members and all workers.

For more than a century, by standing together and speaking with one voice, workers have been able to demand fair wages and better working conditions. But as we have seen, we must look out for not just our members, but use our influence at the bargaining table and in the political realm to raise standards for all workers

and build better communities.

Protecting workers' right to a voice on the job and collective action is the one way workers gain a say in their future. So many workers are facing attacks on wages, health care, retirement security and rights on the job. That's why it is important on Labor Day for each of us to reach out to others through social media and in conversations to explain the significance of this holiday and how we have benefited from our union membership.

The freedom to join together to improve our standard of living is a right we must never take for granted. Enjoy your hard-earned day off and celebrate the power of solidarity with workers everywhere.

## NLRB Regional Director Agrees Boeing Unjustly Fired IAM Members at South Carolina Plant

In August, the IAM scored a major win in its complaint that the Boeing Co. unjustly fired workers at its North Charleston, South Carolina plant for support of the union.

A National Labor Relations Board (NLRB) regional director concluded there is merit to the IAM's charges that Boeing South Carolina officials violated federal labor law when they fired the workers shortly after the union won a representation election there. The director's findings advance the cases to trial in front of an administrative law judge.

The regional director's findings is a victory in the IAM's unfair labor practice (ULP) charges filed with the NLRB. These stem from Boeing's anti-union tactics at the North Charleston campus and reluctance to sit down and negotiate a labor contract.

"This ruling is a landmark first step to victory for workers at Boeing South Carolina," said IAM International President Robert Martinez Jr. "Boeing has continuously and systematically

ignored the law and trampled on the rights of its own employees in South Carolina. We call on Boeing to immediately reinstate our members, sit down now to negotiate a contract with its Flight Line employees, end its scorched-Earth anti-union campaign and get back to the business of working with the IAM and our members to build aircraft."

The IAM in May 2018 won an NLRB election to represent 176 Flight Line workers at the facility. Boeing is challenging the election results despite the Regional Director's ruling that the collective bargaining group of 176 Flight Line workers meets the requirements of an appropriate unit under the National Labor Relations Act.

Elected officials from across the country have joined the IAM in calling on Boeing to negotiate with its Flight Line workers and raised questions about Boeing's repeated practice of fabricating safety violations to retaliate against union supporters at its South Carolina plant.

Keep the pressure on Boeing officials by signing the online petition urging reinstatement of the workers and negotiation of a first labor contract. Visit goiam.org to sign the petition.



## Union Has Delivered Improvements in Long Term Agreement

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under The Boeing Company Employee Retirement Plan.

- 2018 – Designated overtime required in a budget quarter was reduced from 128 hours to 112 hours (NOTE: Management can still exclude an employee from overtime if the employee has reached 128 hours in a budget quarter. A member is free to volunteer for more hours than 112 in a quarter).

- 2018 – Clarified designated overtime is limited to shop and shift as defined under a first line manager.

- 2018 – Clarified any increment of approved vacation on a Friday, exempts that employee from designated overtime for that weekend.

- 2018 – If a member uses sick leave for reasons allowable under the contract and the law on a Friday, they cannot be excluded from weekend overtime. However, in order to be considered

eligible for weekend overtime, the member must inform their manager they are available to work overtime.

- 2018 – Section 8.4(b)(5) vacation in lieu of sick leave was modified so it is now available to everyone regardless of previous attendance discipline, and it is allowed for any reason under the law or our contract, and the absence will be excused. Previously vacation in lieu option excluded use for personal illness for anyone with an attendance CAM and was allowed only for reasons outlined in the contract. This revision greatly expanded reasons for vacation in lieu for everyone.

- Article 16.10(d) now ensures that any injury or illness that causes you to leave work to get medical care during working hours, on the SAME DAY, is an excused absence and doesn't count toward an infraction. Keep in mind you must be at work in order for 16.10(d) to apply

AND you must bring proof of medical care immediately upon returning to work the next day so you have to see a doctor the same day you leave work. Using this benefits does not count against MDA hours. 16.10(d) is available regardless of available benefit coverage. You can use this option even if you have an attendance CAM.

- 2018 – made carryover of any unused vacation benefits automatic. Members can still choose a payout, but must make the request.

- 2019 – increased minimum rates by \$4 hour.

- 2019 – Section 6.3(c) the promotion amount per labor grade was increased from 56¢ per labor grade to 75¢ per labor grade. No change to downgrades – they remain 56¢ per labor grade

- 2019 – Increased second shift differential from 75¢ and hour to \$1 per hour.

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

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### 751 AERO MECHANIC

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District 751 AERO MECHANIC (ISSN 0894-7864, USPS 008-660) is published Monthly except Bimonthly in December/January by Aerospace Industrial District Lodge 751, 9125 15th Pl. S., Seattle WA 98108. \$3.50 of the annual dues goes toward a one-year subscription to the Aero Mechanic. \$4 per year for non-members by District Lodge 751, International Association of Machinists and Aerospace Workers, AFL-CIO, 9125 15th Pl. S., Seattle, WA 98108. Periodicals postage paid at Seattle, WA. POSTMASTER: Send address changes to District 751 Aero Mechanic, 9125 15th Pl. S., Seattle, WA 98108

# NAS Whidbey Workers Vote IAM Union Yes

After seeing other groups of workers at NAS Whidbey gain rights on the job and make improvements to wages and benefits, workers at Zenetex Depot Maintenance voted overwhelmingly in favor of IAM representation. The election in August was conducted by the National Labor Relations Board after a majority of these workers expressed support for a union election.

These talented mechanics work on the EA-18 Growler doing Depot Level Maintenance on NAS Whidbey. Since voting for IAM representation, they have begun identifying top issues they would

like to see addressed in a first contract and nominated shop floor leaders.

“We welcome these workers into the IAM family and are proud to represent them in their quest for a better life. They understand the best way to improve wages and benefits is through collective bargaining,” said IAM District 751 President Jon Holden. “Word of our success with other groups is spreading and more workers are reaching out to gain a voice on the job and a better future.” (See story, page 5 for contract success with another group of newly unionized workers at Zenetex NAS Whidbey).

**UNION  
YES** ✓



In August, Zenetex Depot Maintenance workers at NAS Whidbey are the latest group to say yes to IAM Union Representation. The workers are now identifying issues they would like addressed in a first contract.

## Moses Lake Boeing Will Be Union Members Covered by our Contract

Boeing announced on August 20 to the media its plan to temporarily increase staffing levels at its facility in Moses Lake to assist and support 737 MAX storage and pre-delivery. The Company also noted their plan calls for all 737MAX airplanes stored outside Puget Sound to return to Seattle and Everett for delivery.

The Union met with the Company prior to their announcement to discuss the Company's plan for ongoing preservation and upcoming pre-delivery work on the 737MAX in Moses Lake. Boeing will be looking at staffing from

three specific groups. The Company intends to loan members volunteering from Puget Sound for this domestic travel assignment, temporarily rehire retirees, and utilize short-term direct hires at Moses Lake. There are specific details (housing/meal allowance, completion bonus, etc), that the Company will present to those interested or offered a position at Moses Lake.

It is important to note that Moses Lake will be considered a remote location similar to Edwards Air Force Base or PDX. All of these workers

will be IAM union members in our bargaining unit and covered by our contract with Boeing.

If someone is interested in volunteering for this assignment; all we can do is advise them to make their manager aware of their interest in volunteering for Moses Lake, since it is a Company selection process. For retirees, Boeing will follow the same process they used when they last temporarily brought back retirees – reaching out to folks they feel possess the skills they need for the job.

This build up is in preparation for when the 737MAX grounding ends, is certified to fly and be delivered. There isn't a specific date the Company is targeting, as the grounding has not been lifted yet.

Our union was proactive to ensure all workers at the Moses Lake facility will be union members and covered by our contract, as well as working with Boeing to provide incentives to accept this temporary assignment that will take our members away from their families for an extended period of time.

# Project Help – Simplifying Workers' Compensation Process with One-on-One Guidance and Advice

Members who have suffered an on-the-job injury do not have to navigate the complicated Workers' Compensation Claim process alone. Project Help is available to provide one-on-one guidance because each worker has a unique situation.

Project Help is a cooperative effort

### Injured on the Job? Helpful tips:

#### Report it as quickly as possible.

If you have been injured on the job or witness another injury, report it to your employer as well as your immediate supervisor, union representative and/or coordinator if applicable.

#### Write down what happened.

Make sure you have as much information as possible: date, time and location. Write down a detailed description of how the injury occurred, and include names of any witnesses. This will help when the time comes to file a claim.

#### If your injury requires treatment, see a provider.

You may see a non-network provider for your initial visit. After your initial visit, your ongoing care must be with a health-care provider from the Labor and Industries (L&I) Medical Provider Network (MPN). The first appointment is covered, but only for treatment that is deemed necessary to make a claim decision.

#### For one-on-one guidance, Contact PROJECT HELP

1-800-255-9752

www.projecthelpwa.com



since 1990 between the Washington State Labor Council and Washington State Department of Labor and Industries to assist Workers' Compensation claims in Washington State through both the state fund and self-insured claims (such as Boeing).

From initially filing a claim through claim closure, Project Help will walk each person through the process taking the time to ensure the individual fully understands their rights and responsibilities. The goal is to get benefits to injured workers quickly, ensure workers get the medical treatment they need to return to health and employment, and ensure workers' rights are preserved and protected.

751 Union Steward Pete Ellison recently utilized Project Help and wanted to share his experience so others could take advantage of this resource to make more informed decisions.

As a heavy structures mechanic for the past seven years, Pete's job often required him to rivet on his knees – taking a heavy toll on his body and resulting in permanent damage to his knee. At age 36, Pete is too young to have a knee replacement so this will be an ongoing injury he has to live with until he is eligible for a knee replacement later in life.

The experts at Project Help care about



Union Steward Pete Ellison (r) tells Health & Benefits Rep Rod Sigvartson how Project Help assisted him after an on-the-job injury. Call 1-800-255-9752 to learn more.

workers and helping them through the Workers' Comp system. They provide advice if a worker is getting pressure to close a claim, which was a factor in Pete's case.

“Kathy at Project Help outlined the process to ensure my workers' comp claim went smoothly. She advised me to follow up with my claims manager and request I be allowed an appointment with my provider to discuss proper closing medical and a rating for any possible permanent partial disability award I may be due if any. Getting this appointment allowed me to document specifics on this injury and where it was so it will be easier to re-open the claim if it gets worse,” said Pete. “Sedgwick wanted me to close the claim without proper closing medical or a rating. If I had done that, it could have made it much harder to re-open the claim when it is time to get a knee replacement.”

Recognizing his knees will not sustain

a heavy structures job through retirement, Pete utilized our contractual education benefits and is taking tooling training to transfer through the Employee Requested Transfer (ERT) system to another job at Boeing.

Project Help staff take the time to listen and provide reliable, timely information free of charge so workers can make informed decisions and access all benefits they may be entitled to receive.

Project Help staff is granted security clearance access to the Labor and Industries (L&I) data system so they are able to review claims to assist with resolving any concerns. They work to educate workers on the L&I processes, give you the tools to manage your claim, help manage expectations and encourage people to be proactive in their claim. They answer common questions such as: What are my rights? How do I file a claim? Where do I go to get treatment? What is an occupational disease? Will I receive income while off work? What if I can't return to my job of injury?

While claims are typically resolved without any problems, when a combination of complex laws and claims issues come together, it may create a situation that is anything but normal. The professionally trained staff of Project Help (Director Viona Latschaw and Claim Specialists Kathy Petruzzelli and Bi-lingual Claims Specialist Jessica Gallardo) keep pace with the rapid changes in Washington worker's compensation and are here to help.

Call 1-800-255-9752 to speak with Project Help or visit [www.projecthelpwa.com](http://www.projecthelpwa.com) for more information.

# Murray Meets with Local Unionists on PRO Act

**REPRINTED FROM THE STAND:** Sen. Patty Murray (D-WA), the top Democrat on the U.S. Senate's labor committee, met with local union organizers and leaders on Aug. 5 for a roundtable discussion hosted by the Snohomish and Island County Labor Councils about the Protecting the Right to Organize (PRO) Act. Murray is sponsoring this legislation to strengthen workers' freedom to join unions and bargain for higher wages, better benefits, and safer working conditions.

Representatives of Machinists District 751, Laborers Local 292, SEIU Healthcare 1199NW, Teamsters Local 38, Office and Professional Employees Local 8 discussed the legislation and shared stories demonstrating why its passage is so important. Anti-union bullying, drawn out contract negotiations, and other tactics that corporations routinely use to deny workers their freedom to form unions are harming all workers, union and non-union alike, the unionists told Murray.

"I know here in Everett you know the importance of unions," Murray said. "A lot of people talk about the economy being great, but I see too many people where it's not working — people who go to work every day and don't get the salaries they need and don't get the support they need. Today we have an economy that works for those at the top and who invest in Wall Street, and corporations that are nameless. But the average workers are feeling less and less secure in this economy and we need to right that."

Murray and Rep. Pramila Jayapal (D-7th) are lead



Sen. Patty Murray talks with union leaders, including 751 member Adrian Camez, about the importance of the PRO act to ensure workers have the right to join a union.

sponsors on the PRO Act. All seven of Washington's Democratic Congressional delegation are among the 190 co-sponsors of the PRO Act, and Sen. Maria Cantwell (D-WA) is among the 40 co-sponsors in the U.S. Senate. Not a single Republican in Congress is co-sponsoring the PRO Act.

"The PRO Act helps ensure workers get to decide if they want union representation," said Adrian Camez, 751 Apprentice Organizer. "Without this bill, organizing efforts are hindered and corporations can violate workers' rights with no consequence."

**BACKGROUND ON THE PRO ACT** — As wage inequality continues to leave workers and middle-class families behind, the PRO Act would empower millions of Americans to stand together and ensure hardworking people are getting their fair share of economic growth. Today, unlike previous generations of Americans, they clearly are not getting their share.

A recent study published in the National Bureau of Economic Research found that unions have consistently provided workers with a 10- to 20-percent wage boost over their non-union counterparts over the past eight decades.

"Unions helped create the middle class in this country, but decades of attacks by corporate special interests have left many workers struggling to make ends meet and without a voice to advocate for themselves," Murray said. "Our economy should work for everyone, not just corporate CEOs and billionaires — and that's why I'm proud to

introduce the PRO Act to strengthen workers' bargaining power and their right to join a union to advocate for safer working conditions, better pay, and a secure retirement."

"Under GOP rule, we have seen countless policy changes that have resulted in an economy of inequality and instability for our country's most vulnerable workers," Jayapal said. "The Protecting the Right to Organize Act will help reverse the years of damage done by policies stripping workers of their right to unite and bargain for themselves. I am proud to co-lead this legislation that will restore fairness to an economy that has turned its back on the lower class and strengthen federal laws to protect workers' rights."

Specifically, the PRO Act would:

- Establish penalties on predatory corporations that violate workers' rights, and combat misclassification of workers as supervisors and independent contractors.
- Strengthen workers' right to strike for basic workplace improvements, including higher wages and better working conditions.
- Create a mandatory mediation and arbitration process to ensure corporations and newly formed unions reach a first contract.
- Authorize unions and employers to negotiate agreements that allow unions to collect fair-share fees that cover the costs of representation.
- Streamline the National Labor Relation Board's (NLRB) procedures to secure worker freedoms and effectively prevent violations.
- Protect the integrity of union elections against coercive captive audience meetings.



L to R: Jon Voss, Luizane Chiv, Senator Patty Murray, Adrian Camez and Joe Kelley pose for a picture after discussing the PRO Act which would help ensure workers get to exercise their right to union representation.

## Union Action Helps Preserve Jobs at Fairchild AFB

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needed to operate in combat environments. The training is so rigorous that the 36th Squadron UH-1N Huey helicopters provide routine rescue support for trainees. The unit also provides rescue support for the civilian community. Since 2007, the squadron helped save 31 military air crew members and 69 civilian lives.

In a letter to Congressional offices, Jim said, "We believe that the drastic measure of shutting down the substantial USAF mission and community contributions of the 36th Rescue Squadron under any circumstances would be a tragic mistake." Further, "This Squadron has proven its value with the successful accomplishments of its primary missions of saving military pilot/aircrew lives and distressed civilian citizens. It also provides USAF pilots and aircrew the best possible non-combat training of any USAF Huey UH-1N Helicopter Unit."

News that the squadron will remain open ensures union jobs are saved and the military and civilian community continues to have an important lifeline.

"We are pleased that our outreach led to a positive outcome, with the leadership of Rep. McMorris Rodgers and support from others in our Congressional Delegation. The Machinists Union will continue to stand behind the 36th Rescue Squadron with the full weight of our legislative and political program to ensure we keep that important work in our local community," said IAM District 751 President Jon Holden.



Union Steward Jim Damico (center) and Business Rep Steve Warren (r) meet with Charlie Duranona from Congresswomen Cathy McMorris Rodgers's office on maintaining the 36th Rescue Squadron.



On Aug. 22nd, District 751 President Jon Holden stands in solidarity with healthcare workers at Swedish Medical Center who are pushing for patients before profits.

## 751 Solidarity with Other Unions

IAM District 751 continues to stand in solidarity with workers throughout the region.

On Aug. 22nd, 751 took part in SEIU Healthcare 1199NW rallies and pickets at Swedish Medical Center.

"Patients before profits" was the rallying cry as caregivers picketed at all seven Swedish-Providence campuses, calling for safe staffing levels, wages that recruit and retain top talent and racial justice and respect for all.

District 751 President Jon Holden joined in their pickets and stressed that the 33,000 IAM 751 members support nurses in their efforts and appreciate the amazing care they have provided our members and their families.

Bargaining began in April with the current agreement expiring June 30 and workers agreeing to a contract extension as bargaining continues.

Nurses are worried that staffing cuts will prevent them from providing patients the best quality of care. This is a problem throughout the healthcare industry.

District 751 members also recently joined UFCW 21 members for their rally



Wes Heard, Chris Guyor and Jason Redrup attending a Patients Before Profits Rally at Providence Headquarters in Renton to support UFCW 21 members in their quest for a fair contract.

at Providence Headquarters in Renton. The message was the same "Patients Before Profits." Workers throughout the region are standing up for quality patient care and good jobs and appreciate the Machinists standing in solidarity.

# Michael Aubrey: Promotes His Native Heritage Daily

751-member Michael Aubrey has always been one to speak up and advocate for others. When his shop had an opening for a Steward, he applied and is looking forward to taking on this role. However, Michael has held other important leadership roles at the Auburn site – serving for two years as a leader for the Auburn Site Diversity Council, currently serving as Vice President of the Boeing Native American Network and a member of Council FIRE (First Inhabitants Rights and Equality).

Michael's Native American culture is an important part of his life and becoming active in various organizations helps promote his culture and its rich history.

Boeing has encouraged his involvement in the Diversity Council and Boeing Native American Network; however, Michael was stunned when Boeing denied him leave to take part in the tribal canoe journey – 2019 Paddle to Lummi in late July. This event is a strong part of the local Coastal Native American culture. Tribes from throughout the Northwest send canoe families to visit other tribal lands on their way to the host tribe. It is cultural immersion and



Michael Aubrey (l) poses with Lalouse Selam, another member of the Sacred Water Canoe family from the Yakima Nation, before final protocol at the 2019 Paddle to Lummi.

a tremendous learning and spiritual experience bringing all involved much closer.

"I was shocked Boeing initially denied my time off. The Company celebrates Native American month, but did not support me to participate in this religious/spiritual ritual. That just wasn't



L to R: Local C President Jim McKenzie, Steward Michael Aubrey, Business Reps John Lopez and Jason Chan look at pictures from Michael's tribal canoe journey this summer. While Michael is a leader of Boeing Native American Network, the Company initially denied his leave to participate in this religious celebration until our Union brought the issue to Labor Relations to resolve.

right," said Michael.

Local C President Jim McKenzie learned Boeing denied Michael's leave and successfully convinced the company to grant the leave based on his religious beliefs.

"I appreciated having our union and Jim stand up for me – demonstrating the importance of having union representation and rights on the job," said Michael. "I am grateful to serve as a Steward so I can help other members and ensure their rights on the job are protected and our contract is enforced."

"Native American culture is my life; it is who I am. It is easy for me to share that with people and encourage others to get active," said Michael, tribal member of the Blackfeet Nation but who also has Cree and Alaskan blood.

"The tribal canoe journey is a sacred event that serves as a cultural revival with a different tribe hosting it each year. While the public can view the event,

participants are by invitation only. It was very important in my life to be a part of this journey," said Michael also a member of the Sacred Water canoe family an \*intertribal (\*made up of several tribes) canoe family. "The annual canoe journey, with its many stops, allows the public to see the true beauty of our culture rather than simply the casino or driving by the reservation. It is a spiritual/ religious celebration that shares our native culture and traditions with our people, including traditional meals, clothing, songs, dances, and stories. We also discuss issues of importance to the various tribes."

Michael is eager to help others learn about his culture and get more participating in the various organizations, including the Boeing Native American Network, which increased by 14 percent last year. Promoting his Native American heritage to others is most definitely a labor of love.



751 Steward Michael Aubrey on the Sacred Water Canoe Family at Salmon Homecoming in Seattle.

Members at BAE voted to approve a new contract that includes wage increases and other improvements.



## New Contract at BAE Brings Improvements

District 751 members working at BAE Systems Controls, who test and install flight decks for Boeing, ratified a three-year contract on August 14.

Union negotiators made improvements in wages and were able to preserve critical benefits for current and future hires. The new contract provided General Wage Increases in all three years of the contract, as well as a \$1,500 lump sum payment. In addition, the contract has new weekend/holiday standby pay for when the Company assigns employees to be available on weekends or holidays.

Under the contract workers will maintain the current medical plan cost share of 85/15 split. Union negotiators were able to defeat company efforts to eliminate the pension for current and future hires and company proposals to eliminate cost-of-living adjustments. As a result, the current COLA formula is preserved for the duration of the new contract. The Company will also continue with pension contributions throughout the contract for both current and future hires.

The Machinists at BAE are a small group of electronics specialists who install and test flight decks on Boeing 737s, 747s, 767s and 777s. The business was part of Boeing before it was sold to BAE Systems in 2004.

"Improving wages and maintaining benefits were top issues members identified. This new agreement did just that," said IAM 751 Chief of Staff Richard Jackson, who led the union side of the bargaining committee. "Members stood together and were adamant they would not accept any concessions. Their solidarity paid off and is evident in the new contract."

## First Agreement for Zenetex NAS Whidbey Delivers Strong Foundation

Workers at Zenetex NAS Whidbey who perform maintenance on the P-3 Orion planes for the Navy Reserves are already seeing the value in their vote for IAM representation with the ratification of a first contract in August. The first contract created a strong foundation of rights, pay, benefits and working conditions they can build on in the future.

The first contract offered substantial wage increases each year, an increase in the health and welfare opt out payment each year, and established a seniority based system in regard to layoffs, demotions, recalls and promotions. The contract

also secured a true grievance procedure that includes binding arbitration, and delivered two additional holidays each year. In addition, the contract combined both vacation and sick leave into paid time off to maximize flexibility of utilizing paid time away from work. The agreement also secured many things in writing these workers already enjoyed so they cannot be changed or eroded during the contract.

These talented mechanics sought IAM representation to improve their wages and benefits and gain rights on the job.

"The IAM was proud to help raise the standard of living for these workers who stepped forward to secure a better future," said IAM District 751 President Jon Holden. "Their first contract made significant improvements in wages and other issues they identified as important. We are excited to have them as part of the IAM family."



Above Union negotiators preparing counter proposals to present. L to R: Business Rep Paul Veltkamp, Ed Oldham, Chief of Staff Richard Jackson, Brad Borowy, Staff Attorney Spencer Thal.

Right: Members from Zenetex discuss the new contract after they overwhelmingly voted to ratify the agreement.



# SERVICE TO THE COMMUNITY

## 751 Volunteers Help Build Better Communities

In August, 751 volunteers continued to make a difference throughout the region by helping with a variety of community service projects. Volunteers built two wheelchair ramps for area residents in Puyallup and Renton, cleaned up our stretch of road in Auburn, and prepared and served meals at both the Everett Gospel Mission and Rescue Mission in Tacoma. In addition, 751 volunteers assisted with the Salvation Army White Center's Back-to-School Shopping event and assisted with the Toys for Tots program at the Taste of Edmonds. Check the calendar on the District website ([www.iam751.org](http://www.iam751.org)) for upcoming projects.



Some of the 751 volunteers helping out with the White Center Salvation Army back to school shopping.



Elaine Swain and the twins she helped shop were all smiles at the Salvation Army school shopping.



Rey Lobo volunteered at the Toys for Tots booth at the Taste of Edmonds.



Carolyn Romeo stops for a picture after helping a student with Salvation Army back to school shopping.



Left: 751 Volunteers on the finished Puyallup ramp built for the brother of a member.



Right: Ryan Maples and Jason Chan build the ramp frame.



Left: Chuck Hayes helps students pick clothes at the Salvation Army back to school shopping event.



Right: Michelle VanMeter cleaning up our stretch of road.



Jim Hutchins framing a ramp.



Above: L to R: Ryan Maples, Princie Stewart, Jason Chan and Jim Hutchins built a ramp for a retiree.

Above: Princie Stewart and Hazel Powers picking up trash.

Right: Jason Chan, Hazel Powers, Michelle VanMeter, Princie Stewart, Terri Myette and Carolyn Romeo at Auburn road clean up.



Left: Carter Wolbaum, Andy Howe, Cliff Balka and John Allen at the Everett Rescue Mission.

## 751 Human Rights Committee Members Attend the 50th APRI Annual National Education Conference

By HAZEL POWER  
751 Human Rights Committee

Human Rights Committee members Princie Stewart and Matt Hardy represented IAM District 751 at the 50th A. Phillip Randolph Institute (APRI) National Educational Conference in early August. They joined hundreds of other attendees and union representatives who celebrated the golden milestone of this conference.

The 50th Annual National Education conference was dedicated to reinforcing the training and political action needed to organize and mobilize our communities to expand upon the work done previously. The necessity to educate and share the common message of fighting against social and economic injustice was emphasized.

Local F Human Rights Committee member Princie Stewart was impressed with the entire conference from the location to the opening session to the closing ceremonies. "It was a great sight to

see and an honor to represent District 751 at such a momentous conference. I learned a lot and was glad I could be there to experience it" said Stewart.

One of the keynote speakers, Congresswoman Illhan Omar, delivered an inspiring message highlighting the Human Rights issues at the US borders and the current Executive policy of separating children from their families. She also echoed the sentiments of the conference motto of "Staying Woke.....Still Fighting" by emphasizing that we must continue the activism work and support of APRI and other like-minded constituent groups.

Matt Hardy, Local A Human Rights Committee member noted, "It was a great conference with good training for all of us to soak up. All the speakers were outstanding and very inspirational." Hardy went on to say, "It's clear the social and economic injustice fight is still at hand but attending an event like this conference it gives us hope we are making a difference. I'm thankful I was able to attend."



District 751 Human Rights Committee members Princie Stewart (l) and Matt Hardy (r) pose with Retired IAM GVP Dianne Babineaux between training sessions at the APRI 50th Annual National Education Conference.

# Local A Car Shows Drives in \$\$ for Guide Dogs

Cloudy skies couldn't dampen the spirit of those attending Local A's Annual Bill Baker Steel & Wheels Supershow on Aug. 17. Hot rods, muscle cars, classics and more helped generate thousands for Guide Dogs of America (see winners box below). Donations were still being tallied as the *Aero Mechanic* went to print.

Volunteers grilled up delicious food. Steward Paul Richards persuaded Otis Sistrunk, former Oakland Raider & Superbowl champ, to attend and help raise money for this worthy cause. Mr. Kleen 76 had a prize wheel to win discounted and free car washes and donated the proceeds to Guide Dogs. Two round trip tickets on Alaska Airlines up to \$1,000 was won by Travis Williams.

Thanks to all the car show committee members, volunteers and sponsors who ensured the event was a success.



All types of cars and trucks filled the Everett Union Hall parking lot for Local A's Bill Baker Memorial Steel and Wheel Car Show on Aug. 17 to raise money for Guide Dogs of America.



Right: Local A President's Choice was Greg Martin's 1955 Oldsmobile.



Best in Show Factory went to Ron Osborn's 1960 Ford Edsel.



More of the custom and classic cars in the 2019 Local A Car Show.



More of the custom and antique cars and trucks on display.



Below: Muscle cars also lined the parking lot.



Travis Williams (2nd from left) won the 2 Alaska Airlines gift certificates valued at \$1,000. Presenting the award Paul Schubert, Williams, Kristi Kidrick and Paul Richards.

## 2019 Car Show Winners

- People's Choice.....Cindi Dewitt.....2020 Jeep Gladiator
- President's Choice...Greg Martin.....55 Oldsmobile
- Best Classic.....Peter Kinch .....1956 Chev Shorty Wagon
- Best Factory .....Ron Osburn.....1958 Edsel Berracuda
- Best Motorcycle .....Duane Johnson.....1966 3000 Austin
- Best Rat Rod .....Cjay Hill.....1962 Studebaker
- Best Truck .....Vince Geddes .....1965 Chevy
- Best Import.....Bruce & Sue Jackson...1960 Austin Healey



## Thanks to Our Car Show Sponsors

District 751 - Local 751A - Local 751C - Local 751E - Local 751F - Jon Holden - Susan Palmer - Lester Mullen - Jason Chan - Richard Jackson - Dan Swank Paul & Diana Richards - Kelly & Beverly Smith - Charles & Robyn Richards Jason Redrup - Eldon Smith - Mark Clark - Connie Kelliher Greg Campos - Howard Carlson - Ira Carterman - Robley Evans - John Lopez, Jr. - Wes Heard - Terri Myette - Spencer Burris - Paul Schubert - John Kussy - Jim McKenzie - Chris Schorr - Linda Ramos - Levi Wilson - Eric Van Avery - Robert Lemley - Winpingsinger Staff

# PITCHING IN FOR GUIDE DOGS

Participants in the 16th annual Shoes for Puppies Horseshoe tournament pitched in for a worthy cause bringing in thousands for Guide Dogs of America.

at the Red Dog Saloon in Maple Valley on Saturday, Aug. 10 provided a good time for all.

The annual event hosted by Local 751-E was held

Teams competed for the top three spots. Thanks to all the volunteers and sponsors.

District President Jon Holden (center) congratulates second place team of Linda Ramos and Ron McGaha.



Photo right: Tom Keller.

Photo Left: Shane Van Pelt.



District 751 President Jon Holden (center) congratulates the first place team of Tim Trombley (l) and Guerdon Ellis (r).



Third place team of Chris Schorr (far left) and Dave Fullerton (far right) accept trophies from Guerdon Ellis and Jon Holden.



Sonny Weyant tosses a ringer.



### Thanks to the following pit sponsors:

- Jon Holden
- Susan Palmer
- Jason Chan
- Greg Campos
- Andrew Schier
- Richard Jackson
- Ira Carterman
- Terri Myette
- Chelsea Mason
- Red Dog Saloon
- Mark & Peggy Clark
- Spencer Burris
- Connie Kelliher
- The Polynesian Resort

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25022 104th Ave SE, Suite B  
Kent, WA 98030  
253-859-0000

# IAM-BOEING JOINT PROGRAMS

## Joint Programs Career Advisors Help Members Every Day

Career Advisors are available to assist our members in locations throughout Boeing. If you are looking to move to a different job for higher pay, change work locations, gain additional skills or just want to try something new, you will want to contact a Career Advisor (1-800-235-3453) for help. Career Advisors can work with you for a career assessment, resume services, job search assistance and get you on the proper training path so you can accomplish your goals.



After meeting with a Career Advisor, Stone Smith took classes and reviewed training material and was able to pass the Electrical Troubleshooting Assessment test and is now an Aircraft Test Technician.

A Career Advisor helped him file an Employee Requested Transfer (ERT) for the job, and last year he received and accepted an offer for a 34107 job.

In an e-mail to the Career Advisor Stone said, "I appreciate all your assistance with my transition! Changing jobs has been an excellent decision for me. I am much happier now!"

### EA Assistance, Resume Service, ERT's and More

In Auburn and Frederickson, Career Advisors were able to help

### Employee Requested Transfer (ERT) Success

In Everett, Stone Smith contacted one of our Career Advisors initially to learn how to transition from a salaried employee to an IAM hourly employee. He hired into the company in 2011 as a staff analyst and then transferred to an hourly job (electrical assembly) in 2017.

After obtaining an hourly job, Stone continued to meet with a Career Advisor to review different job descriptions and available videos on various hourly jobs. The Career Advisor encouraged him to connect with friends and work associates on the factory floor to find a job that might interest him.

He wanted something challenging that he had never done before. The Career Advisor suggested the 34107 Aircraft Test Tech A job, which has employees working on "live" airplanes performing testing and troubleshooting of all aircraft systems including electrical and mechanical systems.

The Career Advisor recommended some courses, videos and books for him to study to familiarize himself with electrical theory and other job requirements. Stone began fulfilling the basic job requirements to turn his lights green. After a year of following the training plan and learning new skills, Stone took the Electrical Troubleshooting Assessment and passed.

several members get started on the Education Assistance (EA) process, resume services, and filing ERTs.

One member was returning to work after a long medical leave of absence and in danger of losing her job due to medical restrictions. She met with a Career Advisor to explore other job options. As a result of meeting with the Career Advisor, the member was able to get her green lights turned on for a lower job code with less restrictive physical demands so she could maintain her employment at the company. This was definitely a win-win for the member and the company.

### Help with Apprenticeship Application

Career Advisors can also help members who are interested in applying for the IAM-Boeing Apprenticeship Program. A Career Advisor met with a member and helped him put together his resume, apprenticeship application and packet, as well as helping him prepare for the interview. The Advisor got the member enrolled in the needed classes, while offering ongoing support.

In the end, the member received a job offer for the Tool and Die Apprenticeship.

If you are thinking of making a job change, or interested in going back to school, contact an IAM/Boeing Career Advisor at 1-800-235-3453.

## VRCs – a Resource for our Members

Vocational Rehabilitation Services are provided to our members as part of our Contract Letter of Understanding (LOU) #18. The IAM C.R.E.S.T Vocational Rehabilitation Counselors (VRCs) work within collaborative interdisciplinary teams to assist our members in staying at work or helping them return to work following an injury or illness. VRCs are available for your questions and support throughout the Puget Sound area.

IAM C.R.E.S.T VRCs are subject to strict rules of confidentiality so they won't discuss your issues with anyone else. They are also registered with the State and nationally certified.

Some recent examples of VRC's helping members:

In Auburn when a concern came up about physical demands and push/pull requirements of a certain job code, a VRC worked with a team of partners including the Disability Manager Representative (DMR) and others to review the physical job demands. While performing a deep dive review into the job requirements, it was determined that ergonomic devices were available but weren't currently being used. By utilizing the ergonomic devices, physical job demands for this job code were lightened. This allowed three members to remain in their current positions given the lower physical job demands. by utilizing ergonomic devices.

In Everett, a VRC assisted a member by completing an ergonomic evaluation of the employee's current work station. It was recommended the member use a different keyboard and desk. The VRC also suggested stretching exercises and micro breaks during computer usage. The member was very appreciative and noted,

"I am impressed and grateful for your knowledge, evaluation and suggestions, especially in helping me overcome my initial angst on replacing my basic keyboard – I'm so glad! I look forward to receiving my new keyboard and desk. Again, many thanks to you!"

If you could benefit by speaking with a VRC call IAM/Joint Programs at 1-800-235-3453.

### Happy Retirement



In August, Phil Rodriguez, a 15-year Auburn/Central VRC, retired from IAM C.R.E.S.T. Phil provided counsel and touched numerous lives during his time as a VRC with IAM C.R.E.S.T. We wish him the best in this next chapter of his life.

## Have a Blast at the Local A Trap Shoot for MNPL - Sept. 14

Attention Sportsmen/women and shooting enthusiasts: This is your chance to have a blast and raise money for MNPL on Saturday, Sept 14th at the Local A Trap Shoot at Granite Falls Sportsman Club (20319 Gun Club Rd, Granite Falls, WA). Sign-in and registration begins at 9 a.m.



\$100 per shooter will include lunch and prizes. Groups of five or less will be paired with other shooters.

Sponsorships are also available. MNPL is the political arm of the union.

Questions regarding this event should be directed to Levi Wilson at 425-760-4551.

## Crab Feed to Benefit MNPL - Sat. October 5 - Seattle Union Hall

Join us for an evening of fun and a delicious crab feed on Saturday, Oct. 5 at 4 p.m. at the Seattle Union Hall (9135 15th Pl. S., Seattle, WA 98108).

Tickets are \$20 per person. The event will raise money for the Machinists Non-Partisan Political League (the political arm of our Union). The event will also honor Larry Brown on his election as Washington State Labor Council President and recognize him as the leader of the labor movement in Washington state.

Tickets can be purchased at any of the 751 Union Offices. Beer and wine will be available to purchase. Mark your calendar and join us for a night to remember of good food and great company!



## Financial Planning Workshops

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

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

See schedule below for times and locations. The workshops are offered by Money Management Educators. Jan Larsen, a financial advisor, has given free financial education workshops several times a month at

union halls to District 751 members for years.

"The time to get started on retirement planning is the week you start with the company," he said. "If you wait until the week before you're ready to retire – you're not ready."

Each individual has his or her own retirement needs, Larsen said. But in general, to live in retirement, you'll need to have 60 to 100 percent of your current working income coming in from Social Security, your own savings and – for some – Boeing pension benefits they have already earned.

Larsen also urges all Boeing workers to put at least 8 percent of their pre-tax income into their VIP accounts, so that they qualify for the maximum possible 401(k) match and "get all the money that Boeing will give you."

### Auburn Union Hall (201 A St SW)

9:30-11:30 am & 2:30 - 4:30 pm  
 Wednesday, September 18  
 Wednesday, October 9  
 Wednesday, December 11  
 Wednesday, January 15

### Renton Hall (233 Burnett Ave N)

Noon - 2 pm & 3 - 5 pm  
 Tuesday, September 17  
 Tuesday, October 8  
 Tuesday, December 10  
 Tuesday, January 14

### Everett Hall (8729 Airport Road)

11:30 am -1:30 pm & 2:30 - 4:30 pm  
 Thursday, September 19  
 Wednesday, October 16  
 Thursday, December 12  
 Thursday, January 16

### Seattle Union Hall (9135 15th Pl S)

Noon - 2 pm & 3 - 5 pm  
 Thursday, September 19  
 Thursday, October 10  
 Thursday, December 12  
 Thursday, January 16



To reserve a seat, call (888) 223-8311 or e-mail mmepugetsound@mmeducators.org.

# RETIREMENT NEWS

## Retirement Club Summer Potluck

Retirees brought their favorite side dish or dessert to share at the annual 751 Retirement Club Summer Potluck at the Seattle Union Hall on August 12.

Retirees reconnected with old friends, made some new friends and reminisced about their time working in the shop.

751 Retirement Club President Jackie Boschok welcomed the group and invited them to attend more Retirement Club meetings, which are every Monday at 11 a.m. at the Seattle Hall.

District 751 President Jon Holden thanked the retirees for their hard work that built the foundation of our union – one we are still building on today. The battles they fought, translate into higher pay and better benefits for those still working today.

Retirees also won various door prizes donated by the staff and 751 to end the event.



The potluck ensured that all who attended had a great variety of food to choose from in the buffet line.



Just one of the table of retirees at the 751 Retirement Club annual Potluck Summer luncheon.



All smiles at the Retirement Club Potluck event on August 12.



Retirees fill their plates in the buffet line.



Retirees who arrived early got seating up front.



District 751 President Jon Holden talks with a couple retirees at the event.

Right: Ken Dining and Betty Ness were all smiles at the Retirement Club Potluck event.



### RETIRED CLUB OFFICERS

President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	Pam Harris	206-769-5179
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		

## Remembering an Outstanding Volunteer - George Braun

In August, District 751 lost one of its most stellar community service volunteers with the passing of George Braun.

George hired into The Boeing Company in 1972 and worked as a Machined Parts Inspector for more than two decades. While George retired from Boeing in 1995, soon after he started his next "career," which was a labor of love, helping out others in the community with his volunteer work. His goal was to help others and have fun while making a difference.

He quickly became a regular at both the Rescue Mission in Tacoma, the Toy Mission and Northwest Harvest Warehouse. He also helped build dozens of wheelchair ramps throughout the region for area citizens.

His efforts earned him a Presidential Volunteer Service Award each year since 2007. He volunteered more than 1,000 hours every year from 2013 through 2018 - earning him the Gold Level President's Service Volunteer Award each year. In 2014, George was the first 751-member to earn the Lifetime President's Call to Service Award when his cumulative volunteer hours exceeded 4,000.

"George was a very compassionate individual who made a tremendous difference in our communities. He continually volunteered to help others and did so on a variety of projects. He will

be dearly missed," said District 751 President Jon Holden.

George's wife of 43 years Julie joined him on many of the community service projects.

George was also a U.S. Navy veteran – serving as part of an Underwater Demolition Team from 1953 to 1958.

Services for George will be held on Saturday, September 7 at 10 a.m. at Marlatt Funeral Home, 713 Central Ave N, Kent. Please sign the guest book at marlattfuneralhome.com. In lieu of flowers, the family is requesting donations be made to Northwest Harvest.

At a NW Harvest event, George Braun (center) laughs with Rob Curran and the Thunderbird mascot.



After retirement, George Braun dedicated himself to community service projects – often volunteering more than 1,000 hours a year.

**RETIRES – WELCOME.** We meet every Monday (except holidays) at 11 a.m. in the Steward's Hall, Seattle Union Hall (9135 15th Pl. S). Bingo, get-together, light lunch. Business meeting 2nd Monday of the month.

## RETIRES

Congratulations to the following who retired from our Union:

Ken Alderman	Randy Geffre	Steven Powell
Mark Bentler	Richard Gross	Keith Prukop
Mark Birchman	Robert Hall	Stephon Rainey
Sherry Brandt	Patrick Hendrickson	Anita Ramirez
Christine Briggs	Harvey Ho	Jeffrey Reinstra
Robin Bright	John Hoxie	John Riley
Donald Browder	Michael Jones	Craig Rhodes
Steven Buck	David Josephson	Craig Roe
David Burnum	Michael Kendall	Robert Saunders
Theodore Burton	Jack Lingle Jr	Loretta Smith
Ralph Champlin	Richard McCoy	David Stone
Kevin Chilton	Cecilia McDaniel	Randall Stuart
John Chontofalsky	Kelly McManus	Phillip Vineyard
Charlene Conger	Donald McMurrin	Corry Ward
Joseph Covey	Edwin Medford	Kevin Waters
Clinton Cunningham	Shawn Megis	Jeffrey Weilacher
Katherine Drew	Evangelina Needham	Byron Wenning Sr
Steven Fealy	Luom Nguyen	Steven Wessels
Neal Fenwick	Arsenio Nolasco	Patrick Westwood
Wilson Ferguson, Jr	Christina Nokes	Franklin White Jr
Valorie Ferrucci	Patrick Olson	David Williams
Richard Flinkman	Phil Pennington	Donna Wood
Leonard Flores	Gary Perkins	Brian Worthley
Jeffrey Freiss	Kevin Peterson	Jay Ziccarelli

# FREE WANT ADS

FOR MEMBERS ONLY

## TOOLS

5 HP (Briggs & Stratton) POWER WASHER \$140.00 OBO, Craftsman Tools Standard \$95.00 OBO, Welding gear \$140.00 OBO Precision measuring tool \$200.00 OBO 253-845-2997

SAND BLASTER, small bench type w/5 gal bucket of sand. Used very little but handy. \$50 OBO Renton area 425-902-1399 leave message

2400 P.S.I. PRESSURE WASHER with 5hp Honda engine 30 ft of hose with variable adjust nozzle. Well maintained. \$150 OBO Renton area 425-902-1399 leave message

ACRA vertical turret horizontal milling machine \$12,000 OBO High performance variable speed lathe model 144OV \$14,000 OBO. These tools belonged to Fred McKenzie. 206-248-0686 or 206-595-0636

## FURNITURE & APPLIANCES

KITCHEN-AID stand alone mixer w/ access. Seahawks decal - royal blue - never used/new beautiful. \$300 leave mess/will call you back. 360-435-3115

## REC VEHICLES

2000 FLEETWOOD FLAIR motor home. New air cond., new air vents, new roof, motor runs great. Ready to go! \$10,000 OBO Perfect for a retiree. 360-431-7061

PARTING OUT 1989 HONDA GOLDWING with only 67,000 miles. Partially disassembled. All good parts. Bad electrical problems. \$700 takes all. Will piece out. Renton area. 425-902-1399 leave message

## COTTAGE INDUSTRIES

IN PAIN? GOOD NEWS! There's plant medicine alternatives to BIG pharma's addictive solutions with the side effects. More info: [www.tranont.com/dena23906](http://www.tranont.com/dena23906) or 425-231-5432 Distributer ships available

It is time now to PLAN A GUIDED FLY FISHING TRIP to Louisiana for red fish in the upcoming fall and winter months. This service is out of New Orleans. Call at 425-327-9343 or [www.allwateranglers.com](http://www.allwateranglers.com)

INTERESTED IN BETTER HEALTH & WEALTH? Great business, fun too. Worldwide company is #1 and growing. You can even will the business to your kids. Call Jerry 253-389-8384

PHOTOS BY CHAD is your premier portrait and wedding photographer... [www.photochad.com](http://www.photochad.com) 253-231-7950

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A HAPPY HOME. Could your home use TLC? A new deck, fence, beautiful flooring or lovely crown molding. Home remodeling and-repairs. Dennis, Hammer-n-Nails 253-686-4030

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## 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  
Sept. 16th**

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

## HOUSING

MAPLE VALLEY TO RENTON 20 MINUTES; 3 month minimum; Quiet / Clean room for adults; rent \$625.00 monthly, internet / utilities included. Pictures- Craigslist.org / 206-948-4875. Contact info: 425-433-6782 or [Tmartin320@comcast.net](mailto:Tmartin320@comcast.net).

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

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See [www.konaaliicove.com](http://www.konaaliicove.com). Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 31 days. 10% discount to Boeing employees. Pays the taxes. \$2850-3500/month. Amenities include designated parking, DSL for Wi-Fi, pool, Jacuzzi and much more. 206-459-3444

## MISCELLANEOUS

RETIRES WELCOME - District 751 Retirement Club meets every Monday (except on holidays) at 11 a.m. at the Seattle Union Hall, Hall C, 9135 15th Place South, South Park area. Light lunch served at noon. A business meeting takes place on the 2nd Monday of the month. Bingo, get together other Mondays.

JAZZY POWER MOBILITY CHAIR used 2 months. Excellent condition. New batteries & charger. (\$4,000 new) Asking \$800. Leave message/will call you back. 360-435-3115

RETIRES! \$20.00 GIFT CARD DRAWING, Sept. 9 at the Retiree Club Meeting at 11 a.m. at the Seattle Steward's Hall, 9135 15th Place South in South Park. A light lunch will be served at noon following the meeting.

INFLATABLE 7'x 2.5' HOT TUB. Used 6 times. Heats up to 110 degrees, recirculator with filter. Air bubbles for massaging. Paid \$400 asking \$150. Can be used for small swimming pool. 425-902-1399 Renton area. Leave message.

Collections of OLDER MODEL AIRPLANE KITS, engines, supplies bench and some tools. Call for item list. \$1000.00 takes all. Renton area. 425-902-1399 leave message

WANTED TO BUY: old "slides" from past unlimited hydroplane races fifties and sixties only, also photos from the same time period. Thank you 206-557-0282

FREE CHICAGO ELECTRIC WELDER Model 06098. If interested please email me at: [kqm05@yahoo.com](mailto:kqm05@yahoo.com)

GREAT BUSINESS OPPORTUNITY, low startup cost. Like new, 12 needle commercial Brother embroidery machine with digitizing software. 29 hoops, spools of thread, backing, etc. Business retired. [thetwoharps@hotmail.com](mailto:thetwoharps@hotmail.com) or 425-432-4128. Leave message

RETIRES WHO WORKED AT KSC N/C MACHINE SHOP 18-62 Bldg. Join us for breakfast once a month at Emerald Downs Café. For more info: contact [clintbonnie@hotmail.com](mailto:clintbonnie@hotmail.com)

EXPERIENCE REAL WELLNESS by using pure, powerful, life-changing therapeutic grade essential oils. Relax, refresh, rejuvenate, motivate, create abundance and more through transformational oils. <https://ylessentials4u.vibrantscents.com>

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](mailto:nicasioarturo@yahoo.com)

TREASURE HUNT FLEA MARKET, first Saturday of every month. Located at the Eagles Club, 8201 Lake City Way, Seattle. Contact Dori Heck for information. 206-909-0916

VENDORS WANTED to participate at the TREASURE HUNT FLEA MARKET on the first Saturday of every month. Contact Dori Heck for booth rental information. 206-909-0916

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

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

HOUSE PLANTS: rooted plants and planted ones \$3 to \$5 medium and large and ones. Dieffenbachia rooted and 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

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

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

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 Preschool. Educating the next generation. I have 15 plus years' experience and love watching children learn and grow. 425-244-0230

## PROPERTY

LUXURY SPRING VACATION CONDO, BNP Paribas Tennis Tournament March 8-15, 2020 or March 15-22, 2020. Palm Desert, Beautiful - swimming pools, tennis courts, golf, loaded kitchen, sleeps four. Great attractions nearby. \$2000 per week. 206-246-1642

10 ACRES, 575 FT FRONTAGE on TEANAWAY RIVER, 6 miles east of Cle Elum, WA. Private recreation. Securely gated. Three story house with views. \$495,000. 509-733-8836

CEMETARY PLOTS at WASHINGTON MEMORIAL SeaTac, 4 side by side in historical Sun-dial area. Retail \$4,695 all 4 sold together for \$8,000. 253-326-0464

HOLYROOD CATHOLIC CEMETARY, Shoreline, WA. Tandem crypt 133 bldg. 3, upper level east. Beautiful location/view. Ground level. \$10,000 incl. opening/closing & memorializing. 425-306-2999

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

## VEHICLES

AMAZING 2005 SCREAMIN EAGLE FAT BOY from CVO. 103 cubic inch. Cobalt blue with black and jeweled metal. Always garaged, never rode in bad weather. 18,000 miles \$15,000. 360-652-3650

1999 TOYOTA TACOMA extended cab - clean, low miles, manual trans., Linex bed liner, heavy duty floor mats, trailer hitch \$5,000. One owner. NOT 4WD 253-304-7750

2005 HONDA ST1300 SPORTS TOURER 15,000 miles, one owner, foot pegs, motorized windshield, removable bags, extended fairing kit. Red. Garaged. \$7,000 OBO Renton area 425-902-1399

- |                    |                                     |  |                                |
|--------------------|-------------------------------------|--|--------------------------------|
| <b>Circle One:</b> | <b>ANIMALS</b>                      | <b>ELECTRONICS &amp; ENTERTAINMENT</b> | <b>PROPERTY</b>                |
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|                    | <b>TOOLS</b>                        | <b>RECREATIONAL VEHICLES</b>           | <b>SPORTING GOODS</b>          |
|                    | <b>HOUSING</b>                      | <b>MISCELLANEOUS</b>                   | <b>VEHICLES</b>                |
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Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is Sept. 16th!

# FINANCIAL \$ENSE: Consider a Simple Investment Strategy to Help Reduce Guesswork

For most investors, the key to success is simple: Buy low and sell high. But how often have you seen this scenario played out? (You may have done it yourself.)

- When the market is up, an investor feels good and buys stocks.
- When the market is down, that same investor gets scared and sells.

Although reacting like this may feel instinctively right at the time, buying high and selling low is unlikely to result in a profit.

Why do investors do this? The reason may have a lot to do with us making investment choices the same way we do many important decisions: using both our heads and our hearts (i.e., logic and emotion). When there's market volatility – including both market highs and market lows – our emotions tend to take over and we may make illogical choices going against our best interests.

Rather than falling victim to the potential perils of emotional investing, you may want to be completely logical: get into the market when it's down and out when it's up. This is known as "market timing." While this approach sounds rational, the problem is it's extremely difficult, even for experienced investors, to do consistently. There's an old saying: "No one rings a bell" when the market reaches the top of a peak or the bottom of a trough. Translated, that means anyone attempting to time the market finds it difficult to know exactly when to make their move.

For example, if you think the market has reached a peak and get out and then share prices keep rising, you'll miss out

on the additional profits you could have made by waiting. And after you get out, how do you know when to get back in? If you act too quickly, you'll forego better bargains as prices continue to fall. If you wait too long, you may sacrifice the chance to fully benefit from a market rally.

### Give dollar cost averaging a look

To avoid the potential problems of emotional investing and market timing, consider a strategy called "dollar cost averaging."

Dollar cost averaging is the practice of putting a set amount into a particular investment on a regular basis (weekly, monthly, quarterly, etc.) no matter what's going on in the market. For example, you could invest \$500 each month. In a fluctuating market, this practice lets you purchase:

- Additional shares at a bargain when prices are low
- Fewer expensive shares when prices increase

As shown in the table above, if the price is \$24 per share, you'd buy 20.83 shares (keep in mind mutual funds let you purchase fractional shares). If it rises to \$30, you would buy only 16.67 shares.

In a fluctuating market, dollar cost averaging will result in an average cost per share that's less than the average market price per share. The average market price per share in the table (the

Using dollar cost averaging in a fluctuating market  
Investing \$500 per month over one year

Month	Price per share	Shares purchased
January	\$24	\$20.83
February	\$25	\$20.00
March	\$28	\$17.86
April	\$30	\$16.67
May	\$27	\$18.52
June	\$22	\$22.73
July	\$24	\$20.83
August	\$27	\$18.52
September	\$26	\$19.23
October	\$29	\$17.24
November	\$28	\$17.86
December	\$27	\$18.52

This example is hypothetical and for illustrative purposes only.

sum of the market prices [\$317] divided by the number of purchases [12]) is \$26.42. However, the average price per share (the total invested [\$6,000] divided by the number of shares purchased [228.81]) is only \$26.22.

While you're mulling dollar cost averaging's potential merits, consider this: You may well be using the strategy already. If you participate in an employer-sponsored retirement plan, such as a 401(k) or 403(b), and contribute the same amount each payday, you're using dollar cost averaging.

### Get help for when the going gets tough

One of the dollar cost averaging's challenges is you have to stick with the strategy even when the market declines,

and that can be difficult (see our previous discussion about emotional investing). However, during times like these, dollar cost averaging can be most useful by letting you purchase shares at bargain prices.

Because dollar cost averaging can be simultaneously more difficult and advantageous when the going gets toughest, consider turning to a professional financial advisor for help. He or she should offer a voice of reason during these periods as you grapple with whether to adhere to the strategy.

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*Like any investment strategy, dollar cost averaging doesn't guarantee a profit or protect against loss in a declining market. Because dollar cost averaging requires continuous investment regardless of fluctuating prices, you should consider your financial and emotional ability to continue the program through both rising and declining markets.*

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## Go Karts for Guide Dogs

### Karting Challenge, Sept. 7

Local F Guide Dogs Karting Challenge will be on Saturday, Sept. 7 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 amount raised and donated.

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 Tom Keller 253-686-4361 (tknck92112@yahoo.com), or Dominic Patton 206-999-4561 (dom.k.patton@gmail.com).



## Garage Sale Donations Wanted

Local F is seeking donations of new or gently used items (with the exception of used clothing, large furniture or heavily used items) for their upcoming rummage sale fundraiser. Donations will be accepted at the Seattle Union Hall only during business hours. Proceeds will go to the 2020 Convention.

Items will be available for purchase before and after Local F meetings in September and again the weekend of Sept. 28 and 29th between 11 a.m. and 4 p.m.



## Wild Waves Private Event Discounted Tickets for You & Your Family

**Union Solidarity Day**  
Sun, Sept. 8<sup>th</sup>  
10:30am - 6:30pm  
Private Day for Members Only

**INCLUDES PARKING!**  
**ONLY \$15<sup>99</sup>**  
+taxes/fees  
**Buy Now! Event Will Sell Out!**

Join other union members for a discounted day of solidarity and fun at Wild Waves Theme Park on Sunday, September 8 from 10:30 a.m. to 6:30 p.m.

**Wild Waves is not open to the public on Sept. 8.** This is a private discounted day for our union members and their families. The reduced rate that **includes free parking** is \$15.99 + tax (\$2.40) & online processing fee (\$1). Total of \$19.39 per person. NOTE: Kids age 3 & under do not need a ticket.

**Purchase tickets online at: [wildwaves.com/iam751](http://wildwaves.com/iam751)** for this discounted private day at the park.

Tickets are limited so purchase yours today!



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

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



NOTE: Food is available for purchase in the park; however, Wild Waves policy does not allow outside food or beverages in the park except sealed plastic water bottles and baby food (milk, formula, etc.) Some bring a picnic lunch and pop, which is left in a cooler in their car, and then they eat at the car during a break from the park (since you can go in and out).

# EASTERN WASHINGTON

## New Contracts Bring Improvements Throughout Eastern Washington

Machinists Union members at several employers in Eastern Washington recently ratified new contracts.

### Spokane Valley Fire Department

The three talented mechanics, who work at Spokane Valley Fire play an important role in keeping our community safe. These mechanics are charged with maintaining all vehicles for 10 Spokane Valley Fire Stations. This includes maintenance and repairs on 11 front line and four reserve fire trucks, as well as about 40 support vehicles.

Recently, these Machinists ratified their second contract, which reaffirmed their choice to go union was the right one for their future. The new four-year agreement included a General Wage Increase in both the first and second year and a cost-of-living adjustment in

year three and four. The members also secured new on call pay, as well as a new tool allowance. Just as important, they maintained their current public employees medical plan and pension plan.

“We are glad to have IAM union representation so our wages, benefits and working conditions are in writing,” said Wayne Tuttle, who served on the bargaining committee. “We get to sit down and make presentations and discuss what is important to us with our employer. We made some improvements in this contract, but the main thing was we didn’t lose anything. Too many employers are focused on reducing costs by squeezing their employees. Union representation is the best way for workers to get a better future.”

*Business Rep Steve Warren (l) discusses the new 4-year contract with members at Spokane Valley Fire Department.*



*Machinists at Monarch Machine recently ratified a new three-year agreement. These skilled craftsmen perform complex metal fabrication, manufacture industrial machinery and produce Hanford prototype work. L to R: Ely Tiffany, Trayton Fertig, Dane Swenson, Nolan Pickett, Alfredo Echeverria, and Jimmy Clemence.*

### Monarch Machine & Tool Company

Our 14 members working at Monarch Machine & Tool Company in Pasco recently ratified a new three-year agreement. Members will see a pay increase each year of the contract. Another top issue was protecting the exceptional health care that has their employer paying 100 percent of the monthly health care premium. In addition, the Company will continue to pay 100 percent of the Western Metals Pension surcharge.

Monarch is a full-service fabrication facility. Our skilled craftsmen can tackle a wide assortment of work and perform complex metal fabrication, manufacture industrial machinery and produce Hanford prototype work.

### Edwards Equipment

Machinist members, who work at Edwards Equipment in Union Gap, also ratified a three year agreement. These ten members also enjoy outstanding health care benefits with the company paying 95 percent of the monthly premium. Members will see a wage increase each year of the contract, as well as having

their employer continue to pay 100 percent of the Western Metals Surcharge.

Members at Edwards Equipment manufacture specialized agricultural and industrial equipment. This includes producing a wide variety of tractor mounted forklift models and accessories, as well as roadside highway mowers and other specialized orchard and vineyard equipment.

This past winter one of our members at Edwards learned first hand how valuable their good health care coverage is. His wife was pregnant and had to quit work so our contractual insurance became the only plan coverage. When their baby was born two months early, they suddenly had hundreds of thousands of dollars in medical bills that insurance was able to cover – eliminating the financial worry so they could focus on their family and bringing the baby home.

It pays to be union and secure your pay, benefits and working conditions in a written contract.

## United and Strong Entering Formal Bargaining at Penske Truck Leasing

IAM members working at Penske Truck Leasing are gearing up for their next contract. In August members turned out for membership meetings and overwhelmingly approved strike authorization – demonstrating their support for union negotiators and sending a strong message to the Company that these members are united in their efforts to obtain a fair contract.

In addition to voting the strike sanction and talking issues, members received the Negotiation Survival Handbook that union negotiators put together while attending a week-long training session in Maryland earlier this summer. The indepth booklet explains the negotiation process, how to stay informed, the members’ role in the negotiation process, coping with the pressures of negotiations, rights under the National Labor Relations Act and much more.

Formal bargaining begins on September 3 – with the current contract expiring on Sept. 30. The contract covers 23 members at two locations in Eastern Washington and approximately 80 members of IAM District 160 working in the Seattle area.

IAM negotiation committee for Penske includes Randy Sprague, Pete Hedemark, Marcus Warden and Jeffrey Dobiash, along with 751 Business Rep Steve Warren and District 160 DBR Paul Miller.



*Union negotiators at a week-long bargaining preparation class earlier this summer.*



*Members at Penske discuss issues at one of three meetings in August after overwhelmingly approving strike sanction – sending a strong message to the employer they are united in efforts to obtain a fair contract.*

## Members at ASC Engaged in Early Prep for Upcoming Contract

Members working at ASC Machine Tools Inc. are already preparing for negotiations and focused on securing a fair contract when the current agreement expires December 31.

Meetings were held in August with all three shifts – recognizing that the single most important factor in negotiations is two-way communication. Keeping all members informed and engaged is a top priority.

The group has selected their Negotiation Subcommittee, which will consist of Casey Sdao, Bill Olson, Allen Eveland, Rick Coffman and Kevin Coburn. The group has examined the logistics of the bargaining group, discussed a communication plan that includes parking lot meetings, general membership meetings and solidarity t-shirts.

Members are starting early so ASC Machine Tools will see their unity and determination to have their issues addressed.



*Above: Business Rep Steve Warren (r) talks with ASC members. Meetings were held with all three shifts in August to keep them informed and provide an opportunity for their input.*



*Left: Business Rep Steve Warren (l) reviews negotiation timeline with the ASC Negotiation Subcommittee.*