



Members working at KAI NAS Whidbey ratified their first contract – building a strong foundation for the future on Aug 13.

First Contract for KAI at NAS

On August 13th, mechanics and technicians who maintain the U.S. Navy P-3 Orion planes at Naval Air Station Whidbey Island overwhelmingly ratified a first collective bargaining agreement. The workers there had voted to join District 751 on July 10.

“This first agreement lays a strong foundation to build on for the future. The group worked hard to achieve a tentative agreement that recognizes the contribution these members make in supporting our military. The agreement included General Wage Increases in each year of the agreement and other very
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Arbitration Ensures Moved Work Remains Covered by Our Contract

In August, District 751 won a very important arbitration case that challenged Boeing’s ability to move our work outside of the Puget Sound area to another Boeing location. This arbitration resolved a jurisdictional dispute involving Aviation Maintenance Technician (AMT) work at the Portland (PDX) Paint Hangar facility, yet the decision has implications far beyond just the site involved in this case.

“This is a big win because it can, under certain circumstances, protect our work,” said District 751 President Jon Holden who began pursuing the issue shortly after he became president in March 2014. “Basically, the decision says Boeing cannot take our work from here and give it to Boeing employees at a remote location without applying our contract to the workers.”

“Our union hadn’t taken on this fight in the past. It is very important that we pursued this case. It could give us the ability to look at other locations throughout the U.S. that may also be considered a remote location,” Holden added.

The grievance focused on whether the Company violated the contract by failing to declare the PDX Paint Hangar facility



District 751 President Jon Holden (l) and 751 Attorney Spencer Thal hold up the arbitrator’s decision that ensured work moved to another Boeing location is covered by our contract as a remote location.

a remote location of the Company’s Puget Sound Primary location.

751 Staff Attorney Spencer Thal did an excellent job laying out our case establishing the PDX Paint Hangar as a remote location within the meaning of Section 1.1(a)(4) of our contract.

The Company argued it was not a remote location simply because they did

not designate it as such; however, that logic did not resonate with the arbiter.

Boeing had not made any remote location designations in decades. In fact, the ones referenced in Article 1 of our contract no longer exist, and the only active remote location at Edwards Air Force Base is not referenced in our
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Steward Enforces Shift Preference with Influx of New Members

Since Boeing runs a three-shift operation, not every worker who wants to be on a particular shift can be accommodated. Therefore, the Union contract contains shift preference language to help determine who gets to work their preferred shift. While it is not a perfect system, it provides a set of rules designed to ensure fairness and consistency.

The recent influx of new members into the ESRC has kept Union Steward Conel Yanos busy upholding the contract in regard to shift preference (Section 5.4, page 18). Conel keeps the shift preference list up-to-date weekly – knowing as more and more new members come in, it is important to ensure shift preference rights are maintained for our more senior members to move onto their preferred shift.

Recently, Conel was able to ensure two senior members, who were previously bypassed, moved to their preferred shift. He also helped educate management on the shift preference language and let them know he is tracking shift movement in hopes management will be more likely to follow our contract language.

New hires are initially placed on first shift for training. However, the issue gets more complicated when some new hires are kept on first shift for an additional 90 days of training.

“Conel has done a great job keeping the Company on task with this contract language and ensuring our members’ shift preferences are honored! Keeping track of who is in training on first shift and when they should be sent to second shift is a daunting challenge, but Conel has made it his mission,” said Business Rep



Business Rep Grace Holland (r) thanks Union Steward Conel Yanos for ensuring our members’ shift preferences are honored with so many new members coming into his shop.

Grace Holland. “Conel ensured any members who were bypassed were transferred to their preferred shift. In addition, he is encouraging management to follow the contract language in getting the senior people to day shift – as soon as the new hire training is finished.”

“We have to police the shift preference language because Boeing is not doing it,” said Conel. “Management tries to claim it is business needs, but I show them the language in our contract. The additional months of training make it more complicated, but I update the list weekly to know who should be first to move to day shift.”

Section 5.4 Shift Preference, page 18

Shift preference, like many other sections of the contract (i.e. overtime and Steward assignment), is based on the organization. Below is a brief summary of our Shift Preference language:

While the Company has the exclusive right to assign employees to any shift to ensure operational efficiency, senior employees who have a shift preference on file shall be given preference over:

- Junior employees assigned to the same job title and shift;
 - Junior employees returning non-bargaining unit employees
 - New hires
 - Recall from layoff
 - Promotional candidates
- Shift preference rights are not applicable to employees being:
- Downgraded
 - Laterally reclassified on their current shift
 - Laterally transferred to the organization on their current shift
 - Or over senior employees who are in their labor grade

In addition, shift preference must be filed more than three working days prior to the organization effecting a shift change or declaring a job opening. If a member does not file a shift preference, it is assumed that member is on their preferred shift.



Family Members Praise Free College

Family members of 751 members are using the IAM free online college to earn a two-year degree at no cost

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Retirees Rehired

New agreement protects current members while enhancing temporary retiree rehires

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REPORT FROM THE PRESIDENT

Labor Day Celebrates Workers' Gains Through Solidarity

By JON HOLDEN
IAM 751 District President

As we celebrate Labor Day this year, I would encourage each of you to take a moment and remember this is not simply a three-day weekend at the end of summer. This is our holiday to celebrate the incredible contributions



of America's working people. Just as important, this holiday celebrates the gains we have made through union representation by capitalizing on the strength in numbers theory. Only by standing together have workers made real gains in the workplace on wages, benefits, and working conditions.

In fact, unions were a driving factor in obtaining paid holidays. For our members at Boeing, the 1950 contract marked the first time members received paid holidays. Before the 1950 contract, holidays were simply a day off without pay. In our 1989 contract, we added language to ensure that all holidays and weekends immediately preceding a Monday holiday or immediately following a Friday holiday will be worked solely on a voluntary basis. Yet there are still one or two managers who try to exert their authority and incorrectly designate members to work a holiday weekend. Thankfully, we have assertive union stewards who don't hesitate to educate management on this clause to ensure members only work the holiday weekend as their choice.

The Labor Day holiday was originally created to unify workers and because workers felt they were spending too many hours and days on the job. That

New Agreement Protects Current & Future Hires While Enhancing Temporary Rehire for Retirees

In August, Boeing again approached our union to hire some retirees/former members on a temporary basis for their current production needs. District 751 secured a new agreement which closely mirrors the one made last October that protects current and future hires while providing enhancements for retirees rehired on a temporary basis. Boeing can only use retirees temporarily while they continue to hire direct employees in these job classifications.

In the agreement, our Union again confirmed all members on Category A will be recalled and all Category C (ERT) will be exhausted prior to the rehire of employees in these certain skills.

This agreement also secures our current members' shift preference rights will be honored. When there is a conflict, active members with shift preferences on file will be able to move to their preferred shift on a one-to-one basis.

Boeing is currently making offers with retirees to come back ASAP. Below is a summary of the MOA signed on Aug. 15:

Memorandum of Agreement Summary

- Temporarily rehiring retirees in the following skills: 21203, 30005, 30104, 30304, 31606, 34107, 51406, 59007, 59106, 61003, 75506, 76308, 87210, 89509, 97109 and N0309. The parties agree that additional jobs can be utilized with advance notification to the union. (Boeing is making the offers at their discretion based on their current skills, needs and locations.)

- All Cat A and Cat C (ERT) filings cleared prior to rehire of retirees. Company can only utilize temporary

is a problem workers still battle today, but through union efforts we have made improvements. Things like the 8-hour workday, overtime pay, weekends, child labor laws are the result of unions pushing hard on these topics.

Here at 751, our members at Boeing recently improved the provision limiting designated overtime by reducing the limit from 128 to 112 hours in a budget quarter. Members can still volunteer for more overtime if they want to, but Boeing cannot compel them to work beyond the 112 hour limit.

Unions provide workers with a powerful, collective voice to communicate issues and address concerns. Union membership means you are part of something bigger and have the support of the union if and when you need it.

Despite the rhetoric Corporate America spews, unions are not a thing of the past. In fact, as income inequality in this country continues to grow and the rich get exponentially richer, unions are critical and remain a vital part of our economic future. Facts show all workers have benefitted from unions in our country.

Our *AeroMechanic* newspaper highlights union successes each month. This past month:

- I'm excited for our new members at KAI working at NAS Whidbey who ratified their first agreement in August. Their collective bargaining agreement lays a strong foundation for the future for those workers.

- Our members at Solid Ground,

ratified a new contract so they know their wage increases and economic outlook for the next three years.

- Members at Boeing will receive a quarterly cost-of-living adjustment of 14 cents an hour and then a 1 percent General Wage Increase. This quarterly COLA payment means that \$16.27 of our maximum rates at Boeing are a direct result of quarterly COLA payments from our contract – demonstrating the value of that clause in our contract.

- An arbitration win this past month determined, under specific circumstances, Boeing cannot take our work from here, set up shop with Boeing employees outside of our jurisdiction and not be bound to remote location language in our bargaining agreement.

- We are excited to offer our retirees a new, discounted Medicare supplement, as well as one-on-one counseling to determine which Medicare plan is best for them (see article on page 9). In addition, retirees can purchase a dental plan since Medicare does not offer dental coverage. Retirees 55 and up, who are not yet eligible for Medicare, should look for opportunities to purchase dental coverage later this year.

Union workers today still earn significantly more on average than non-union counterparts and union employers are more likely to provide benefits. When union membership rates are high, so is the share of income that goes to the middle class. When union membership rates fall, income inequality grows, the middle class shrinks and the 1 percent gets richer.



L to R: Grievance Coordinator Dan Swank, District 751 President Jon Holden and Chief of Staff Richard Jackson discuss terms of a new MOA to allow the temporary rehire of retirees for not more than 180 days. The agreement protects current employees while providing enhancements for returning retirees.

rehires while they continue to hire direct employees in these job classifications.

- Temporary rehires not to exceed 180 days. Temporary rehires will accumulate sick leave and vacation at their previous rate. Not eligible for severance or layoff benefits. Release dates not subject to grievance or arbitration.

- Employees will be rehired at maximum rate; assigned to shift last held.

- Company will honor shift preference requests on a one-for-one basis in the shop where the temporary rehire is assigned if a conflict exists.

- Except as otherwise stated, all benefits, including eligibility, will be administered in accordance with terms of the Program documents, Plan documents, and CBA.

- Employees who remain until released by the Company upon completion of their temporary position shall receive \$500 for each full month worked, paid as a lump sum within 60 days of completing the temporary

position. Maximum lump sum shall not exceed \$3,000. Lump sum payment will not be used for purposes of calculating other forms of compensation (including for any retirement and/or savings plan).

- All retirees currently receiving monthly pension payments under BCERP will continue receiving the pension without recalculation or suspension. NOTE: all retirees going forward who rehire with the company during this process or rehire permanently will be allowed to receive their pension while working for Boeing or any of their subsidiaries or affiliates.

- Agreement does not set precedent in connection with any other grievance, dispute or legal matter between the parties (exception is from this point forward all retirees who return whether on this temporary basis or hired on a permanent basis, will be allowed to collect their pension while working).

Unions have also partnered with community allies to make up a powerful lobby on issues important for the middle class. Unions helped secure job safety laws, Medicare and Social Security, family medical leave, civil rights protections, and much more.

The Union is all of us – our retirees with over 50 years of membership and those who just hired in. AND each of us has a responsibility to get involved and use our voice to make our union stronger.

For many of our newer members, this is your first experience with a union. Therefore, we are offering new member

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Nothing Was a Gift: The Evolution of Our Hearing Aid Benefit

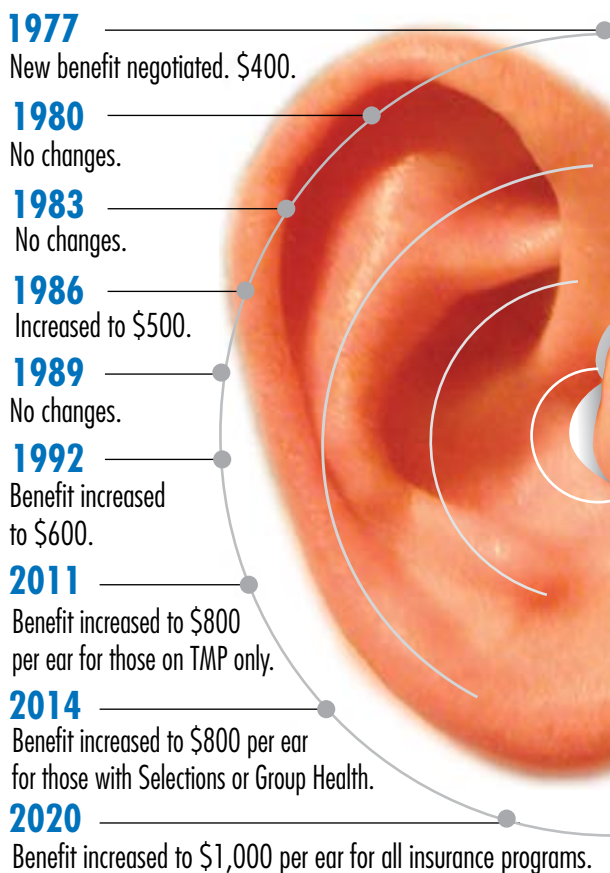
This month we look at the evolution of hearing aid coverage in our contract with Boeing.

As we have stated before, nothing in our contract with Boeing is a gift from the company. Everything is the result of members identifying an issue and standing together to achieve gains. Prior to 1977, there was no hearing aid coverage.

Our current contract has an additional increase to this benefit. In 2020, hearing aid coverage will increase to \$1,000 per ear.

Only through membership solidarity at contract time do we obtain improvements to our benefits.

Hearing Aid History



14¢ COLA and 1% GWI for IAM members at Boeing effective 9/7/18

Members at Boeing on the active payroll on Sept. 6, 2018 will receive a 14-cent cost-of-living adjustment (COLA) based on the months of May, June and July 2018.

The new 14¢ COLA (along with the 31 cents COLA generated previously since Sept. 2017) will be added into the base wage prior to calculating the 1 percent GWI.

Members at Boeing on the active payroll on Sept. 6, 2018 (or approved leave of absence for 90 days or less), will also receive a 1 percent General Wage Increase effective September 7, 2018.

NOTE: Employees at the maximum Grade A rate will receive their 1 percent as a lump sum percentage of bargaining unit gross earnings as stated in Letter of Understanding #23.

Base Rate for IAM 751 Members at Boeing effective 9/7/18

Labor Grade	Minimum per hour	Maximum per hour
11	\$22.00	\$47.02
10	\$21.00	\$45.73
9	\$20.00	\$44.58
8	\$19.00	\$43.35
7	\$18.00	\$42.09
6	\$17.00	\$40.88
5	\$16.00	\$39.61
4	\$15.00	\$38.44
3	\$14.00	\$37.26
2	\$13.00	\$36.02
1	\$12.00	\$34.79
A	\$11.50	\$19.97

Arbitration Ensures Moved Work Remains Covered by Our Contract

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contract.

The 12 AMT flight line technicians who work for Boeing at the PDX Paint Hangar will be covered by our contract and will be 751 members and enjoy the wages and benefits members in Puget Sound receive.

There are other facilities Boeing has opened we will be looking at to see if they should be designated as remote locations and covered by our contract. We recognize Boeing is unlikely to recognize a remote location even if it is our work so our Union will continue to challenge their moves to ensure our contract is enforced.

The PDX Paint Hangar facility was set up to handle outsourced paint work when our existing facilities were at capacity. Airplane painters at this PDX facility work for another company (a subcontractor) and are not Boeing employees; therefore, they were not part of the grievance and are not covered by the remote location clause of our contract.

However, when the PDX Paint Hangar initially opened with the vendor paint crew, Boeing sent our AMT flight line members there to perform flight line work on the planes. In 2010, Boeing hired permanent employees in Portland to perform the same flight line work.

Shortly after getting elected in March of 2014, District 751 President Jon Holden sought additional and specific information on the PDX Paint Hangar operation. Holden continued to pursue the issue throughout 2016 pushing the company for more information and filed a grievance in 2017 that was moved forward to arbitration when a resolution could not be reached.

“Boeing cannot ignore reality or our contract,” Holden added. “This decision means Boeing may think twice before moving work away from our members if the new location is covered by the same wages, benefits and contract as our Puget Sound members.”

Oct. 13: Save the Date for Solidarity Conference

Saturday, October 13 is a date for members to save for a day full of important union educational workshops. We will hold our Membership Solidarity Conference at the Seattle Union Hall, Saturday, Oct. 13 from 10 a.m. to approximately 2 p.m.

The goal is to help build our strength

for the future by educating and engaging our members. There will be several educational workshops, important information presented and special guest speakers to address participants.

Watch for more information in a future mailing and on the 751 website at www.iam751.org.



Health Assessment Required to Avoid Added Surcharge; Screenings Optional with No Impact on Premiums

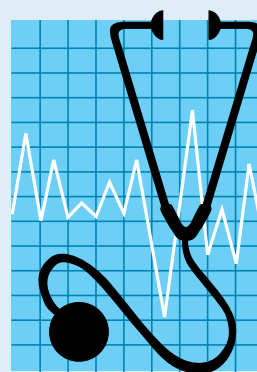
IAM members will be asked to complete the Boeing online health assessment between Sept. 10 and Nov. 27 to avoid higher monthly premiums for the coming year (up to \$40 per month if both employee and spouse/partner fail to complete the assessment).

NOTE: Retirees do not need to take the health assessment.

Keep in mind there are no wrong answers on the health assessment and to avoid the higher monthly cost, you DO NOT have to provide any numbers on the Health Assessment. Remember: “I don’t know” is a perfectly acceptable answer.

The health assessment questionnaires are available online. Members can fill them out at work by logging on to TotalAccess > Total Compensation > Well Being > Physical > Take the Health Assessment.

To answer the questionnaire at home or on a mobile



device, members can log on to TotalAccess by going to www.boeing.com/express, then entering their BEMSID and TotalAccess password. Navigate to Physical Well Being under Total Compensation.

Spouses or domestic partners enrolled in a Boeing-sponsored medical plan must go online at www.webmdhealth.com/boeing.

Union members who would rather not answer the questionnaire online have the option of calling TotalAccess at (866) 473-2016 to request a paper form to be mailed to them, or have a TotalAccess representative ask them the questions on the phone.

Keep in mind: Information from health screenings could be very beneficial for you and your doctor to discuss your personal care; however, health screenings have no impact on what IAM members will pay for medical contributions.

Labor Day Celebrates Workers’ Gains Through Solidarity

Continued from Page 2

introduction seminars to give you a brief history and let you know your rights. These seminars are offered monthly.

We will also hold a Membership Solidarity Conference on Saturday, Oct. 13. This conference will present valuable information covering your rights on the job, new benefits and other educational resources, as well as giving you an opportunity to interact with union leaders and other members.

Knowledge is power, and I hope more of you will attend classes, our seminar and our solidarity conference.

So as we celebrate Labor Day and the fact that workers in our country have the ability to come together collectively to obtain a better future remember the advantages of union membership and how workers – both union and non-union – have benefitted over the years because of our solidarity. This is our holiday and one we can all be proud of.

Lunchtime Barbecue Promotes Solidarity at UTC

United and determined describe the IAM members working at UTC Aerospace Systems in Everett as they move forward toward a first collective bargaining agreement.

This group understands that membership solidarity is key to getting UTC to address their issues in a first contract. The initial round of talks brought progress on several non-economic issues.

To maintain momentum and membership engagement while they wait for the next round of bargaining talks in October (the earliest date UTC negotiators were available), a lunchtime barbecue was arranged on Wednesday, August 15th with nearly every IAM member wearing a union t-shirt to send a clear message of solidarity. The determination of the group was clear as the entire shop participated and welcomed the opportunity to talk to their union representatives and discuss issues they want to see addressed in a first contract.

These workers who build the landing gear for the 737, 747 and 767 tanker voted for IAM Union Representation and a voice in their future on March 23.



Left: Chief Negotiator Richard Jackson talks with members at UTC at a lunchtime solidarity bbq.



Left: Union shirts displayed at the barbecue sent a clear message these members are united and speaking with one voice.



Below: Business Rep Greg Campos (l) listens to concerns from a UTC member.

3-Year Agreement Approved by Members at Solid Ground

On August 22nd, IAM members working at Solid Ground Transportation voted unanimously to approve a new three year agreement. These members are supervisors/dispatchers that work for the Non-Profit Solid Ground.

Initially, our IAM members overwhelmingly rejected the first offer. Business Rep Dena Bartman and Chief of Staff Richard Jackson went back to the bargaining table and impressed upon management that they needed to improve the offer. The Company recognized the determination and solidarity of the membership and made further adjustments to their proposal, which the membership approved.

The ratified agreement contained the following improvements:



Richard Jackson and Business Rep Dena Bartman served as union negotiators for the new Solid Ground contract.

- General Wage Increase of 2.7 percent each year of the three-year agreement
- Two additional days added for holiday bonus
- Holiday bonus was increased from \$125/day up to \$140/day



Members at Solid Ground voting on a revised contract on Aug. 22nd.



Members at Solid Ground were united to achieve a contract that was acceptable to all.

• Maintained current compensation scale that includes additional wage increases each year

Solid Ground Transportation is a non-profit agency that contracts with King County Metro to provide Metro Access Personal Transit service. Through the service, people who are elderly or who have disabilities can get next-day transportation for things like medical appointments, visits with family or friends or trips to work or to grocery stores.

First Contract for KAI

Continued from Page 1 important provisions,” said District 751 President Jon Holden. “Both sides were motivated to reach an agreement so the contract could be approved on time by the government and workers would reap the benefits of union membership right away.”

A membership meeting was held on Saturday, August 11 to provide members an opportunity to hear details of the first agreement and get their questions answered a couple days before casting their vote.

“Working together our union negotiating team addressed every unfair issue my coworkers identified and wrapped it up in a solid first CBA,” said Mark Blau, who served on the negotiating committee and has been an IAM 751 member since 2011



Steve Jolly looked pleased as he cast his ballot that secured a first contract for workers at KAI.

working for several other contractors on NAS Whidbey. “I look forward to helping negotiate our next CBA. I am Union YES!”

Under the terms of the agreement, workers will receive:

- A 5.5% or more general wage increase effective 9/1/18 and a 3% general wage increase on 9/1/19 and 9/1/20.
- Compensation for all travel time on TDY assignments
- Special assignment premiums
- Increases for those employees opting out of medical coverage
- Established a grievance and arbitration procedure to resolve disputes so the employer must have “just cause” for discipline.
- Contributions to the IAM National Pension Plan.

Holden served on the union negotiating



Union negotiators for KAI NAS Whidbey discuss contract proposals before meeting with company negotiators. L to R: Paul Veltkamp, Jon Holden, Mark Blau, Spencer Thal and Richard Jackson.

committee along with Chief of Staff Richard Jackson, 751 Attorney Spencer Thal, Business Rep Paul Veltkamp, and Mark Blau a member of the bargaining unit at KAI. Thanks also to Suzan Merritt for her support throughout the negotiation process.

“This is my first time serving on a negotiating committee and it was a great learning experience,” said Blau. “I was so impressed with all of our union negotiators. Jon Holden rocks with his tried and true negotiation experience, as he drove points home away from the actual bargaining table. Spencer ensured

we were covered from a legal perspective. Paul had good advice and input. Richard Jackson, who serves as our calm and cool representative, pushed hard on every issue we identified as important. Suzan Merritt captured the minutes and discussion while Jesse Cote helped with the tough questions at the membership meeting after helping our group join the union.”

This first contract with KAI at NAS Whidbey is another example of how IAM District 751 continues to raise the standard for those in our community and specifically the 40+ members who perform critical work for the U.S. military.

Family Members Are Cashing in on Free Online College Degree

Since our union announced free online college for IAM members AND their family members late in 2017, a number of union members and family members have taken advantage of this unique union benefit.

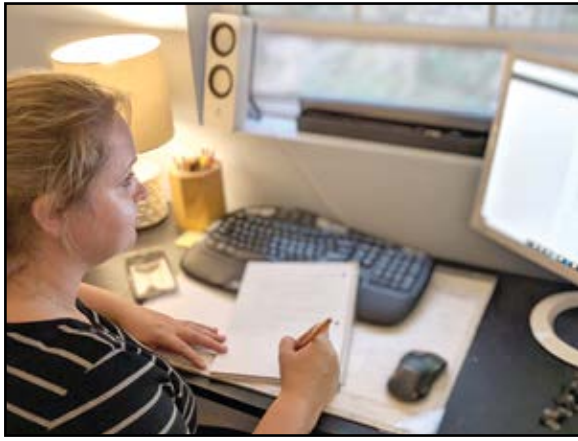
Members, spouses, children, son and daughters-in-law, stepchildren and grandchildren are excited at the chance to earn a two-year degree without incurring ANY expenses. Members working at various employers are utilizing the program for family members (PAE, UTC, Boeing, etc).

Many were skeptical when the program was announced, but those enrolled and using the program are singing its praises and are excited to earn a degree with absolutely no out-of-pocket costs.

They can take one class or several and the format allows them to work around even the busiest of lifestyles.

751-Member Michael Arroyave has been an IAM member since hiring into Boeing in 2010. His wife, Kristy, is currently using the program to finish her Associates Degree in Business and is thrilled at this amazing benefit.

Kristy had already taken many classes at another college before starting the free online classes through Eastern Gateway College. Many of her previous classes transferred making it easier to get the degree.



Kristy Arroyave is the spouse of member Michael and is taking advantage of the free online college to complete her two-year Associates degree.

"The fact that everything is free is awesome. It is a wonderful benefit for not just the union member, but family members," said Kristy. "The books are online so there is no cost. You download them. Your only expense is a ream of paper if you want a printed copy of the book to take notes on."

"You get a good comprehensive education equivalent to any on campus experience. The courses are hard, and there is a lot of work since they are streamlined. With the online curriculum, you complete in 8 weeks the course work you would normally do in 16 weeks," Kristy added. "It is very well organized and set up so you can manage your time. I get lots of good feedback from instructors and classmates, which is a feature I really like."

Like many of our members, Michael

and Kristy are a busy family with an active home schedule, which makes the online classes convenient. She can do the work when she has time.

Kristy cares for their young son, has a part-time job, and coaches their son's soccer team – not to mention gearing up for her son to start pre-school.

"The course work is linear so there is one week to do the work and you know ahead of time when it is due and can schedule your time to complete it around life activities. The tests are on Sunday," said Kristy. "The counselors at the college are really nice and always help me with what I need."

Kristy is pleased with the education and excited at the prospect that the program could expand to a 4-year Bachelor's degree.

"I'm taking one class at a time so the course work is not overwhelming. I have three more quarters to complete my degree," said Kristy. "It is easy to enroll and there is someone available to answer your questions or help you decide which classes you need. I'm not sure why more family members aren't taking advantage of this."

A recent new hire had her husband enrolled for classes within a month of becoming an IAM member.

To take advantage of this unique union benefit or learn more about the program, visit freecollege.goiam.org.

Free College for IAM Members & Their Family

Your union offers a Free College Benefit to ALL Machinists Union members and their families. Currently, this online college allows you and your family members to earn an associate degree free of charge from Eastern Gateway Community College. The degree is transferrable to a four-year degree and the program is hoping to expand to a four-year degree.

This free benefit is open to members in good standing, retirees and their families (defined as spouse, children, stepchildren, children-in-law, dependents and grandchildren). Potential students' membership will be verified by the union.

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

Get Started on Your College Degree

Take a look at this exciting program and take advantage today to help grow your career. To learn more or enroll visit: freecollege.goiam.org.

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Contractual Education Benefits at Boeing Are Rich and Virtually Unlimited

Virtually unlimited tuition for learning is one of the extraordinary benefits available to IAM 751 members working at Boeing. It is a benefit that NO OTHER BOEING PAYROLL has, yet many of our members are unaware of these benefits.

With enrollment for fall programs in September, this is a good time to remind members of these benefits. Meeting with an IAM-Boeing Joint Programs Career Advisor (1-800-235-3453) is your best choice to access these benefits and enroll for classes.

Knowledge is power so utilize these programs to shape your future.

IAM 751 members at Boeing have two separate education/tuition assistance programs available thanks to our union contract.

Through IAM/Boeing Joint Programs, members have \$3,000 per year in Education Assistance benefits.

Perhaps even more important is the Learning Together Program at Boeing, which remains virtually unlimited funding for IAM employees, thanks to strong language in our contract. LOU 25 specifically states that "unlike Education Assistance, Learning Together has no fund limitations." LTP benefits changed dramatically for other Boeing employees in 2010 with restrictions on tuition, training institutions, time limits, etc.

Unfortunately, LTP does not advertise the unique benefits available **only** to IAM members so our Union is trying to spread the word. It is important to point out how LTP benefits for our members differ from LTP benefits for other Boeing payrolls – especially since the LTP site shows rules and benefits for the broader Boeing population rather than the more valuable benefits IAM members receive. Some of the important benefits available only to IAM members includes:

- IAM members have no annual funding limits making their LTP benefits virtually unlimited.
- IAM members do not have to discuss their educational plans with their manager prior to LTP

participation, although they are encouraged to do so especially if they work a lot of mandatory overtime to ensure work will not conflict with school.

- IAM members can use LTP benefits at any accredited school. IAM members are not limited to LTP designated strategic fields of study.

- IAM members are eligible for LTP benefits from their first day of work. Other Boeing payrolls are required to have one year of service time before participating in LTP and three years of service before pursuing MBA degrees.

- IAM members who complete a doctorate, masters, bachelors or two-year associates degree will receive restricted stock awards. All other Boeing payrolls eliminated this benefit in 2010.

- After receiving a degree, IAM members are free to

accept jobs outside Boeing. Other payrolls must remain at Boeing for several years or else they are required to repay the tuition.

NOTE: With LTP, you are required to get at least a C- grade or repay the tuition. Both EA and LTP require you to pay taxes on tuition more than \$5,250 in a year.

District 751 wants to make sure every member receives the maximum benefit allowable to further your education.

To help determine which program will best meet your needs and ensure you receive the maximum education benefits, meet with an IAM-Boeing Joint Programs Career Advisor. Call 1-800-235-3453 to schedule an appointment. Advisors can walk you through the enrollment process for LTP to assist you in choosing the best education path for your future.

Keep in mind as an IAM member, you also have the option of free online college for you and your family members (see story right top of page). We currently have more than two dozen IAM 751 family members taking advantage of this great benefit for free college.

Call 1-800-235-3453 to make an appointment with an IAM/Boeing Joint Programs Career Advisor to get started on your career or education goals.

Retirement Planning Workshops Scheduled

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

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

The schedule is:

September

Tuesday Sept. 18 -- noon to 2 p.m. and 3 to 5 p.m. at the Renton Union Hall, 233 Burnett Ave. N.

Thursday, Sept. 20 -- 11:30 a.m. to 1:30 p.m. and 2:30 to 4:30 p.m. at the Everett Union Hall, 8729 Airport Road.

Wednesday, Sept. 26 -- 9:30 to 11:30 a.m. and 2:30 to 4:30 p.m. at the Auburn Union Hall, 201 A St. SW.

November

Tuesday, Nov. 6 -- Noon to 2 p.m. and 3 to 5 p.m. at the Seattle Union Hall, 9135 15th Pl. S.

Thursday, Nov. 8 -- 11:30 a.m. to 1:30 p.m. and 2:30 to 4:30 p.m. at the Everett Union Hall, 8729 Airport Road.

Wednesday, Nov. 14 -- 9:30 to 11:30 a.m. and 2:30 to 4:30 p.m. at the Auburn Union Hall, 201 A St. SW.

The workshops are offered by Money Management Educators and sponsored by District 751. To reserve a seat, call (888) 223-8311 or e-mail mmeducators.org.



UNION YES

SERVICE TO THE COMMUNITY

751 Helps Build Better Communities

751 volunteers were out in force during August to help others throughout the region. Volunteers built a wheelchair ramp for the mother-in-law of a member in Rainier, WA and another ramp in Everett for the father of a member. Nearly 20 volunteers took part in the Salvation Army back

to school shopping at J.C. Penney's Southcenter store on Aug. 22. Members prepared and served meals at the missions, performed a road cleanup and handed out union educational bags at various festivals throughout the region.



At the Rescue Mission L to R: Carl Bauer, Rob Curran, Brenda Curran, George Braun and Vennie Murphy.



Machinists volunteers gathered in the J.C. Penney parking lot at Southcenter the morning of Aug. 22 to help with the Salvation Army back to school shopping.



Left: Carter Wolbaum bought and cooked sausage at the Mission.



Right: Matt Hardy, George Braun, Rob Curran and Vennie Murphy.

Photo right: Steward Lloyd Wilson helps find school clothing for a local student.



Below: Steward Ramona Greenhaw helped with back to school shopping for a high school student.



Above and right: Paul Richards, Adrian Camez and Shane Meehan built a ramp for a member's dad.



John Allen, Steve Parsley and Bud Cheever ready to serve.



Left: Jennifer & Ed Coats help at the Everett Mission.



Right: 751 volunteers taking part in an Everett Adopt-a-Road litter clean up.



Above: In Rainier, Matt Hardy, Jim Hutchins, Vennie Murphy and Princie Stewart pose on the completed ramp with the resident.



Left: Matt Hardy cuts wood for the railings.



Some of the IAM 751 members from Whidbey helping with the golf tournament that benefitted two local food banks.

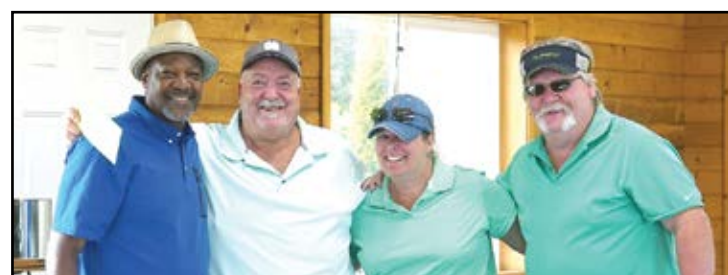
Whidbey Tournament Raises \$7,200 for Local Food Banks

Machinists Union members who work at Whidbey Island Naval Air Station raised more than \$7,200 at their recent charity golf tournament. Proceeds will be split between two local charities: North Whidbey Help House and Helping Hands

Food Bank in Sedro-Wooley. "Our Machinists at NAS Whidbey – and really all of our members throughout our union – are so generous," said IAM 751 Chief of Staff Richard Jackson who helped organize the tournament. "We had a lot of support from some great volunteers and sponsors, and as a result, we had a lot of fun raising money for a great cause."



A member drives down the fairway.



LtoR: Chief of Staff Richard Jackson congratulates the first place team of Mark Clark, Mary Hopwood and Mike Wise.



John Kussy holds the pin while his team sinks a long putt.



751 sold tickets to Pacific Raceways to benefit Guide Dogs.

Dog Days of Summer at Pacific Raceways

District 751 again teamed up with Pacific Raceways to benefit Guide Dogs of America by selling \$5 tickets for racing Aug. 16-19 at Pacific Raceways. All proceeds went to Guide Dogs. Members watched exciting racing while helping a good cause.



Members were treated to exciting races while helping a good cause.



Cars of all makes and models lined the Everett Hall parking lot for the Steel & Wheels Car Show.

Local A Car Show Shines for Guide Dogs

Summer weather drew more than 50 cars, trucks and bikes to Local A's Annual Bill Baker Steel & Wheels Supershow on Aug. 18. Hot rods, muscle cars, classics and more helped generate thousands for Guide Dogs of America. Donations were still being tallied as the *Aero Mechanic* went to print.

Awards were presented in more than a dozen categories. Volunteers grilled up delicious food. Steward Paul Richards helped recruit Otis Sistrunk, former Oakland Raider & superbowl champ, to attend and help raise money for this worthy cause. Mr. Kleen 76 had a prize wheel to win discounted and free car washes and donated the proceeds to Guide Dogs. The Green Mountain barbecue grill with

WiFi was won by Jerry Banks. Thanks to all the car show committee members, volunteers and sponsors who ensured the event was a success.

Thanks to Our Sponsors



Paul Richards (l) thanks Otis Sistrunk (r).

District 751 - Local 751A - Local 751C - Local 751E - Local 751F - Lester Mullen - Jason Chan - 777 FWD/AFT SI - 2nd shift 777 final assembly Jon Holden - Susan Palmer - Richard Jackson - Wilson 'Fergie' Ferguson - Jason Redrup - Eldon Smith - Mark & Peggy Clark - Connie Kelliher - Greg Campos - Howard Carlson - Ira Carterman - John Lopez, Jr. - Wes Heard - Terri Myette - Paul & Diana Richards - Spencer Burris - Jason Clark/Eric Van Avery -



District President Jon Holden's Choice was Cal Burnett's 1938 Firetruck.



Local A President Paul Schubert's choice was David Kerr's 1963 Buick.



People's Choice went to Pete Kinch with his 1956 Chevrolet.

PITCHING IN FOR GUIDE DOGS

Participants in the 15th annual Shoes for Puppies Horseshoe tournament pitched in for a worthy cause and delivered a ringer bringing more than \$3,400 for Guide Dogs of America. The annual event hosted by Local 751-E was held at the Red Dog Saloon in Maple Valley on Saturday, Aug. 11. Rain delayed the tournament, but couldn't dampen the spirits of the participants.

Teams competed for the top three spots. Les Mullen won the Louisiana barbecue/smoker; Spencer Burris won a stay at the Polynesian Resort; and every participant took home a prize. Thanks to all the volunteers and sponsors.



Ira Carterman tosses a shoe.



Jon Holden pitches a shoe.



Above: Chris Schorr tosses a ringer.

Photo right: Tim Trombley and Guerdon Ellis won first place.

Below: Curt Horton lines up his shot.



Local E President Guerdon Ellis congratulates second place winners Keith Stone (l) and Mike Osthus (r).



Left: Local E President Guerdon Ellis presents third place winners Roy (l) and Lisa Wilkinson (r).

Below: Local E Pres Guerdon Ellis thanks Red Dog Saloon in Maple Valley for hosting and sponsoring.

- Thanks to the following pit sponsors:
- Ira Carterman
 - Rod Sigvartson
 - Jon Holden
 - Mark & Peggy Clark
 - Larry Brown
 - Connie Kelliher
 - Terri Myette
 - Richard Jackson
 - Jason Chan
 - The Polynesian Resort
 - Andrew Schier
 - Rewards Dental
 - Greg Campos
 - Red Dog Saloon
 - Larry Brown

REWARDS DENTAL
UNION DENTAL CLINIC
www.RewardsDental.com
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Burien, WA 98166
206-343-0000
25022 104th Ave SE, Suite B
Kent, WA 98030
253-859-0000



Local Labor Day Celebrations

Labor Day is a celebration of the incredible contributions of America's working people. Through sweat, sacrifice and innovation, workers built this country and make it run every day. Several of the regional AFL-CIO central labor councils across Washington State are planning Labor Day picnics and events on Monday, Sept. 3 to celebrate and honor the working men and women who are the foundation of this state's economy.

Get details on any of the events below by visiting www.thestand.org.

BURIEN — MLKCL will host a Labor Day Union Block Party & Cookout on Monday, Sept. 3 from 11 a.m. to 2 p.m. at Burien Town Square. This is a free, family friendly event.

EVERETT — The Snohomish County Labor Council will host a Labor Day March and Block Party on Monday, Sept. 3. The march begins at 11 a.m. (participants arrive at 10:30 a.m.) at the Everett Workers Memorial (Pacific &

Wetmore) with a Block Party to follow from noon to 3:30 p.m. at the Labor Temple, 2810 Lombard St. There will be live music from The Donna Dupras Band, food, a kid's area, rootbeer floats, labor history booth and special visits by the Aquasox's Webby and the Silvertip's Lincoln the Bear. For details, call 425-259-7922.

KENNEWICK — The Southeast Washington Central Labor Council invites the public to join them for the 7th Annual Labor Day Picnic on Monday, Sept. 3 from 11 a.m. to 2 p.m. — with free lunch served 11-1 — at the Columbia Park Main Stage in Kennewick.

TACOMA — The Pierce County Central Labor Council will host a Labor Day Picnic from 11:30 a.m. to 5 p.m. on Monday, Sept. 3 at Fort Steilacoom State Park, 8717 87th Avenue SW in Lakewood.

TUMWATER — The Thurston-Lewis-Mason Central Labor Council will host its annual Labor Day picnic from 11 a.m. to 4 p.m. at Pioneer Park, 5801 Henderson Blvd SE, in Tumwater. Call 360-520-9575 for details.

Local C Golf Tourney Saturday, Oct. 6, 2018

Golfers will want to save the date of Saturday, October 6 to take part in the annual Local C Golf Tournament to benefit the Machinists Non-Partisan Political League (MNPL). The event will take place at Auburn Golf Course (29630 Green River Rd SE, Auburn) with a 4-man scramble format and shotgun start at 1:30 p.m. Cost is \$100 per player, which includes 18 holes of golf, cart and barbecue lunch with a raffle and prizes for closest to pin and longest drive. Entry forms are available at all union halls or on the website (www.iam751.org).

If you would like to donate prizes, sponsor holes or have questions, call Chris Schorr at 253-797-2288.

Karting Challenge & Puppy Putt Motorcycle Show Sept. 8 for Guide Dogs of America

This year we will have two charity events for Guide Dogs of America on Saturday, Sept. 8 at a shared location — the Puppy Putt Motorcycle Show at noon and the Karting Challenge race at 2 p.m. Both events will be held at PGP Motorsports Park in Kent (31001 144th Ave SE).

Come early, show your bike, then take part in the 2-hour karting race marathon.

Puppy Putt Motorcycle Show offers several options. Riders can start from the North at Sound Harley-Davidson (16212 Smokey Point Blvd.) in Marysville or South riders can start at Northwest Harley-Davidson at 8000 Freedom Lane in Lacey. All riders/show bikes should arrive at PGP Motorsports Park by noon.

Advance registration is \$15 for rider and \$5 for passengers. Registration is \$20 for a rider after August 31. Registration forms are available at all District 751 union halls or online at www.PuppyPutt.com.

Local F Guide Dogs Karting Challenge will also be on Saturday, Sept. 8 at PGP Motorsports Park (31001 144th Ave SE) at Pacific Raceways in Kent.

Karting event goes from 2 to 6 p.m. and will feature teams of drivers racing for two hours around the PGP track. Prizes will go to the teams that complete the most overall laps in the time allowed.

Cost is \$100 (tax deductible) per person for the two-hour marathon; each team can have up to four drivers. Drivers are encouraged to get pledges for Guide Dogs, as the starting order is determined by total pledges.

This is an exciting event that families, friends and co-workers can take part in. Trophies given for 1st and 2nd place teams. Drivers must be 5' tall and understand how to drive a car.

For registration information, contact Charles Cesmat 206-930-2450 (charlescesmat@gmail.com), Trevor Riddle 206-779-3506 (trevor.riddle24@gmail.com) or Dominic Patton 206-999-4561 (dom.k.patton@gmail.com).

Harley XL1200C Raffle

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



IAM-Boeing Apprenticeship Accepting Applications

The IAM/Boeing Joint Apprenticeship Committee will accept applications for the following apprentice programs beginning Tuesday, September 4th, 2018:

- Model Maker
- NC Skin Mill Operator
- NC Spar Mill Operator

Be sure to download a Prep Pack that describes each trade and the qualifications needed.

Internal Boeing Link to Prep Pack: <http://apprenticeship.web>.

boeing.com/PrepPack.pdf.

External Boeing Link to Prep Pack: <http://www.iam-boeing-apprenticeship.com/PrepPack.pdf>

Apprenticeships are posted for a 2-week period and are open to both internal and external candidates. Apply on-line at <http://www.boeing.com/careers> during the advertised application acceptance period. Applicant minimum qualification requirements will be clearly stated on the requisitions.

Individuals who do not meet the minimum qualifications will receive an auto-notice encouraging them to apply when the minimum requirements have been met.

Current Boeing employees, can contact a Joint Programs Career Advisor for help with the process. by calling 1-800-235-3453. An appointment is required.

Thank you for your interest in apprenticeship!

Wild Waves Private Event Discounted Tickets for You & Your Family

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

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

Purchase tickets online at: wildwaves.com/iam751. Tickets are limited so purchase yours today!

NOTE: No outside food is allowed, but you can visit your vehicle throughout the day if you brought a lunch & soda.

IAM District 751

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

Private Day for Members Only

ONLY \$15 +taxes/fees

INCLUDES PARKING!

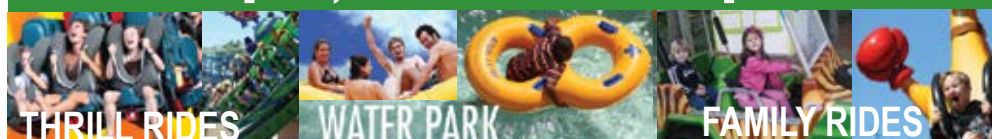
36201 Enchanted Pkwy S
Federal Way, WA 98003
Off I-5, take exit 142B

Buy Now! Event Will Sell Out!

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

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

THRILL RIDES WATER PARK FAMILY RIDES



RETIREMENT NEWS

751 Retirement Club Summer Potluck Well Attended



Retirees filled the Seattle Union Hall on Aug. 13th. Below: Reverend Perry Fields gave the invocation.

Retirees filled the Seattle Union Hall on August 13th for the annual summer potluck. Officers, Business Reps and Staff provided chicken while retirees brought their favorite side dish or dessert to share.

751 Retirement Club Jackie Boschok welcomed the group. District 751 President Jon Holden thanked the group for their sacrifices that made our union what it is today and announced a new discounted Medicare supplement and dental plan for retirees. District Secretary-Treasurer Susan Palmer addressed the group, and Reverend Perry Fields, one of our retirees, provided the invocation.



Left: L to R: Calvin Roland, John Robinson, Dallas Radford, Al Audet, Vennie Murphy and Don Anderson share shop stories.



Retirees brought side dishes and desserts to share at the annual potluck picnic.



District Sec-Treasurer Susan Palmer addressed the retirees.



Retirees and grandchildren tried their hand at some lawn games and cornhole while at the annual potluck event.

Mark Your Calendars! Monday, Sept. 24 at 11 a.m. Seattle Union Hall. Retirement Club will have a guest speaker: 'Get Ready for Medicare Open Enrollment' Guest Speaker. Bring your questions and get information from Statewide Health Insurance Benefit Advisor (SHIBA) Catherine McGuire

New Discounted Medicare Supplement & Dental Plan

District 751 is excited to announce a new opportunity to save money on Medicare costs through Employee Benefit Systems (EBS). EBS will now be our preferred agency for all Medicare eligible retirees and spouses, and they may be able to help save our retirees hundreds of dollars on their Medicare plans—at no cost to our retired members!

District 751 President Jon Holden first reported the new plans at the 751 Retirement Club Potluck on Aug. 13th and encouraged retirees to attend meetings in late September to learn more.

NEW! IAM District 751 has been able to negotiate new Group Medicare and Dental options for Medicare-eligible retirees, including spouses and surviving spouses. We expect the rates will be better for our IAM retirees in almost all cases, and we are among the first in the nation to have access to the dental options. These IAM District 751 Group plans include guaranteed acceptance (no underwriting) nationwide,

**PLAN TO ATTEND:
Educational Meetings on New Group Medicare and Dental Options
on Friday, September 28th
Three Meetings at Three Different Union Halls**

- Everett Hall at 9 a.m. (8729 Airport Road)
- Seattle Hall at noon (9125 15th Pl. S.)
- Auburn Hall at 3 p.m. (201 A St. SW)

preferred group rates, and many other unique additional benefits. These new Group plans are exclusively offered through EBS. If you have any questions regarding the new IAM District 751 Group plans or wish to set up your 1 on 1 annual review, please call: EBS toll free at 1-833-469-0515

We will be holding educational meetings on Friday, September 28th:

- 9 a.m. Everett Union Hall (8729 Airport Road)
- Noon Seattle Union Hall (9125 15th Pl. S.)
- 3 p.m. Auburn Union Hall (201 A St. SW)

EBS will present the information on these new Group Medicare and Dental options, as well as explain the free one-on-one consultation service they will be offering. It will be an opportunity to learn about it early and ask

Continued on Page 11

RETIREES

Congratulations to the following who retired from the union:

- | | | |
|-------------------|-------------------|-------------------|
| Gary Adams | Carl Hansen | Quang Pham |
| Kevin Amdal | Richard Heinig | James Pidgeon |
| Erik Andersen | Thomas Hellman | Joseph Polzin |
| Duane Armstrong | Steven Hudson | Carl Posey |
| Warren Baker | Chris Hynek | Van Rawls |
| Robert Baxter | Janna Israel | Kurt Roberts |
| Robert Behen | Frederick Jacobs | Michael Ruhoff |
| Carey Bernau | Richard James Jr | Leslie Russell |
| Jeffrey Bleakley | David Jensen | Mark Sargent |
| William Brandon | Brian Jones | Robert Schinski |
| David Brockman | John Kaercher | Bradley Shawhan |
| Raymond Brown | Danny Keel | Raymond Shipley |
| Dale Burlingame | Ronny Ketron | Randal Slapinski |
| James Bush | Michael Kom | Richard Slayton |
| Brian Caldwell | George Landram | Jeffrey Sperring |
| Cecil Caviezal | Terri Lemmon | Victor Stevens |
| Carter Conrad | William Lotspeich | Robert Stouffer |
| Edwin Cribby | Michael Lucas | Edward Titch |
| Michael Cughan | Luan Ly | Todd Unger |
| Pasquale Dama | Peter Maile | Larry Vandever |
| Susan Destrier | Becky Mangels | Scott Vandervlugt |
| Thomas Elam Jr | Francis Marino | John Vasilou |
| Richard Elliott | Jonathan McCarter | Thuan Vu |
| Richard Faunt | Daryl McElroy | Ricky Weston |
| Kenneth Gardner | Virginia McNally | Marilyn Whiton |
| Darrell Garner Jr | Mike McNeil | Ronald Wicks |
| Vivian Glowaski | James Miller | Jacoba Widener |
| Daniel Gould | Frank Minnick | Michael Worley |
| Andrew Gray | Dennis Morgan | Charles Yanak |
| Douglas Greenwald | Douglas Munsell | Larry Zimmerman |
| David Grignon | Charles Naas | Kimberly Zoller |
| Jo Ha | Karl Olsen | |
| Bill Haley | David Peterson | |

FREE WANT ADS FOR MEMBERS ONLY

BOATS

14' PLUS BOAT AND MOTOR. 7.5 HP Mercury 1968 Gator. Good used condition. Illness forces sale. Must sell. 360-691-7484

1985 HUNTER SAILBOAT 24 ft. \$1500.00 with trailer. Both licensed. White with blue interior cabin with stove, bunks and lounge w/stove. Nice sails. Full cover. No motor. Home# 425-322-5870 or Cell# 425-319-3631

1986 BAYLINER 20' w/350 ChevV8 inboard. Runs good. Toilet, 2 bunks, low hours with trailer. Boat and trailer both licensed. \$1,600 for both. Boat is white with gray interior. Home# 425-322-5870 Cell# 425-319-3631

TOOLS

SUNWOOD TOOL & DIE IS CLOSING, owner is retiring. Located in Athol Idaho. Now accepting offers on entire machine shop valued at \$15,000-\$20,000. Prefer to sell entire shop and all equipment together, serious buyers only. Great opportunity for some young person to get started in their own business. Too much inventory to list here, for more information and to view the equipment call 208-755-5586.

COTTAGE INDUSTRIES

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

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

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

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

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

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

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

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

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

AD RULES

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

**Deadline For Next Issue
Sept. 17th**

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

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

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

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

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

"SEAHAWKS" decal KITCHENAID stand-alone power mixer w/access. New Royal blue, very nice \$300 firm/cash photos available. 360-435-3115 evening

KENMORE SIDE BY SIDE FRIG. Approximately 22 cubic feet, runs great \$50. also pair of bar stools, teak wood, 31" high, strong, heavy duty. \$80.00 425-641-4384

REC VEHICLES

1999 HARLEY DAVIDSON SOFTAIL CUSTOM lowered Screaming Eagle heads, cam, ignition module, exhaust. Saddle bags, sissy bar, windshield (removable). 25,633 miles, original owner \$7500 firm 253-951-4485

MOTORHOME 32 foot 2002 Itasca Sunrise. Very clean, in good condition, new tires, workhorse engine and lots of extras. Sleeps six. \$26,000 425-255-2567

HOUSING

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

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

10 MINUTES TO RENTON BOEING FOR RENT. Small 2 bedroom, one bath house. Rural setting. \$1200/month. No pets. Call 425-277-6382

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

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

MISCELLANEOUS

COMMUNITY BIBLE STUDY for non-church attendees. Sept 12 (2:30-3:30 p.m.) or 4:30-5:30 p.m.) at Des Moines Public Library and Sept. 24 (2:30-3:30 p.m.) or (4:30-5:30 p.m.) at Kent Public Library. Not affiliated with any particular church. RSVP to Phyllis at crwphyll@aol.com

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

NEW ELECTRIC MEAT GRINDER (\$70) now \$45. New woman's "New Balance" shoes, black 9EE (\$140) Now \$100. Woman's (Salomon Style) shoe 9 1/2 \$25. 253-862-4765 Sumner, WA

PAFF POWERQUILTER 16.0. Works great. BabyLock bobbin winder comes with it. Used 4 times, like new. Price reduced to \$3,300 firm, cash. 253-307-1712

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

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

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

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

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

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

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

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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.

RETIREEES 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

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PROPERTY

EVERGREEN FUNERAL HOME & CEMETARY for sale double niche in the Hearthside East level B niches. Asking \$7,000 negotiable. Call Don at 425-446-1294

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

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1999 TOYOTA TACOMA extended cab pickup, clean, low miles, manual trans. Linex bed liner, good tires, heavy duty floor mats, trailer hitch. \$6,500. 253-304-7750

LABOR HISTORY HAPPENINGS

- Sept. 5, 1882 - First US Labor Day Parade, First Labor Day
 - Sept. 8, 1965 - UFW begins grape boycott
 - Sept. 9, 1919 - Police Strike, Boston, MA
 - Sept. 19, 1885 - Chinese coal miners driven out of Black Diamond, WA
 - Sept. 23, 1935 - IAM Local 751 Chartered
- Information taken from the PNLHA Labor History Calendar



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Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Sept. 17th!

FINANCIAL \$ENSE: Can You Have Too Much Company Stock?

Many companies offer their employees a stock purchase plan, enabling them to purchase company stock at a discounted price and invest in the company they work for. While this can be a great way to invest in the stock market, as an investor you need to question whether it's good to load up too much on your company's stock — or any company's stock, for that matter.

Investing in your company may be a good idea, but you need to make sure you set some guidelines and strategies to diversify your holdings not only among individual stocks other than your company's but among industry sectors as well. Although diversification does not ensure a profit or protect against loss, doing so may help reduce the effects of the price fluctuations that will undoubtedly occur in your portfolio.

As you decide whether to participate in your employer's stock purchase plan, keep in mind that owning too much of any single stock is rarely a good idea. While you may be confident of your company's prospects for success or you want to demonstrate your loyalty to your employer, you need to

recognize that you may take on additional risk if you don't diversify.

Also, as you evaluate your holdings, don't overlook the potential danger in concentrating your investments within one industry, even if you spread your investments among several stocks in that industry. Oftentimes when bad news hits one stock in an industry, it can also have a similar impact on other companies within the same sector.

So, how can you help reduce the risk in your portfolio? One way to help protect yourself is to diversify your portfolio among several stocks. In addition to your company's stock, you should try to broaden your equity holdings to include 20 to 30 stocks in at least six to eight industry sectors with different investment characteristics. Keep in mind that no more than 25% of your total portfolio value should be invested in any one sector.

Another good rule of thumb is to have no more than 15% of your total portfolio — including investments in your 401(k) and IRA — invested in one single stock. You should strive to maintain a balanced asset allocation with not only stocks in

different industries but also bonds and other investment vehicles as well. Keep in mind that an investment in stocks will fluctuate in value and when sold might be worth more or less than the original investment.

Once you have reviewed your portfolio and evaluated your investment objectives, you may realize that you have a "concentrated position" — that is, you have too much of your holdings in a single stock or you are heavily invested in a single industry sector. If this is the case, it is a good idea to contact a financial advisor and discuss strategies for reducing your concentrated holdings. There are a variety of strategies that can help you reduce the risk involved in having concentrated positions in both taxable and tax-deferred accounts.

Your investment objectives, risk tolerance and time horizon will help dictate the appropriate asset balance for your financial situation. Because each and every investor has different investment needs, seeking professional assistance is usually the best alternative to avoid keeping your eggs all in one basket.

SCOTT

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New Members Learn the Power of Solidarity at Seminar



Steward Coordinator Ed Lutgen gives a brief overview of our union to Everett members.

With Boeing hiring between 100 to 175 new members a week, it is important for our union to reach out and welcome our new members. For the past several months, we have held a 90-minute New Member Seminar each month at the Auburn, Everett and Seattle Union Halls. The workshop gives a brief overview of our union so our newest members understand that nothing in our contract was a gift from the company and every provision was obtained through unity from the members who came before them.

"Empowered and informed members make for a strong union," said District 751 President Jon Holden. "There is no greater investment we can make as an organization than to educate our members."

Attendance was up as word of the seminar spread. Members were eager to learn about the overtime rules. There was a lot of interest in past strikes, why we went out and what we gained. Members were excited to learn about the rich educational benefits through our contract and the free online college for members and family members.

Comments from the members were positive and included:

"Wow, Andre (Trahan) is a good speaker. How can I get more involved?"

"I'm glad I came! I learned a lot of helpful information. I got all my questions answered."

"The meeting was informative and now I understand how our union works.



Members discuss issues at the Auburn seminar.

I would encourage other members to attend. This helps us be stronger moving forward."

The seminars are aimed at members who have joined our union in the past

12 months. Times and locations of the September meetings are:

Auburn Union Hall (201 A St SW) – Tues., Sept 25 at 11:00 am or 4:00 pm Reserve your seat at Aub@iam751.org 253-833-5590

Seattle Union Hall (Southpark - 9135 15th Pl. S.) – Wed., Sept 26 at 11:00 am or 3:00 pm Reserve your seat at SEA@iam751.org 206-763-1300

Everett Union Hall (8729 Airport Road) – Thurs., Sept 27 at 11:00 am or 3:00 pm Reserve your seat at Evt@iam751.org 425-355-8821

Business Rep André Trahan gives a passionate explanation of how unions changed his life.



New Discounted Medicare Supplement & Dental Plan

Continued from Page 9

questions of the EBS representatives.

Even if you are happy with your current plan, we encourage you to schedule a personalized review with EBS to see if anything has changed for the following plan year. Without an annual review, retirees could pay unnecessary out-of-pocket expenses because of annual prescription drug changes and other modifications.

EBS will help make the review process easy and stress-free. IAM District 751 has fully endorsed EBS. We strongly encourage you to use their services. All EBS's services are provided at no cost to you!



District 751 Pres. Jon Holden announced new Medicare & Dental Options for retirees at the Retirement Club Potluck. Informational meetings will be held on Friday, September 28.

Hardy Accepts Oath of Office



Local A Vice President Matt Hardy (l) accepts the oath of office from IAM General Vice President of Western Territory Gary Allen.

EASTERN WASHINGTON

Training Prepares Stewards for Better Representation

Stewards in Eastern Washington left energized to better represent members after an 8-hour training class presented by the IAM Western Territory Educators.

The class was packed with relevant information, role playing and real examples of grievances. Participants learned about their roles as Stewards, how to make informational requests, as well as covering their legal rights and responsibilities.

One segment focused on how to write a grievance, which was well received. It incorporated real situations from the workplace into writing an actual grievance. The practice writing grievances was helpful and each grievance was then critiqued. This role play of walking through research, performing an interview and documenting the facts gave stewards more confidence for when they must challenge a potential contract violation.

“Stewards are the backbone of our union. How our members view their steward is, in many cases, how they view their union,” said Eastern Washington Business Rep Steve Warren. “Having an educated and empowered shop steward network is vital to the success of our Union as a whole.”

Stewards also took part in the Western Territory’s Growth, Prosperity and Strength (GPS) training designed to prepare stewards to be activists and organizers. This segment covered the state of the labor movement, why we must organize, union density and the global impact.

Feedback on the class was positive: Yakima Stewards said... “The part on how to write grievances



Stewards in Spokane pose for a group photo after completing an intense day of training to better represent the members and organize additional shops while educating workers on the benefits of union membership.

was very helpful. I realize I need to shorten my written grievances and stick to just the facts.”

“This information will help me be a better steward and more effectively represent our members.”

Richland Stewards noted:

“I will use the information I learned to organize my shop so we are stronger in combatting management tactics at work.”

“The training will help me be more observant, better document details and interview members.”

Spokane Stewards feedback included: “I appreciate others sharing that they encounter the same issues in their shop and how they handled the situation.”

“I will make checklists and meet with my members regularly to go over the contract. We are stronger if every member is more aware of our contractual provisions.”



Spokane stewards discuss real grievance scenarios to learn to effectively challenge contract violations.



Stewards in Yakima take a group photo after completing their training.



Tri-Cities stewards were energized after their training.



Photo left: Spokane Stewards practice writing a grievance as part of the training.



Stewards in Richland discuss scenarios from real grievances and the proper way to document to give the best representation.



Photo right: 20 year veteran steward John Kofol (center) shares useful advice with Stewards Wayne Tuttle and Jory Rockford who became stewards this year.

Gearing Up for Contract Talks at Kenworth Sales in September

With the current contract scheduled to expire the end of November at Kenworth Sales, it was important to get our union members engaged and active. Recently, union negotiating committee members met with Business Rep Steve Warren to plan a timeline for the negotiations and how to get input from members. The committee discussed survey distribution and T-shirt orders to increase union visibility. The committee also talked about using a website to communicate important information, as well as group text blasts for instant messaging.

Stewards handed out surveys in late July and members had until August 10

to return them along with feedback on issues they would like to see addressed in the next contract.

“Our committee has put together a good communication strategy and is actively getting input from the members,” said Business Rep Steve Warren, who will serve as lead negotiator. “Keeping members informed builds solidarity and members are already wearing union t-shirts to show their support for our negotiating committee.”

The current contract expires on November 30 and formal negotiations will begin in September.



Negotiation committee members, Paul Atkins, Joe Hoerl, and Mike Nettles met off-site with Business Rep Steve Warren to outline a communication strategy for the upcoming contract talks.