

# Union Mitigates Boeing Policy Changes

Boeing is implementing changes to their Puget Sound Attendance Guidelines (now called Puget Sound Attendance Requirements) effective May 21, 2018.

While Boeing is implementing these changes, it is important to understand how our union worked to mitigate the impact on members. The attendance policy being implemented later this month is less extreme than what Boeing originally proposed. That is a direct result of actions from our union.

In 2017, Boeing presented our Union with changes they planned to implement on their Puget Sound Attendance Guidelines. The attendance policy is not part of our contract. However, under labor law, if a company makes a "change in working conditions" to a policy that impacts members of a bargaining unit; our union has the legal right to demand to bargain the effects of those changes.

Our union exercised that legal right and demanded to enter effects bargaining. Our



Stewards listen as District President Jon Holden explains changes to Boeing's attendance policy that the union was able to modify to lessen the impact.

goal was to use every available resource to protect our members and minimize the changes Boeing wanted to implement.

Effects bargaining took several months (and was reported several times in previous *AeroMechanic* papers) and delayed implementation of the policy changes until the process was completed. In the end, we were able to modify Boeing's proposals and get some additional changes that provide more options for our members to cover their time and avoid attendance discipline. We also incorporated other rights afforded to workers under our state's new Paid Safe and Sick Leave law.

Union Stewards were briefed on the changes in Called Steward meetings in late April while the Company briefed their managers on the same information. Since managers may not communicate all the

changes, our union wants to provide multiple ways for members to access this information.

The new Puget Sound Attendance Requirements will be implemented on May 21. We are printing a summary of the changes in the *AeroMechanic* newspaper; we will post them on our website; and we have provided more in-depth, information packets to our Stewards with the goal of ensuring that all members fully understand these changes prior to implementation and know what options they have to cover time. Our website has a copy of Boeing's Puget Sound Attendance Requirements with changes highlighted in red so it is easier to identify what has changed in the company policy.

Please take some time to read through these documents. Save this issue of the

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## Save the Date: Membership Fairs Saturday, June 23

751 Membership Appreciation Fair Day will be Saturday, June 23 from 10 a.m. to 7 p.m. at both the Evergreen Fairgrounds in Monroe and Western Washington Fairgrounds in Puyallup.



This is a day of fun for members, retirees and their families. Both locations will provide rides, activities, and music. The only cost will be games of chance and food, but feel free to bring a picnic lunch. Look for additional details in the June *AeroMechanic* newspaper, but mark your calendar now for a day of fun and solidarity with your Union. Tickets will be mailed to each member's home (including retirees) in early June.

## Banquet Honors Top Volunteers

In 2017, Machinists volunteers took part in 391 community service projects, making a tremendous impact on communities throughout our region by donating more than 13,000 hours to these projects.

On Saturday, April 14, Machinists Volunteer Program (MVP), along with family and friends who take part in these events throughout the year, came together at the Seattle Union Hall to celebrate how these projects and our stellar volunteers have made a difference in our communities. While the annual potluck banquet applauds all volunteers, awards are given to the top three volunteers in the member, steward, officer, retiree, and family member categories (see chart below). In addition, the MVP Committee

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### Top Volunteer Awards

The people listed below were recognized for their volunteer efforts throughout 2017.

- |                       |                        |
|-----------------------|------------------------|
| <b>Members</b>        | <b>Officers</b>        |
| 1st Brenda Curran     | 1st Adrian Camez       |
| 2nd Wondell Sanchez   | 2nd Princie Stewart    |
| 3rd Todd Priszner     | 3rd Terri Myette       |
| <b>Retirees</b>       | <b>Family</b>          |
| 1st George Braun      | 1st Julie Braun        |
| 2nd Vennie Murphy     | 2nd Shane Van Pelt Jr. |
| 3rd Jim Hutchins      | 3rd Jonathan Van Pelt  |
| <b>Stewards</b>       |                        |
| 1st Rob Curran        |                        |
| 2nd Gary Perry        |                        |
| 3rd Michael Trinchini |                        |

Congratulations to our winners!

# Countdown to Contract at Cadence

You are stronger together than by yourself was the theme as 751 members working at Cadence Giddens Aerospace in Everett met at our Union Hall on April 11. The meetings signaled the start of preparations for a second contract and began the process of gathering membership feedback to identify contract issues.

While their first contract expires on Feb. 15, 2019, our union is starting early to maximize input from each member.

More than 75 members attended from Plant I and Plant II to participate in candid discussion on issues in their workplace. An open-ended survey was distributed to those attending and mailed to all members. Results of this initial survey will help formulate our next, more structured survey.

"Membership solidarity is the key to addressing issues," said Business Rep Greg Campos, who will serve on the union negotiating committee. "Each union contract is a building block for a stronger future. Our first contract at Cadence ratified in 2016, laid the foundation to make

improvements going forward. Many issues members brought up at the April 11 meetings were union proposals in the last negotiations, but Cadence chose to ignore them. A united membership is how we will get Cadence to address them."

Topics discussed included: wage increases; extra compensation when you are moved to other areas; additional pay for training co-workers; more pay for learning additional skills or taking other training; lower health care costs; signing bonus; progression increases every six months; 4-10 hour shift option at both plants; amend overtime language for

weekend shift; COLA; separate PTO/sick leave and vacation accrual; PTO based on hours worked (earned for overtime); more limitations on mandatory overtime; more communication from company to employees; better severance pay; and improvements on layoff and recall language. Introducing a high performance work organization was brought up to potentially ensure everyone shares in the prosperity and has more of a say in how work is configured.

Many members have hired into Cadence since the initial contract was

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Above: Members from Cadence discuss topics to address in their next contract. Left: Business Rep Greg Campos led two meetings to get membership input.



## Advocating Advancement

Member uses educational benefits to move from Grade A to Grade 10 in 18 months

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## Declarative Decision

Mediation protects work for our millwrights at Battelle

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## REPORT FROM THE PRESIDENT

# Using All Options to Protect Our Members

By JON HOLDEN  
IAM 751 District President



The value of union membership extends beyond simply negotiating and enforcing a contract. That value was visible this past month for our members working at Boeing through “effects bargaining.”

Last year Boeing announced they were substantially changing the Puget Sound Attendance Guidelines (PSAG), which is not a part of our union contract. In the past, Boeing made unilateral changes to the PSAG (last revision in 2000).

Recognizing that our members will be impacted by these changes in policy, we looked for ways to “soften” the impact of Boeing’s changes.

Because of actions our union took, the new policy changes that will go into effect May 21 are less dramatic than what Boeing originally proposed, and we were able to correct other issues that have been the source of multiple grievances.

Managers will present the changes in crew meetings, but may not include all the information or may not characterize it properly. Let me be clear: Changing the company’s attendance policy was not the union’s idea. However, once Boeing made it clear they were revising the policy (that is outside of our contract), our union used every available tactic to defend and protect our membership.

Throughout this process, we notified the membership that Boeing was proposing changes to the PSAG and that we were engaging in the grievance procedure and had demanded to bargain the effects of these changes. We informed you using multiple forms of communication including the *AeroMechanic* newspaper in three of

my previous columns, emails, and reports at all Local Lodge meetings in the months leading up to resolution because we wanted you to know changes were coming.

However, beyond just explaining the changes in this month’s paper and on our website, I think it is important to explain what effects bargaining is and why we used this legal tactic to protect your interests.

In any situation when an employer wants to make a change in wages, hours or working conditions, the employer has an obligation to bargain with the Union. Boeing’s attendance policy is not governed by our contract, but this Boeing procedure impacts our members; therefore, we had the right to bargain the effects these proposed policy changes would have on our members. This is an important legal right for our union and one that we felt obligated to utilize on behalf of the membership.

In this case we used everything at our disposal to protect our members including the following:

- We used the grievance and arbitration procedure to address specific discipline and interpretation of the contract in regard to Articles 6.10 and 16.10(d) of the contract to add or solidify important rights and protections.

- We used the new Paid Safe and Sick Leave Law, I-1433 to address new protections regarding use of sick leave that included additional accrual, freedom to use time to cover overtime, and protection from any discriminatory treatment when used.

- And finally our ability to improve associated attendance related areas of the contract to gain options to use vacation in lieu of sick leave and decrease required quarterly overtime. Both of which strongly improve IAM member’s ability

to have more control over their schedule.

Our initial reaction to proposed changes was to take this to arbitration and delay implementation until we get the arbitrator’s decision. However, without implementation, there would be no “injured party” to file a grievance on. We would be asking the arbitrator to determine if the changes are reasonable and necessary. In other words, we would be grieving the changes on the “just cause” standard in our contract – making it tougher to win in arbitration.

It is then we demanded to use effects bargaining, as well as incorporating recent changes in state law. This gave us the opportunity to get several improvements to the proposed changes and also to the contract. These improvements would never have been possible in arbitration and the Company never would have considered these improvements until the contract was open for re-negotiation.

The contractual improvements help offset the changes to the attendance guidelines, which Boeing would have implemented anyway even if we had not reached agreement. For nearly every change Boeing proposed, our union was able to modify Boeing’s original proposal to lessen the impact on our members.

In the end, the modifications we were able to achieve in effects bargaining were much more than we could have gotten in arbitration. And it is unlikely an arbitrator would have outright overturned the policy. That would mean our only recourse would be bringing individual cases to arbitration based on the individual employee’s attendance record and the specific circumstances of their case.

I hope this helps members understand why we were in effects bargaining on the company’s proposal to change the attendance policy and how the new sick

leave law, our grievance process and our federally protected rights lessened the impact of company proposed changes in working conditions.

In the end, the results that you see documented in this month’s *AeroMechanic* were accomplished by using all available tactics to defend and protect our membership. We have provided all related documents to the Union Stewards so they are armed with all details of the changes. Members can access this information on our website, as well as through their stewards.

Because we are union, Boeing couldn’t simply implement their changes. Our members have a voice and an advocate to protect them.

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

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## SEC Rejects Boeing Shareholder Initiatives

Late last year we reported that District 751 was strongly supporting two shareholder initiatives for the April 30 Boeing Shareholders meeting.

We strongly believe the ideas in these two initiatives were worthy of a vote by the shareholders; unfortunately, Boeing challenged both proposals and sought to have them excluded from shareholder approval and the Securities and Exchange Commission (SEC) agreed with Boeing and denied appeals to move the initiatives forward. As a result, the items were not in packets mailed to shareholders to vote on in the Company’s annual proxy statement. The more conservative SEC this year was much stricter in approving any initiatives submitted from shareholders, siding more heavily with the board of directors.

While it was a long shot for these proposals to be included in the shareholders’ packets for a vote, we believed they were worth pushing forward to start conversations on the narrative that supports building the next airplane in Washington to give Boeing the best chance for success in launching a new airplane.

IAM 751 retired member and long time activist John Jorgensen and his wife Pat put forth one proposal. John is a 50+ year member and was one of the “Incredibles” from the initial 747 line. After dedicating a lifetime to Boeing, he wants to ensure this company is prosperous years in the future, which was the goal of his proposal.

John’s proposal requested the Board of Directors include certain criteria in



Last summer, Dist. President Jon Holden talks with John and Pat Jorgensen about an initiative they hoped shareholders could vote to protect potential profits.

the Company’s process for selecting new or expanding existing sites for the Company’s new models of aircraft production locations. It went on to say Boeing should select locations that have the ability to support the core operations of the business effectively and listed important factors to consider.

The second proposal was submitted by Neil Gladstein, who works in the IAM Strategic Resources Department and is also a shareholder. This proposal simply asked that the Board disclose detailed information, omitting proprietary information, of Boeing’s selection process and criteria for selecting new or expanding locations for the Company’s new models of aircraft production. It asked that this report be made available to shareholders.

The goal of both proposals was to have more transparency so shareholders’ interests are protected. Each proposal was designed to ensure history did not repeat itself and that lessons were learned from the high costs associated with the

787, where Boeing purposely chose the riskiest option of outsourcing the plane around the world. This decision severely impacted the profitability of the 787 to the tune of more than \$30 billion in deferred costs. This past decision made the overall profit on the 787 questionable and therefore impacted shareholder value. That is why we believe shareholders should have been allowed to vote on the proposals to ensure the riskiest option is not chosen going forward and the site selected provides the best chance for success with a new airplane.

Both proposals can be viewed on the 751 website.

“I plan to submit another proposal next year. As a lifelong Boeing employee and a stockholder, I want to do my part to ensure that Boeing succeeds long into the future. I believe the best way to do that is by building the next plane here which has the least amount of risk and the highest probability for success,” said Jorgensen.

## 751 AERO MECHANIC

**Connie Kelliher, Editor**

Member of The Newspaper Guild,  
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# Veterans' Committee Launched

On April 14, District 751 held the first meeting of our Veterans' Committee. IAM 751 Legislative Director Larry Brown, who himself is a Navy veteran, is chairing the committee. Members who have signed up as veterans (form available on our website) were invited to attend and more than 20 took time on a Saturday to participate.

The meeting lasted nearly 90 minutes and included brainstorming ideas for the mission and focus of this committee, as well as discussing projects the committee would participate in.

Ideas for projects ranged from taking part in a Wounded Warrior Project, visiting JBLM wounded warriors, recruiting IAM veterans to help with

therapy like the TAP program, providing readjustment assistance for veterans just leaving military service, supporting veterans in our community, connecting veterans with training/apprenticeships/jobs, helping fellow veterans at Boeing and in our membership, identifying VA programs to support, and much more.

Discussion also included making our Joint Programs Career Advisors aware of GI Bill benefits and other veteran assistance programs, as well as having veterans use Joint Programs for resume assistance. It was also suggested to include a veteran's piece in our new hire orientation packets.

"Establishing this committee is important for our union because we

have a high percentage of veterans. We believe it will be a very active committee and will make a difference for veterans within our membership and our community," said District 751 President Jon Holden. "Our next meeting will focus on establishing a committee structure and determining which projects to initially take on that will have the greatest impact."



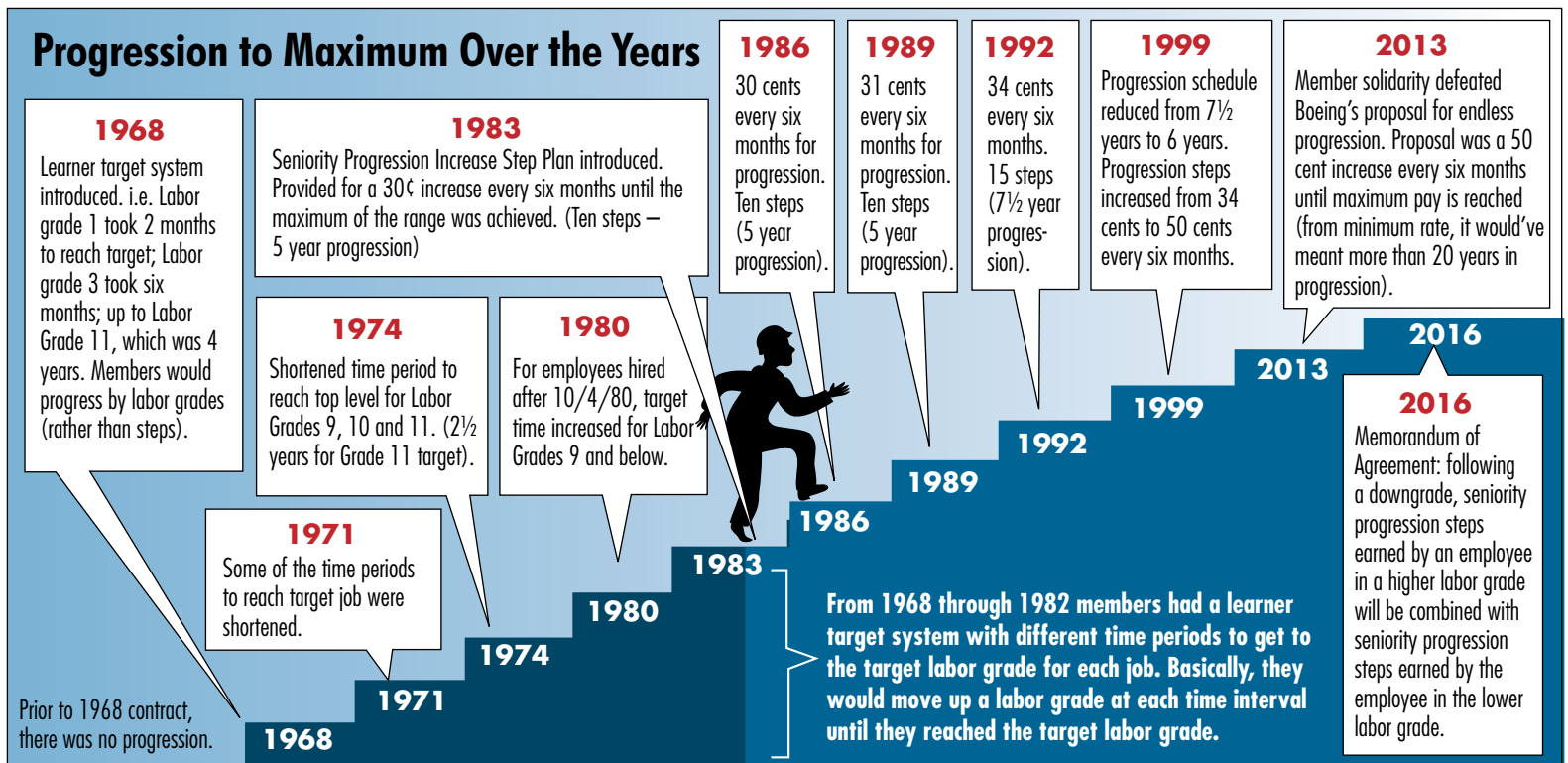
Just a few of the 751 veterans who turned out for the initial Veteran's Committee meeting on April 14.

Date of the next meeting has not been determined. If you are a veteran, fill out the form on our website [www.iam751.org](http://www.iam751.org) and you will receive a veteran pin, as well as information on the committee.

# Nothing Was a Gift: Evolution of Progression

Boeing first introduced progression in the 1968 contract. Progression is something our Union has continually sought to improve and reduce the time it takes for members to reach maximum pay. Over the years depending on the strength of the membership during negotiations, it has been give or take on this issue.

We continue to push Boeing to reduce the time it takes to reach the maximum in current meetings. However, to date, they have not been interested in any positive changes.



# Make Sure You Understand the Ramifications of Accepting an Upgrade While Still in Progression

If you are considering an upgrade AND are still in progression receiving less than the maximum pay rate for your current labor grade, there is an important fact you need to consider before accepting any upgrade.

If you accept an upgrade prior to reaching maximum pay, it will take longer than six years to reach the maximum pay rate (sometimes much longer). After an upgrade you will begin a new series of progression increases for the new labor grade that can possibly last another six years depending on where your wage falls in relation to the maximum pay.

Recently, a member called the union hall to express concern after accepting two different upgrades and having his Seniority Progression Increase (SPI) counter reset to zero each time. There was no warning or bold statement on the job offer to alert him to the consequences of accepting an upgrade.

Many members are not aware that accepting an upgrade, could reset your progression to zero (meaning you could potentially have another six years of progression before reaching maximum pay). This article is meant to help educate members so they make an informed decision about their future.

Seniority Progression Increases of 50 cents occur at six-month intervals until you have completed 12 seniority progression increases (SPI) for that labor grade. Upon reaching the 12th SPI increase (six years), members automatically progress to the maximum pay rate for that labor grade (often an increase of \$10-\$13 an hour or



more overnight!).

An upgrade results in a 56-cent increase for each labor grade you go up. Then, if you are below the maximum for the new labor grade you will remain in progression and your SPI could reset to zero.

Keep in mind there are factors other than progression when considering an upgrade, such as gaining additional job rights in the event there is a downturn, transferring to a different shift, or simply wanting to change jobs. Each case is different, but we want members to be aware of how an upgrade will impact progression.

Consult with IAM-Boeing Joint Programs Career Advisors, who are well versed on the impact an upgrade has on progression and regularly caution members about the reset to zero. Not all members use our career advisors so knowing your contract can ensure you make an informed decision before accepting an upgrade. Members are encouraged to contact their Business Reps to discuss the impacts of progression, as well.

The issue of resetting progression after an upgrade stems from wording in Section 6.3 Base Rate Changes (page 21).

6.3(a) Seniority Progression Increases.

On the Friday immediately preceding their six (6)-month anniversary of the date of hire or date of the last seniority progression increase, employees below the rate range maximum for their labor grade shall, subject to such maximum, receive a seniority progression increase to their base rate of fifty (50) cents. Employees shall automatically progress to the base rate range maximum upon their twelfth (12th) seniority progression increase. Employees on approved leave of absence will continue to accrue time toward their next six (6)-month progression increase for the first ninety (90) days of the leave. Employees recalled from layoff within one (1) year will be credited with any time they had prior to their layoff toward their next six-month progression increase."

The key phrase in this Section is "... employees below the rate range maximum for "their" labor grade shall..."

This means, *within* your labor grade. Taking an upgrade would be a "new" labor grade and be subject to new progression if the difference in pay after the application of the 56-cents per labor grade, is \$6 or more per hour before reaching maximum for the new labor grade. If it is less than a \$6 difference, then you would be placed at whatever SPI level it takes to reach maximum for that new labor grade.

Our union has fought to correct this language in past negotiations and other discussions with Boeing. However, to date, Boeing has refused to change this

to allow upgrades without resetting progression. It is certainly something we will continue to pursue on behalf of our members (see LOU #45 regarding Joint Company/Union Wages Committee) and most certainly will be a topic in any future contract negotiations.

Years ago our union asked the company to include what a member's new progression will be on any job offer. Boeing has added this information to the job offer; however, it is not highlighted and many members do not understand the implications. The line on the offer simply reads SPI Counter. This refers to Seniority Progression Increases and will simply read a number between 0 and 12 (12 means the member has reached maximum). With no further explanation, a member could easily accept the upgrade without realizing its impact on progression.

**Progression does not reset on a downgrade.** A Memorandum of Agreement signed in 2016 states: Seniority progression increases earned by an employee in a higher labor grade will be combined with seniority progression earned by the employee in the lower labor grades previously held, following a downgrade. If the combined progression steps equal 12 steps or greater, the member should be placed at the maximum pay rate for that lower graded job.

NOTE: The huge discrepancy from minimum to maximum has increased over time as the minimums have changed only once since 1992 in 2008 while maximums continue to increase with each GWI and COLA roll-in.

# IAM-BOEING JOINT PROGRAMS

## Educational Opportunities Result in Upgrade from Grade A to Grade 10

The sky is the limit is the motto of 751-member Rorithy Sok. This ambitious member hired in as a Factory Service Attendant in October 2016 and within 18 months is now working as a Grade 10 Tool & Die/Deep Draw.

Beyond his hard work and dedication, he credits IAM-Boeing Joint Programs Career Advisors for helping him achieve his goal.

Almost immediately after starting at Boeing, Rorithy began working with Career Advisor Gina Fountain to learn more about our educational benefits, career advancement opportunities and how to navigate the Boeing system to achieve his goal in the most efficient manner. He attended college and spent many weekends taking off-hour Employee Requested Transfer (ERT) courses to qualify him for an upgrade.

His hard work paid off when he was offered a grade 8 Machinists job in July of 2017, but his current manager required him to remain in his factory service job until October 2017.

After transferring to the Grade 8

job, Rorithy continued his training and utilization of our Joint Programs to qualify for a Grade 10 Tool & Die/Deep Draw job, which he started in March of 2018.

Throughout the process, he relied on IAM-Boeing Joint Programs Career Advisors for guidance and support. Joint Programs helped him create a professionally-written resume when he applied for the Grade 10 position – wanting to put his best foot forward and enhance his chances for getting the job.

“I accepted an entry level job to get my foot in the door with the plan to obtain a more challenging job. I took full advantage of the education benefits in our contract. I am completing my two year Manufacturing Machinists degree from Shoreline Community College in less than two years while working full time, including weekend overtime,” said Rorithy. “I was determined to not be stuck in one spot and to move up.”

“To get this training without having to take out a student loan is great. It is a fantastic benefit I encourage others to use,” said Rorithy.

Ambition and determination are characteristics that define Rorithy. He sets his sights on a goal and works hard to make it a reality. He worked at his previous company (an injection molding company) for 7 years, holding several positions and learning new skills in every position. However, college was too expensive without tuition assistance from his employer.

“Gina helped see me through my training program and gave encouragement,” said Rorithy. “I didn’t know what to do at first. She gave me useful information, told me who to talk to, and what programs to take. The resume service is another resource more members should use when applying for other jobs within Boeing.”

“If you are thinking of changing jobs or going back to school, don’t do it alone. Advisors are a great resource so use their knowledge to help reach your goal,” said



751-member Rorithy Sok used contractual education benefits to move from a Grade A to a Grade 10 job in just 18 months.

Rorithy. “If you don’t like your current job, meet with an advisor, set a goal for a different job and start working on it today.”

To schedule an appointment with an IAM-Boeing Joint Programs advisor, call 1-800-235-3453. Keep in mind if you are in progression and accept an upgrade, your six-year progression could reset to zero. If after an upgrade, you are \$6 an hour or more below the new maximum for this labor grade, your six year progression is reset to zero. It is something to be aware of when you are looking to change jobs within Boeing.

## Site Committee Workshop Promotes Safety Partnership

The HSI Site Committees have been an integral part of the IAM/Boeing Joint Programs since its inception in 1989 – promoting safety in the workplace each and every day.

Recently, IAM-Boeing Joint Programs held a one-day, off-site workshop with the site committees from Everett to Portland to share information and honor the commitment and extraordinary work these individuals do each day. The event emphasized delivering safety excellence, was packed with informative speakers and aimed to empower each committee member to be a safety leader and help drive cultural change.

Speakers included top leadership from both the union and the company.

District 751 President Jon Holden thanked the site committee members for their work and commitment. Jon talked about partnering for safety as one of the most valuable projects we work on together to ensure our members go home in the same condition as when they arrive at work.

Senior Vice President of Supply Chain and Operations, Jenette Ramos also addressed attendees and emphasized the importance of putting safety first.

A panel forum was held with senior



Rachel Sarzynski reports on safety issues from the Everett plant.

leaders from Boeing production, fabrication and EHS supply chain & operations. The panel answered a series of questions and shared personal stories from their perspective in the company.

Leaders from EHS led a lively discussion of the EHS One Plan, which has site committee members playing an important safety role. The discussion was followed by an interactive exercise with site committee members.

### Site Committee Report-Out

Site Committees reported successes from their sites including top three major accomplishments for 2017. Sharing the information is key to getting consistent safety practices and finding best solutions. Committee reports noted:

- Everett is focusing on getting tours back on track and having more focused meetings that address items impacting our members.
- Auburn is working on awareness and safety hazards associated with PMD’s (Personal Medical Devices) in close proximity to radio frequency.
- Renton is using Blue Man charts to directly target high injury areas during site safety tours.

The committees then broke into their groups to discuss areas for improvement for 2018. Joint Programs facilitators helped the site committee members identify gaps and draw out solutions discussed within the committee.

Eric Wiseman, Safety Compliance Sr. Supervisor from



Site Committee members Jerry Banks and Kyle Morris brainstorm with Joint programs Administrator Zack Zaratkiewicz on safety solutions.

Labor & Industries, provided an overview of the working of DOSH (the Division of Occupational Safety and Health that is part of the Department of Labor & Industries).

Presentations were also made on the Hazard Communication Team (Article 16.2 of our contract) and crane safety, which is one of the nine hazards identified by Boeing.

Participants noted in future workshops they would like more information on robotics, chemicals, ergo, OSHA, and the company and labor working together jointly. Participants also wanted more opportunities for ergonomics and replications of what seems to be working well at specific sites.

Participants requested that the meeting be held annually to share information and best practices going



District 751 President Jon Holden addressed the site committees.

forward.

“I thought this was excellent. The L&I spokesman was a good addition. Maybe a little more back and forth discussion with the panel members would be good,” was the feedback from one participant.

Joint Programs continues to work to foster a Union-Company partnership to improve Health and Safety in the workplace, training and education and the quality of work life for our members. By establishing safety and health goals and objectives, and providing adequate resources and support for the program we can achieve safety excellence, and our site committees play a vital role.

Overall, it was a very productive day in our joint efforts to continually improve safety in the workplace.



Pat Augustine and Gary Kiehl provide feedback for future workshops and possible topics for discussion.



Auburn Site Committee member Luizane Chiv talks issues from the Auburn site.



L to R: WSLC Bill Messenger, Richard Jackson, Ira Carterman, Spencer Thal and Jon Holden discuss filing for Trade Act Assistance for members at Jorgensen Forge after the company announced the plant would be closing.

## Exploring Options for Members at Jorgensen Forge

In late April, Jorgensen Forge announced plans to close its Seattle plant and wind down operations. The plant was purchased by CE Star Holding in 2016 out of bankruptcy, and our union was successful in negotiating a successor contract with the new owner at that time.

Immediately upon hearing of a plant closure, our union jumped into action.

On April 27, District 751 met with Bill Messenger from the Washington State Labor Council to begin work to file a Trade Adjustment Act (TAA) petition in hopes of securing TAA benefits to any impacted employees.

If the TAA petition is approved, our members would have a much greater safety net in transitioning to new employment after a plant closure. TAA benefits include retraining benefits,

extended unemployment while in training, a health care tax credit, relocation expenses, job search help and much more.

In addition, our union is working to help provide resume and job search assistance – recognizing that Boeing is currently hiring production workers each week.

District 751 is also filing information requests so we have the proper data and figures. Our union will also demand to conduct effects bargaining over the closure.

“We will continue to look for ways to help these members as the plant prepares to close, through TAA and other resources. We will also look at hiring events and provide other assistance,” said District 751 President Jon Holden. “Our job is to focus on getting the most for our members.”

## Solidarity with Unions in Brazil

In April, District 751 leaders met with union leaders from Brazil who represent workers at the Embraer facility. The metal workers union in Brazil represents both blue and white collar workers building Embraer airplanes. With Boeing in talks about a potential partnership with Embraer, the unions met to talk solidarity.

“We can’t allow the companies to play us against each other. Instead we should look for opportunities to work together since we are all facing the same threats,” said District 751 President Jon Holden. “Embraer is using the same bully tactics that Boeing and other companies use in this global economy. It is important we work with their union or we will continue

to face the same downward pressure on our wages and benefits. We appreciated the opportunity to meet and look forward to building a strong alliance going forward.”

Both the IAM and Brazilian union leaders expressed concern over the outsourcing of aerospace work around the world and potential job loss for members.

Their situation is a little different in that the Brazilian government is a majority shareholder of Embraer in order to control the aerospace industry in that country. That means the government of Brazil will have a say in any partnership talks between the two aerospace companies and could kill any deal.

## Moving Toward a First Contract



Richard Jackson and Dena Bartman put together an initial proposal based on membership input gathered in meeting below.

After voting for union representation in March, IAM members working at Sasquatch Screen Printing and Embroidery are now taking steps toward a first contract.

Members recently met with Business Rep Dena Bartman and Chief of Staff Richard Jackson, who will serve on the union negotiating committee.

Dena explained the negotiation process, distributed an initial survey, and answered questions members had. For many, this is the first time they have had union representation or a voice in their wages, hours and working conditions.

Members selected Jeremy Noreberg to serve as their bargaining unit committee member throughout the negotiation process.

At the meeting, members also discussed



issues they want addressed in a first contract that included wage increases, 401(k) match, changes on use and accrual of PTO, part-time language and promotions.

Our union has put together an initial comprehensive proposal that will be presented to the company negotiators the first week of May.

Richard and Dena have also toured the shop to observe the variety of work performed, processes used, machines operated and layout of the facility.



IAM leaders met with union leaders from Brazil representing workers at Embraer to build solidarity as Boeing and Embraer explore a potential partnership. On the right side of the table union leaders from Brazil: Herbert Claros da Silva, vice president of the metal workers union; Antonio Barros, president of their union, and Fabio Bosco, their union’s international advisor.

The metalworkers union in Brazil is a militant union and must negotiate a contract each year. Their last strike was in 2014 for five days.

Both unions pledged to stay in contact and strengthen our alliance as partnership talks progress between the two companies.

## 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.



District 751 is one of the top fundraisers for the California-based charity, which provides service dogs -- and training in their use -- free of charge to people who are blind or have impaired vision from across the United States and Canada. The charity was founded by a Machinists Union member.



### Flight for Sight

The 17th annual Flight for Sight fun run will be Saturday, June 2, at the Everett Union Hall, 8729 Airport Road.

The race course circles Paine Field

with limited traffic lights and street crossings.

Flight for Sight includes two timed races -- 5K and 10K runs -- on a USA Track & Field certified course. There will also be a non-competitive one-mile walk.

Race check-in will be from 7:30 to 9 a.m. at the Everett Union Hall. Racing will begin at 9:30 a.m.

Registration costs \$30 in advance, or \$35 on race day. Runners will get a t-shirt. Registration fee waived, if runner collects more than \$30 in donations. Prizes will also be awarded to the top three fundraisers.

Registration forms are available at all District 751 union halls in Puget Sound, or you can go online at [www.flightforsight.com](http://www.flightforsight.com) and follow the links to the online registration form.

Flight for Sight is sponsored by the District 751 Women’s Committee.

### Hold ‘Em Poker Tournament

Local C’s charity poker tournament promises to be a fun deal.

The Local C Guide Dogs of America Hold ‘Em Tournament will be held on Saturday, June 9, at the Muckleshoot Casino in Auburn. Registration will start at 4 p.m., and the tournament will run



from 5 to 10 p.m.

Registration will cost \$100 per player. There will be a \$3,500 payout to the top 10 players at the final table. Players registering by June 1 will receive an additional \$500 tournament chip.

All proceeds from the tournament will go to Guide Dogs of America.

### Slot Machine Tournament

In addition, for those who prefer to play the slots, Local C will host a slot tournament at the Muckleshoot simultaneously with the poker tourney on Saturday, June 9. Slot tournament begins at 5:30 p.m. with game card sales starting at 5 p.m. in the slot tourney area. \$5



per game and individuals can purchase 1 or up to 15 slot game cards. \$850 Final payout to the top 5 based on individual’s highest score.

Flyers with details about the tournament are available at all Puget Sound union halls and on the website at [www.iam751.org](http://www.iam751.org). Additional information is available from Neal Key at (206) 890-5485.



### Harley XL1200C Raffle

This year the Puppy Putt Committee is raffling off a Harley Davidson Sportster XL1200C. Raffle tickets are \$5 each and available at all union halls or local lodge meetings. A maximum of 5,000 tickets will be sold. Drawing to be held Saturday, Sept. 8, 2018 at the Puppy Putt event. You need not be present to win the motorcycle.

# Union Mitigates Boeing Attendance Policy Changes

Continued from Page 1

*AeroMechanic* as a reminder of the changes for when you may have questions on this.

To report all the modifications in one place, our Union and the Company signed a document that summarizes these modifications.

Please review all the changes so you know how they will impact you going forward. Following is a summary of those changes (see blue box below and on page 7 for actual language and MOAs):

- Puget Sound Attendance Guidelines are now called Puget Sound Attendance Requirements.

- Both extended absence terminations (previously 6 days) and job abandonment (previously 4 days) will go to 5 days and be called discharge for AWOL/Extended Absence.

- Medically documented absences (MDA) notes must be provided using the correct process within 10 calendar days of return to work following the last date of absence (previously this was all over the board from shop to shop with some requiring as little as 48 or 72 hours).



Staff Attorney Spencer Thal explains how state laws expand use of benefits to cover time.

Copies of the new attendance policy, summary of changes, MOA's, Company documents and applicable state laws are posted on our union website at: [www.iam751.org/attendance](http://www.iam751.org/attendance)



District 751 President Jon Holden (l) answers questions from Stewards following the Everett briefing on changes to the attendance policy and other MOA's.

- Failure to Maintain (FTM) time of 47.9 hours will only be available once during a disciplinary cycle (previously this reset after each corrective action).

Going forward all MDA's become UXAs (unexcused absences) after the first FTM CAM.

- Designated overtime required in a budget quarter will be 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 – so no change on this rule).

- 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. Going forward reasons for vacation in lieu are greatly expanded).

- Overtime absences must be reported prior to the end of the assigned shift and must be covered absences. Members can use sick leave, vacation in lieu of sick leave, MDA, any other qualifying leave such as FML/LOA or 16.10(d) to cover these absences. Unexcused overtime absences now count as infractions in the same manner as other absences.



Grievance Coordinator Dan Swank explains clarification on 16.10(d).

- Third shift employees will accrue and use I-1433 Paid Safe and Sick Leave on hours paid, not hours worked. This will ensure that additional sick leave accrued through I-1433 by third shifters will be on par with first and second shift.

- 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 the next work day so you have to see a doctor the same day you leave work. Using this benefit 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.

- Added inclement weather policy. While this didn't change, it makes any future changes to Boeing's inclement weather policy subject to effects bargaining with our union.

- If someone is currently under discipline for attendance, they will stay on the old system for FTM that allows reset of 47.9 after each CAM until they either get 12 months past their last corrective action or are terminated.

- Memorandum of Agreement (MOA) on overtime with the following clarifications:

- (1) Designated overtime is limited to the shop and shift as defined under your first line manager (LOU#11 limitations still apply).

- (2) Any increment of approved vacation on a Friday, exempts that employee from designated overtime for that weekend.

- (3) 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 that they are available to work overtime.

Again, please review these changes. If you have questions, ask your union steward or business representative. Union representation gave us the opportunity to achieve several improvements from what Boeing wanted to implement and also make clarifications/improvements in the contract.

Our union utilized the rights contained in our contract and afforded to us under state law and most importantly those rights protected under federal law ensuring that we had many options to protect our members' rights. In this case, utilizing all these options empowered our members to have more control over their schedules.



Everett Stewards review information packets explaining the changes to Boeing's attendance policy.

## Agreement on Modifications to Puget Sound Attendance Guidelines and The Collective Bargaining Agreement

WHEREAS, the Boeing Company ("Boeing," "Company" or "Employer") has proposed changes to the Puget Sound Attendance Guidelines ("PSAG") that will affect Puget Sound employees in the state of Washington represented by Aerospace Machinists Industrial, District Lodge 751 ("Union"); and

WHEREAS, the parties have engaged in good faith effects negotiations regarding these proposed changes; and

WHEREAS, there have been changes to Washington State law relating to paid sick and safe leave, enacted in RCW 49.46.210 ("PSSL");

AND WHEREAS, the parties have agreed to make certain changes to the collective bargaining agreement of November 8, 2008 as extended and modified on December 7, 2011 and January 3, 2014 ("the CBA") to align with the effects of the agreed upon changes to the PSAG and the implementation of PSSL;

NOW THEREFORE, the parties agree as follows, with an effective implementation date of May 21, 2018:

1. The title of the document will be changed from Puget Sound Attendance Guideline (PSAG) to be Puget Sound Attendance Requirements (PSAR).

2. The Note in Section IV.A.1. of the PSAR shall be amended to read: "Unexcused absences of five or more consecutive work days which are either reported or unreported, may result in discharge for AWOL/Extended Absence per PRO-1909."

3. The first sentence of Section IV.A.4.c of the PSAR shall be amended to read: "The absence is for an illness or injury not related to work and medical documentation is provided to the Boeing Leave Service Center within ten (10) calendar days of return to work following the last date of absence."

4. The fourth sentence of Section IV.B. shall be amended to read: "Subsequent absences will be considered unexcused once the initial Failure to Maintain (FTM) accumulation has been exhausted. Progressive corrective action will be based on the period following the last corrective action for attendance, if that corrective action was issued less than 12 months before.

(NOTE: This is a major change. We looked for additional ways for members to cover time in order to diffuse the Company's proposed changes. See following changes.)

5. The parties agree to modify the "Quarterly Limit" in Letter of Understanding No. 11 as follows:

- An employee need not be permitted to work more than one hundred twenty eight (128) overtime hours in any budget quarter.

- The limit that an employee can be required to work shall be one hundred twelve (112) overtime hours in any budget quarter.

6. The parties agree to modify Section 8.4(b)(5) to read as follows: If an employee's Sick Leave Credit is

exhausted, management shall allow an employee to use vacation credit as sick leave for any purpose for which sick leave is currently allowed under the PSSL, the Washington Family Care Act, RCW 49.12.265 - 49.12.295 and/or the Washington Family Leave Act, RCW 49.78 (the current versions of these statutes are hereby incorporated into the CBA by reference), even if an employee is under a Corrective Action Memo for attendance without incurring any disciplinary consequence. Management shall also allow an employee to use Vacation Credit as sick leave for legitimate reasons for absence under the same conditions as set forth in Subparagraph 8.4(c)(1), even if an employee is under a Corrective Action Memo for attendance without incurring any disciplinary consequence.

7. Paragraph IV.A.4. of the PSAR shall be amended to read as follows: "Overtime absences must be reported to the employee's organization prior to the end of the assigned shift. Sick leave, vacation in lieu of sick leave, medically-documented absences ("MDA"), or any other qualifying leave (i.e. FML/LOA) are available to cover overtime absences. As such, unexcused overtime absences count as infractions in the same manner as other absences."

8. Third shift employees shall accrue and use all sick leave (whether by virtue of the CBA and/or by virtue of RCW 49.46.210) on hours paid instead of hours worked.

9. The parties will execute the previously-negotiated Memorandum of Understanding regarding Article 16.10(d), and the parties agree that absences arising under that Memorandum of Understanding do not count in any manner towards infraction under the PSAR, for the day(s) documented.

10. Paragraph IV.A.3 has been added and shall read as follows: Absences due to inclement weather shall follow the current Puget Sound Inclement Weather Attendance Expectations.

11. Upon implementation on May 21, 2018, all employees shall be covered under the new PSAR. Employees who have any active employee corrective action for attendance will continue to be subject to the progressive discipline system in the current PSAG, and shall not be subject to the change identified in paragraph 4 of this Agreement until such time as they no longer have an active CAM. All other provisions of this Agreement shall apply to such employees.

12. Except as expressly provided herein, the parties agree that all other provisions of the CBA are hereby reaffirmed and remain in full force and effect. The parties agree that the changes in the CBA agreed upon herein constitute a written amendment and reaffirmation of the CBA as contemplated in the second paragraph of Article 24 of the CBA and that such written amendment and reaffirmation is effective May 21, 2018.

# New Memorandums of Agreement from Effects Bargaining

## MOA - Regarding Section 6.10(a) & (b) Overtime Interpretation

6.10(a) of the collective bargaining agreement provides that: "The Company will first attempt to meet its overtime requirements on a voluntary basis **from among employees who normally perform the particular work activity on a straight time basis.**" (*emphasis added*). The parties hereby agree to clarify this language as follows:

The phrase "normally perform the particular work activity on a straight time basis" means: during the week of the overtime requirement to be eligible, within the crew (1st line manager) and the shift.

6.10(b) of the collective bargaining agreement outlines the process for advanced scheduling of overtime within the shop and shift. Once 6.10(b)(1)(c) is reached, **and if sufficient volunteers are not obtained** (*Emphasis added*), then the Company may designate any employee to satisfy remaining requirements.

The parties hereby agree to clarify the language in 6.10(b)(1)(c) as follows:

If sufficient volunteers are not obtained, any overtime can then be offered to any qualified employee, regardless of shift, assigned organization, or site. In addition, individual or crew designation is limited to the **shop and shift** (*emphasis added*) as defined under 1st line manager; unless LOU #11 limitations apply.

Additionally, management may exclude an employee from overtime in certain circumstances. The parties hereby agree to clarify the language in 6.10(b)(2)(b) as follows:

Employees who use sick leave [or Family and Medical Leave] for any lawful purpose on the work day preceding the overtime day (Saturday/Sunday) **will not be excluded** (*emphasis added*) from overtime under Section 6.10(b)(2)(b) **as long as** (*emphasis added*) the employee has notified management of their continued availability to work the scheduled weekend overtime. If availability is not reported it will be assumed the employee is unable to work the weekend overtime. Employees who use **contractual bereavement leave** (*emphasis added*) under Section 6.6(c) on a work day preceding the overtime day (Saturday/Sunday) may still be excluded from working overtime under Section 6.10(b)(2)(b).

Lastly, regarding designation rights under 6.10(b)(3); the parties agree to the following:

For explanation of vacation exceptions on the Friday preceding the weekend; employees who **have previously approved vacation** (*emphasis added*) of eight hours or less will not be required to report for designated weekend work. All other requirements of 6.10(b)(3) still apply as stated in the collective bargaining agreement.

## MOA - Regarding Section 16.10(d)

WHEREAS the parties had a disagreement regarding the interpretation and application of Section 16.10(d); and WHEREAS the parties wish to resolve that dispute and adopt an agreed-upon interpretation of Section 16.10(d) moving forward;

NOW THEREFORE, the parties agree as follows:

1. Section 16.10(d) applies to any injury or illness that requires medical care "if such care unavoidably occurs during working hours." Therefore, this section applies whether the injury or illness is an on-the-job or off-the-job injury or illness.

2. Section 16.10(d) only applies if the need for medical care "unavoidably occurs during working hours," which means either:

(a) that a manager directed or approved the employee to stop working and report to Boeing medical or other medical professional, and in doing so; the medical professional determined the employee was not cleared to work the remainder of their shift and needed to seek immediate medical attention; or

(b) that a manager directed or approved the employee's departure from work for the purpose of obtaining necessary medical care, and after departing work, the employee promptly sought and obtained medical care from a medical professional; or

(c) for designated overtime where an employee has a pre-scheduled medical appointment after their regular shift and working would result in a cancellation penalty for the appointment or unreasonable delay in necessary medical care.

3. For absences to be excused, proof of medical care for all situations listed above must be provided to Boeing Medical, other Boeing-designated processes, or manager upon the employee's return to work.

4. These absences will be considered as excused as it relates to the employee's attendance, from the employee's departure from work to the clearance to return provided by Boeing Medical or other Boeing-designated processes for the specific condition that removed them from the workplace; regardless of available sick leave credits. Leave of absence provisions will apply for consecutive absences that are greater than seven days.

## MOA - Regarding LOU #11, 8.4(b)(5), 3rd Shift Statutory Sick Leave Accrual and Use

WHEREAS, the Boeing Company ("Boeing" or "Company") and Aerospace Machinists Industrial, District Lodge 751 ("District 751") entered into effects bargaining regarding the Company's proposed changes to the Puget Sound Attendance Guidelines;

AND WHEREAS, the Company and District 751

reached certain agreements that affect the master collective bargaining agreement that applies to District Lodge W24;

NOW THEREFORE, the parties agree as follows:

1. The parties agree to modify the "Quarterly Limit" in Letter of Understanding No. 11 as follows:

- An employee need not be permitted to work more than one hundred twenty eight (128) overtime hours in any budget quarter.

- The limit that an employee can be required to work shall be one hundred twelve (112) overtime hours in any budget quarter.

2. The parties agree to modify Section 8.4(b)(5) to read as follows: If an employee's Sick Leave Credit is exhausted, management shall allow an employee to use vacation credit as sick leave for any purpose for which sick leave is currently allowed under federal and/or state law (the current versions of these statutes are hereby incorporated into the CBA by reference), even if an employee is under a Corrective Action Memo for attendance without incurring any disciplinary consequence. Management shall also allow an employee to use Vacation Credit as sick leave for legitimate reasons for absence under the same conditions as set forth in Subparagraph 8.4(c)(1), even if an employee is under a Corrective Action Memo for attendance without incurring any disciplinary consequence.

3. Third shift employees covered by Washington State's Sick Leave Law, I-1433, shall accrue and use all sick leave (whether by virtue of the CBA and/or by virtue of RCW 49.46.210) on hours paid instead of hours worked.

## MOA - Regarding Vacation Carryover

This Agreement is entered into by and between The Boeing Company (the Company) and the International Association of Machinists and Aerospace Workers, AFL-CIO (the Union) and addresses the parties' discussion regarding vacation carryover processes relative to 8.4(d).

1. The parties agree that in lieu of a requirement in 8.4(d) for the employee's election to carryover any unused vacation benefits at the time of their anniversary date; the Company will implement an automatic carryover election for those employees that have not already done so.

2. Employees who choose to still want a payout of unused vacation credits can request a vacation pay in lieu through Payroll which will allow a cash out of those remaining hours at their anniversary date.

3. The automatic carryover stated in #1 above will be effective 4/6/18.

# Countdown to Second Contract at Cadence

*Continued from Page 1*

approved. The April 11 meetings allowed members who were here when we unionized to share how having union representation has made their daily working life better by having their wages, benefits and working conditions in a written contract. Contrasting the difference helps our new members understand the importance of union representation.

Since the initial contract was signed in 2016, Cadence has been purchased by Arlington Capital. Our union has had communication with the new owners.

"A change in ownership could have meant changes in wages, benefits and working conditions. That didn't happen because of our union contract," Business Rep Greg Campos added. "That is just one of the protections a union contract provides – not to mention ensuring that you are no longer an at will employee and your employer must show just cause for any discipline, as well as providing fair and consistent discipline through the process outlined in our contract."

"Things have gotten better working here since we gained union representation," said Billie Cheesman, who has worked at Plant I for 7 1/2 years.

"I have worked here more than 20 years and having our union is definitely a plus," said Verna Lindal.

The union will be holding additional meetings and distributing more in-depth surveys to give members a chance for feedback, as well as holding solidarity events. Every step

of the way membership involvement is key. Stewards are excited to move forward toward a new contract that can address some of the ongoing issues.

"There is a high level of accountability in having a union contract. Because we have a contract, we have been able to resolve issues without the need to file a grievance," said Campos. "Our members determine the issues we pursue in a contract. The path to success is solidarity and strength in numbers so members should start talking that on the shop floor now."



Above: Chief of Staff Richard Jackson explains the negotiation process.

Left: Members discuss issues to address in a second contract.

Below: L to R: Richard Jackson, Verna Lindal, Steward John Coombs and Greg Campos talk about membership solidarity for the next contract.



# SERVICE TO THE COMMUNITY

## Recognition Banquet Honors Our Top Volunteers

*Continued from Page 1*

gave special recognition to Kay Michlik for her steadfast help throughout the year in coordinating events, tracking volunteer hours and general support of the program.

The highlight of the banquet was the presentation of the “Bill Johnson True Trade Unionist Award” which is given to an individual who demonstrates the characteristics of a true trade unionist by giving what little free time they have and wanting nothing in return whether it be volunteering or simply going beyond the call of duty as a union member. This year’s True Trade Unionists award was presented to Princie Stewart, who has continually worked to improve life for others and served as MVP chair this past year.

Starting a new tradition, last year’s True Trade Unionist winner, Jason Chan, joined District President Jon Holden in presenting Princie with the award.

Representatives from King, Pierce and

Snohomish County agencies and programs that benefit from our volunteers took a moment to thank members. Several noted that 751 sets the standard for volunteering throughout our region. Whenever there is a call for help, 751 is quick to respond.

A comprehensive slide show served as a reminder to the variety of projects we have done, as well as the countless individuals who have benefitted from these efforts. Projects ranged from building wheelchair ramps, preparing and serving meals at area missions, road clean-ups, Salvation Army bellringing, Toy N Joy Drive, Toys for Tots, Northwest Harvest food drive and food sorting, building tiny houses for the homeless, Project Homeless Connect, and the list goes on. Our volunteers also provide support to the many fundraisers to benefit Guide Dogs of America.

Thanks to all who step up and volunteer throughout the year, your efforts are appreciated.



District 751 President Jon Holden (l) and last year’s True Trade Unionists winner Jason Chan (r) present Princie Stewart with the True Trade Unionist Award for going over and above to help others.



District President Jon Holden (far right) congratulates top volunteers from the various categories L to R: Julie Braun, Jonathan Van Pelt, Michael Trinchini, Shane Van Pelt Jr., Jim Hutchins, Adrian Camez, Vennie Murphy, Rob Curran, Brenda Curran, George Braun (back row), Princie Stewart, Wondell Sanchez, Terri Myette, Todd Priszner, Jon Holden.



Remember to leave out a food donation at your mailbox on Saturday, May 12 for the 26th Annual Letter Carriers’ Stamp Out Hunger Food Drive.

This is an easy way to help others utilizing area food banks. Simply set out your canned or non-perishable foods at your mailbox on Saturday, May 12. The Letter Carriers will do the rest. This is the largest one-day food drive in the nation.

## Helping Hands Throughout Region

751 volunteers continued to help others in our communities in April. When a 35-year member who had recently retired in Everett urgently needed a ramp, our member volunteers jumped into action.

When volunteers heard about two Auburn residents who needed a ramp, but had been told the costs were too high and there was no room to install it, within a week our volunteers had assessed the property, designed and built a ramp so the residents could get in and out of their home more easily.

In addition, volunteers continued to prepare and serve meals at area missions, as well as volunteering to sort food each week at the Northwest Harvest Warehouse in Kent.

Whenever there is a need, our volunteers step up to help. To view all MVP projects, visit our website at [www.iam751.org](http://www.iam751.org) and click on the monthly calendar.



Left: Framing the Everett ramp.

Below: Cutting wood for the Everett ramp.

Building a ramp for two Auburn residents who had been told there wasn’t room for a ramp were Vennie Murphy, Brandon Swanson, George Braun, Jason Chan, Matt Hardy and Jim Hutchins.



Above: Helping with the ramp for retired member Cora Boyd L to R: Adrian Camez, Paul Richards, Mike Molsee, Cora Boyd, Fred Harmon, Derek Gottschalk, Jason Chan, Jonathan Keay.



Volunteers preparing meals at The Rescue Mission recently included Gary Perry, Vennie Murphy, Rob Curran, George Braun and Matt Hardy.



# RETIREMENT NEWS

## 751 Retirement Club Business Meeting Minutes

The meeting was called to order on April 9, 2018 by President Jackie Boschok. She led the club in the flag salute and singing of God Bless America and T.J. Seibert led the Lord's Prayer.

**Roll Call:** All officers were present or excused.

**Minutes:** The March meeting minutes were approved.

**Executive Board:** No action.

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

Tom also discussed the fee for Associate members, which is \$2 a year and can be paid to Tom. Associate members are spouses of District 751 retirees.

**Communications:** None.

**Legislative Report:** Carl Schwartz gave a recap of some senior friendly legislation passed in the 2018 session of the Washington State legislature (again showing the positive impact of our new Democratic majority).

- Bill 5179, effective January 1, 2019, will allow people on Medicaid to be eligible for hearing aids and services.

- Bill 2667 provides housing assistance for seniors with disabilities.

- Bill 5035 improves access to medical drugs for terminally ill patients.

- Bill 2892 makes provisions for information compiling on mental health issues and establishes guidelines for implementation.

Carl spoke on our Washington State Alliance for Retired Americans state convention scheduled for May 15th. We still have room for a couple more

delegates from our club, see our Chair Jackie Boschok.

He mentioned that a number of State Representatives are retiring this year, including Ruth Kaji, Judy Clibborn and Jean McBride and others. They have supported our issues, and we will send a letter of thanks to them.

Carl reminded everyone 2018 is an election year, and we will be electing or re-electing, members of our state legislature, Congress and Senator Maria Cantwell. Your committee, along with our District's legislative committee, will be interviewing candidates, reviewing voting records and making recommendations based on labor and senior friendly issues. Be sure to read them in our *Aero Mechanic* newspaper.

May 19 is the statewide COPE convention where labor gets together to determine endorsement of candidates.

Carl also talked about internet conspiracy theories, and how people are spending a lot of time making up stories. He said to get your information from more reliable sources.

Larry Ward asked how to distinguish fake news from real news. Carl responded it is not that complicated. We're intelligent people, read the paper, do your research.

**Unfinished Business:** None.

**New Business:** None.

**Health and Welfare:** Vice President Helen Lowe read the following list of deceased members. **Local A:** Donna Branham, Frank Curtis, Glenn Everson, Maurice Joy, Patricia Krijanovsky, Wanda Lacey, Roth Mith, Kenneth Slatum, Arlo Volson.

**Local C:** Patrick Byrons, Ellis Campfield, Harold Davis, Camroc Fischer, John Jacobson, Robert Knox, James Lubison, G.W. Maloney Jr., Clifford Mannahan, Gary O'Keefe, Theresa Zimmerman. **Local F:** Paul Camenzind, Joseph Capron, Dale Fortik,



*Celebrating April birthdays L to R: Jim Hutchins, Jan Egger (who also celebrated an April anniversary with Connie), George Braun, Helen Mah, Aurelia Turner, and Jackie Boschok. Not pictured Don Ivanhoe who also celebrated an April birthday.*

Shirley Hansen, Adele Howard, Robert Jasper, Betty Sisk. A moment of silence was observed. Sympathy cards were sent to the next of kin.

**Good & Welfare:** None.

**Presidents Report:** Jackie discussed the 8th Congressional race and reported she invited Dr. Kim Schrier to speak at our May meeting so plan to attend and ask questions. Our union has endorsed Dr. Schrier for the 8th Congressional District, and we hope she will receive the WSLC endorsement at their COPE convention on May 19.

April 14 is the MVP Banquet and retirees are welcome to attend. Retirees are doing a lot of volunteer activities as well as active workers.

Jackie mentioned what a great job Tom Lux did planning and chairing the Pacific Northwest Labor History Association (PNLHA) convention. This was a 3-day convention that provided labor education, guest speakers and great movies; there was a lot to learn.

She next spoke on the WA State Alliance for Retired Americans. The ARA is considering endorsing Lisa Brown in the 5th Congressional District race in Spokane. This is one of the two targeted races in our state; the 8th Congressional District is the other.

The Alliance is organizing a chapter in Snohomish County. Retirees and seniors are invited to two planning meetings they are holding. Anyone interested should let Jackie know.

Ron McGaha asked what the membership number is. Jackie replied there are over 86,000 members, up from 83,000 last year. Jackie talked about the book "Emerging from Turbulence" and reminded the Club we purchased two (2) copies to share; one (1) copy was recently returned so if you would like to borrow it, let her know.

She also discussed some summer activities that are being considered. She will get more information, including costs and bring them up for discussion at the May meeting. The events are 1) Blake Island cruise and salmon dinner, 2) Mount Rainier scenic railroad ride and 3) Wolf Haven which is near Tumwater. Jackie did ask if there were any other considerations for summer events and there were none.

In response to Larry Wade's question about distinguishing real news from fake news, Jackie mentioned that there is a website called SNOPE.com where you can go and find out if a story on the internet is true or fake.

**April Birthdays & Anniversaries:** Jackie Boschok, George Braun, Jan Egger, Jim Hutchins, Don Ivanhoe, Helen Mah, Aurelia Turner celebrated their birthday and Jan & Connie Egger celebrated their anniversary in April. The club sang Happy Birthday to them.

The Fred Meyer gift card was won by Ann Rose.

Meeting adjourned at 11:39 am.

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		

## Retirees Wanted to Help at Outreach Events to Future Workforce

Retirees, do you have an interest in working with the next generation of manufacturing talent, including middle and high school students and students at Washington State community and technical colleges? The Boeing Workforce Development team needs your help!

The Workforce Development organization is responsible for identifying talent pipelines for our critical manufacturing skills to sustain Boeing's airplane programs. In order to address that need, they partner with over 50 K-12 schools and community and technical colleges

across Washington State in a variety of ways to influence school programs to meet the ever-growing need for manufacturing skills. Support includes, but is not limited to, serving on school boards, teacher training, curriculum development, donations, conferences, Manufacturing Day and SkillsUSA competitions. Other outreach events such as career fairs, classroom visits and industry tours are also supported on a regular basis.

But they can't do it alone. Workforce Development would like to identify interested IAM retirees to help support these outreach



*Retirees are needed to recruit youth for future jobs at Boeing. If you are interested, email workdev@exchange.boeing.com.*



events. With your participation, students have the opportunity to learn from subject matter experts which helps empower them to be career-ready upon graduation. For you, this satisfying opportunity provides community involvement through academic outreach in an area that you know so much about.

If you're interested in participating in this worthwhile cause, please send an email to workdev@exchange.boeing.com and mention IAM Retiree Volunteer in the subject line.

Thank you for your support!

## RETIREES

Congratulations to the following who retired with the Union:

Timothy Allen	Julius Green	Dana Parks
Jeffrey Altschul	Donald Grende	Jay Peacock
Mark Barbier	Teresa Grimes	Jackson Perry
Ronald Bell	George Grimm	Ronald Petruska
Darrell Bennett	Clifford Hatton Jr	Grant Phillips
Terry Blaisdell	James Hemminger	Joseph Pistone
Paul Brenia	Randall Higman	Dale Quinn
Norman Brown	James Holloway	Keith Ray
Perry Burk	Michael Huynh	Robert Read Jr
Richard Callahan	Floyd Jobe Jr	Winston Rollocks
Michael Chilcott	Diane Kauffman	Paul Rudolph
Catherine Corrigan	Kathryn King	Richard Sandvig
Bridget Drill	Donald Knapstad	Giselle Soto-Hood
Sherryl Dunkle	Glenn Lahde	Michael Thompson
Allen Dunn	Robert Lisk	Anthony Torres
Carl Edwards	Alford Lominac	Robert Torres
Patricia Epps	Candace Marshall	Ronald Wade Jr
Calvin Evans	Ronald Meade	Kenneth Wagoner
Thomas Ficklin	Menandro Medina	David Whitsett
Laurence Fierling Jr	Steven Michael	Say Wilkins
Bennie Freiss	Daniel Miller	Gregory Williams
Mark Galanti	Anthony Mitzel	Cynthia Wilson
Randy George	Lorrie Mutschler	Gregory Wilson
Alvin Giedt Jr	Scott Nesselrodt	Richard Wooten
Kurt Gobel	Donato Ocampo	William Young
Randal Gookstetter	Bruce Ojala	
Jim Grage	Peggy Parkin	

# Carterman Honored for Service to Local 751-E

Local 751-E recently honored past president Ira Carterman (center) for his service to the local as president from 2006 through January 2017. Presenting Ira with the award Local E President Guerdon Ellis (l) and Local E Recording Secretary Roy Wilkinson (r). Ira resigned as president when he was elected to serve the membership as a Business Rep in a term that began 2/1/17.



## LABOR HISTORY HAPPENINGS

### May Labor History

- May 1 – International Labor Day
- May 5 – IAM, 1888
- May 11 – Seattle Grocery Workers Strike and Lockout, 1989
- May 16 – Painters 64, Tacoma, WA, 1900
- May 22 – Bricklayers #1, Portland, OR, 1893



Information taken from the PNLHA Labor History Calendar

# FREE

# WANT ADS

# FOR MEMBERS ONLY

## AUTO PARTS & ACCESSORIES

FORD MUSTANG PARTS: Roush Mufflers. Eibach Pro Kit springs. Steeda: sway bar. Short Shifter. Air intake. Shift ball with Billet collar. Call for fitments. 206-353-8915

4 BRAND NEW MICHELIN TIRES 5X4 1/2 off wheels on 235/70/16 tires. Marysville 425-343-2390 \$500 OBO

GABRIELHIJACKERAIRSHOCKSfora2000-2003 GMC-Chevy. One new, one used but good with air kit. May fit other years. 206-713-8833

## BOATS

2003 BAYLINER/1802 TROPHY very good/like new. \$6,000 + title change for boat/trailer. Storage rack at North Lake Marina in Kenmore. Call Bruce at 206-719-1990

A LUMACRAFT 10ft. jon boat with: oars, electric motor, battery, rod holders. Can send a photo. In good condition. 425-238-0584 - Carl

## COTTAGE INDUSTRIES

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 424-327-9343

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

USDA CERTIFIED ORGANIC GROUND BEEF, very lean Scottish Highland beef, dry aged 21 days, shrink wrapped and flash frozen. One pound packages \$6.00 per pound. Call Brocc at 253-332-8612 Enumclaw

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

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.

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

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

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

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

## 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 May 18th**

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

HOME & RV MATTRESS CENTER – home, RV, special size mattresses. Aero Mechanic's discount. Call 425-640-7891 or hrvmc.com

BUY - SELL – CLOSE. Call your real estate professional Von Provo is available to help you buy or sell. Call at 425-359-0165 or email at von@skylineproperties.com

## FURNITURE & APPLIANCES

REMODELING KITCHEN – replaced refrigerator. Want to sell 6 year old Kenmore white French door refrigerator. Perfect condition. Clean and ready to go into another kitchen. \$400 call 360-652-3650

QUEEN BED FRAME, oak, 6 drawer pedestal, 2 night stands, 2 drawers each. \$175 can send pictures. In good shape. Call Carl at 425-238-0584

DRESSER, 9 DRAWER with mirror and light, oak, in good condition. Can send pictures. 425-238-0584

## REC VEHICLES

2005 SCREAMEN EAGLE FAT BOY from custom vehicle operations. Never rode in bad weather. Always stored in heated shop. Perfect condition. 18,000 miles. Moving, must sell. \$14,500 call 360-652-3650

## HOUSING

VIEW HOME, 4 bedroom, 3 bath, full basement, attached 4 car garages, 3600 sq. ft. 4 acres. Culbertson, MT plus 30x40 shop. \$450,000. Opt. on 10 more acres attached. 406-787-5242 or 406-790-0383

## ELECTRONICS

BROTHERS ALL-IN-ONE PRINTER model MFU-L2707 DW new in box \$90.00 425-271-1949

## MISCELLANEOUS

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

KUBOTA BATTERY (new) riding mower \$45.00 425-271-1949

JEWELRY PENDANTS \$3, earrings \$5, ready to wear. Agate, quartz, black marble and much more. Hand ground by Brizzy. Call 406-961-0162

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

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

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 YLesentials4u@gmail.com

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 Stump restaurant in Arlington. Come and join us.

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

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

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

RETIREES 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

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

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

## PROPERTY

ONE ACRE FOR SALE BY OWNER in security gated community. Paved road, power and phone fronts lot. Any type or size building is possible. Mess me at 360-788-4620

FOR RENT: 2 BEDROOM CONDO. Peterson's waterfront, Lake Chelan time share, week 24, unit 221, June 15-21, 2018. \$255-\$395/night. All or part. 509-682-4002

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

2007 MAZDA CX-7 only 85,000 on it. All leather seats, all-wheel drive, great condition, heated seats, brand new tires. \$7,500 OBO 253-833-7756 or 253-951-3363

2013 MAZDA-MX5 \$15,000 44,000 miles, always garaged. It's like new, soft top, automatic or manual on steering column. Many other extras. 206-243-1278

1946 PLYMOUTH 5 PASSENGER COUPE 6 cylinder, 3 speed overdrive, new tires and wheels, dark forest green metallic \$15,000. Cell 206-375-9990 or Home 206-767-4035

2001 PLYMOUTH NEON, 176,546 miles. Good running condition. Cosmetic damage on rear bumper. Most records available. \$2,500 negotiable. 425-745-6423

WANTED: Reliable, small, preferably all-wheel drive vehicle for college student attending WSU in Pullman. Need safe, dependable reasonably priced car to get over snowy winter pass and use in Pullman. 206-755-8575

- |                    |                                     |  |                                |
|--------------------|-------------------------------------|--|--------------------------------|
| <b>Circle One:</b> | <b>ANIMALS</b>                      | <b>ELECTRONICS &amp; ENTERTAINMENT</b> | <b>PROPERTY</b>                |
|                    | <b>BOATS</b>                        | <b>FURNITURE &amp; APPLIANCES</b>      | <b>RECREATIONAL MEMBERSHIP</b> |
|                    | <b>TOOLS</b>                        | <b>RECREATIONAL VEHICLES</b>           | <b>SPORTING GOODS</b>          |
|                    | <b>HOUSING</b>                      | <b>MISCELLANEOUS</b>                   | <b>VEHICLES</b>                |
|                    | <b>AUTO PARTS &amp; ACCESSORIES</b> |  | <b>COTTAGE INDUSTRIES</b>      |

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 May 18th!

# FINANCIAL \$ENSE:

## Elder Financial Abuse, the Silent Crime

Elder financial abuse has the potential to impact all of us on some level. Whether you are protecting a loved one from becoming a victim or actively taking precautions to protect your personal estate, fraud and exploitation is a risk that grows as people age.

It is important for individuals to understand the magnitude of this crime, identify ways to both actively prevent and stop abuse, as well as understand how to escalate if it is suspected.

**Understand.** Seniors lose an estimated \$36.5 billion every year to the crime of elder financial abuse.<sup>i</sup> In fact, according to the 2010 Investor Protection Trust (IPT) Elder Fraud Survey, more than seven million older Americans — one out of every five over the age of 65 — have fallen victim to a financial swindle.<sup>ii</sup> As Baby Boomers turn 65 at a rate of 10,000 a day, the threat of potential abuse heightens.

It is imperative we take preventative measures to confront this epidemic, including educating ourselves on the potential warning signs and using the resources and tools available to stop fraud and abuse from occurring.

**Identify.** Spotting exploitation can be difficult as the perpetrators of these crimes tend to be close friends or relatives. Studies project that approximately 70 percent of elder financial abuse is committed by

family members, friends, trusted persons or others known to the individual being exploited.<sup>iii</sup> This increasingly blurred line of those who have one's best interest at heart and those who don't makes spotting these scams a challenge.

Here are a few warning signs:

- Sudden reluctance to discuss financial matters
- Sudden, atypical, or unexplained withdrawals or wire transfers from their accounts, or other changes in their financial situations
- New best friends and "sweethearts"
- Behavioral changes, such as fear or submissiveness, social isolation, withdrawn behavior, disheveled appearance, and forgetfulness
- Changes in the will, especially when they might not fully understand the implications
- Large, frequent "gifts" to a caregiver
- Missing personal belongings

**Report.** Reporting is single-handedly the most important step to escalating suspected elder financial abuse. Studies show that as few as one in 44 cases of elder financial abuse are reported.<sup>iv</sup> Victims tend to keep details secret for a number of reasons — fear of being victimized again, reluctance to incriminate a family member or friend, or admitting vulnerability are among

### SCOTT WEALTH MANAGEMENT GROUP

*of Wells Fargo Advisors*

them. To properly report suspected elder financial abuse, contact a state agency or the National Center on Elder Abuse.

Remember, elder financial exploitation is not exclusive. Consider the below to help protect yourself from potential abuse:

- **Organize your estate.** No matter how old you are, it's a good idea to update and organize all your financial documentation, including your will, financial powers of attorney, real estate deeds, insurance policies, pension and trust documents, birth and marriage certificates, and Social Security paperwork. Maintaining an organized file, and helping others (such as a parent, uncle or close friend) do the same, can make it easier to spot the inconsistencies and red flags that could signal financial abuse.
- **Make a list of financial contacts.** Bankers, insurance agents, attorneys, accountants, stockbrokers, and other professionals should be on it. Share your list with these professionals and with family members you trust. In addition, ensure you have a trusted contact on

file. This is an individual who the advisor could contact in the event of an emergency or suspected abuse.

*Proudly Serving the I.A.M.A.W. for over 30 years. This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group in Portland, OR at 1-800-923-6399 or www.scottwealthmgmt.com.*

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*i True Link Financial. "True Link Report on Elder Financial Abuse," 2015.*

*ii Investor Protection Trust (IPT). "IPT Elder Fraud Survey," 2010.*

*iii Jewish Council for the Aging, National Center for Elder Abuse. Paley Rothman article, "Who Commits Elder Financial Abuse and Why Isn't It Reported?" 2016.*

*iv National Adult Protective Services Association. "Policy and Advocacy." www.napsa-now.org. 2017.*

## Labor History Conference Packed with Information

More than 100 attendees took part in the Pacific Northwest Labor History Association's 50th Anniversary celebration on April 6 – 8, 2018 in SeaTac, WA.

751 retiree Tom Lux, who serves as president of PNLHA, helped organize the conference and recruit speakers for the three-day conference.

751 delegates included: Jo Blake, Jeremy Coty, Andrew Dennis, Christine Fullerton, Kathy Jude, Tom Lux, Jim McKenzie, Vennie Murphy and Jackie Boschok.

The theme "Honoring Our Past, Creating Our Future" was evident throughout the various workshops and speakers. The conference offered an array of workshops that explored multiple facets of labor history.

Local C President Jim McKenzie stated, "I was honored to take part in the 50th Pacific Northwest Labor History Association

Conference. Labor history has been one of my dearest interests for about 40 years, as it is NOT taught in public school curriculum and is directly related to how our middle class was formed over the past 150 years. Regardless of whether someone is involved in organized labor or not, organized labor has affected their lives."

"The conference kicked off with a three speaker panel, who reminded us that labor history is intrinsically intertwined with the histories of racism, sexism, classism and other forms of systematic oppression that have impacted the history of the working class, and how we, the labor movement are directly related to the dismantling of these injustices," said Jim.

"They spoke of the peaceful way in which Dr. Martin Luther King Jr. was able to mobilize and negotiate in a time of violence," Jim added. "Let us not forget, he

lost his life during the Memphis sanitation workers strike, Dr. King was always there for labor and the perpetual struggle to help improve peoples lives, until his last



Tom Lux presented WSLC Sec-Treasurer Lynne Dodson with Labor History Person of the Year for her vision and guidance in creating the WSLC Labor Mural.



L to R: Jim McKenzie, Andrew Dennis, Jeremy Coty, Christine Fullerton, Kathy Jude, Ron McGaha, Jo Blake and Tom Lux were among 751 delegates at the conference

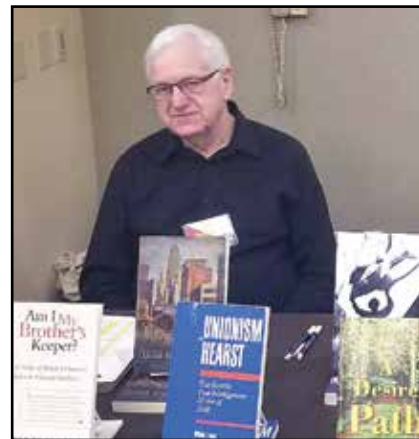
breath."

"This 50th Anniversary Conference was one of my favorite. The Planning Committee did an outstanding job of providing a nice variety of workshops and events to attend over the three days," said Christine Fullerton.

"I especially enjoyed the workshop Making the Documentary Witness to Revolution: The Story of Anna Louise Strong and Highlights from the Collections that Preserve Her Story at the Labor Archives of Washington. Lucy Ostrander was the producer and director. She was there to

discuss how she put this story together. It was fascinating," added Christine. "I had never heard of Anna Louise Strong. The story itself was great, but Lucy's struggle to get the footage and information for the story was so interesting as well. I loved it!"

The PNLHA brings a history of struggle for labor and human rights to the forefront of our consciousness. Over fifty years, PNLHA has explored regional, national, and international issues, and used music, drama, and re-enactments, talks and papers to highlight labor history. In this era of disaster capitalism, we especially need to remember what working people and unions have done to make the world a better place.



Ron McGaha helped sell labor history books at the conference.

## Wilson Honored for Decade of Service on Governor's Safety Board

When the Governor's Industrial Safety Advisory Board convened in March, they made a point of honoring a long-time 751 leader who served for more than a decade on this committee fighting for workplace safety. The group presented IAM-Boeing Joint Programs Co-Director Tommy Wilson with a plaque. For more than a decade, Tommy served as a voice

for aerospace workers on the governor's committee. Now in Joint Programs, he remains committed to making the workplace safer, but plays a different role. In photo L to R: IAM 751 Business Rep & Safety Coordinator John Lopez, Robert Taaffe, Tommy Wilson, Shawn Wolfe and Dale Armstrong — all of whom worked with Tommy on safety over the years.



# EASTERN WASHINGTON

## Mediation Secures Work for Millwrights at Hanford

Thanks to action by our union, millwright work for our members at Battelle was protected. A mediator's ruling confirmed that our members shall perform the work in question, which consisted of constructing and teardown of research carts at Battelle, Pacific Northwest National Laboratories (PNNL).

Credit goes to Union Steward Mark Shear who filed numerous grievances dating back to 2015 objecting each time he witnessed researchers and research staff assistants doing work our members should perform – specifically assembling, disassembling and building specialized carts made out of Bosch aluminum tubing. Mark voiced his objections each time and filed multiple grievances.

Last spring our Union moved the grievances forward to arbitration and began scheduling dates to resolve the issue once and for all. Staff Attorney Spencer Thal began preparing the case, working closely with Staff Assistant Chris Powers and Steward Mark Shear.

In December as an arbitration date approached, the Company requested mediation rather than arbitration and the union agreed. After presenting the case and hearing the facts from both sides, the mediator agreed our members should be building the carts and outlined a formal settlement that included improved

communication, defined processes, and more bargaining unit involvement with researchers. The settlement noted:

- Environmental Molecular Science Laboratory (EMSL) building and research management recognizes that it is practical to assign bargaining unit craftsmen the initial construction and final teardown of research cart skeletons.

- Bargaining unit employees will be invited on a quarterly basis to meetings with select EMSL capability managers to discuss upcoming projects and how bargaining unit craft capabilities might fit in such projects.

- Researcher orientation will include in shop tours and discussion about craft capabilities that includes presentations by one or more bargaining unit representatives. The company will develop a process for educating interns who are expected to be in the EMSL for periods in excess of three weeks about proper utilization of craft capabilities.

- Contributions of craft members to the mission in the EMSL will be better publicized through publications, posters and other media and used to promote the



Staff Assistant Chris Powers (r) thanks Union Steward Mark Shear for his persistent efforts to ensure millwrights working at Battelle will build and tear down specialized carts used by researchers in the lab.

capabilities of the Instrument Development Lab.

- Work process will be modified to provide for “on demand” assignments wherein bargaining unit members can set aside an existing project to provide fairly prompt assistance with their skill sets as may be required by researchers.

Union action on this matter ensured the work remains part of our bargaining unit, giving our members added job security for the future.

## Labor of Love to Help a Fellow Member in Time of Need

Local 86 members stepped up to help fellow union member, Guyle Langlois, by building a wheelchair ramp at his home.

Guyle is a maintenance mechanic at Triumph Composites. His adult daughter, Tayisia (Ty), was in a serious car accident in October where she sustained an extreme brain injury along with other serious injuries that were initially life threatening. Miraculously, Ty has fought back and is making steady progress, but is currently wheelchair bound and relearning many basic life skills.

Immediately after the accident, Guyle and his wife, Oly, brought their two grandsons, Damian (age 7) and Sava (age 4) to live with them since Ty's husband passed away several years earlier.

In early March, Ty improved enough to be released from the rehab facility to her parent's home. However, that left the challenge of maneuvering the front steps to get her into and out of the house to go to doctor's appointments and physical therapy twice a week.

Guyle asked Union Steward Jerry Womble if Machinists could build him a wheelchair ramp. Jerry contacted Tony Wade, who worked out the details and design of the ramp with Guyle, then engaged the Local 86 wheelchair committee to help with the project. Tony Wade, John Warren, Aaron Smith, Jerry Purser, Jerry Womble, Renee Ochoa, Alan Eveland, Darren Truitt and Business Rep Steve Warren turned out on a Saturday to build the ramp.

“The ramp is great. I can't thank my fellow union members enough. It eliminated a huge obstacle in providing care,” said Guyle. “Before the ramp it was pretty hectic, to get Ty in and out of the house and required two strong adults. With the ramp, Damian, my 7-year old grandson, can get Ty in and out of the house on his own.”

“The smile on their face was the best reward,” said Business Rep Steve Warren. “It was so gratifying to

know we helped a fellow member in their time of need. It is hard enough dealing with a family member badly injured in a car wreck. The ramp gives them one less thing to worry about. Now they can fully concentrate on her recovery and ensuring she makes her doctor and therapy appointments on time.”

Before the ramp, they had converted Guyle's man cave into a small apartment where Ty and Oly would sleep to avoid having the hassle of getting her up and down the stairs to attend her medical appointments.

Oly, who is a retired school teacher, has devoted her efforts now to researching brain injuries and is focusing on helping Ty relearn skills. They can see regular progress, but know there is a long road ahead and will continue to provide the support and care needed for their family.

“My daughter loved that everyone came out to help,” Guyle added. “I'm proud my union brothers were there when I needed them.”



Above: Guyle Langlois (standing) poses on the finished ramp with daughter Ty and grandsons, Damian and Sava. With the ramp, Damian can bring Ty in and out of the house on his own.



Volunteers pose on the finished ramp.



Cutting wood for the ramp railing.



Volunteers building the ramp at Guyle's home.

