

DISTRICT 751 AERO MECHANIC

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In Everett the second shift Emergent Operations Blanket Shop, Machine Shop and Composite Shop used their collective power to ensure a supervisor treated them with dignity and respect.

Solidarity on Second Shift Brings Positive Change

The strength of our union has always come from our members on the shop floor and their ability to unite toward a common goal.

Recently several crews on second shift in Everett demonstrated the power of solidarity after several Union Stewards inspired them to use their collective power to make positive change.

While the circumstances were different in each situation, the recurring theme was the power our members have when they stand united to take on an issue.

Credit goes to Union Steward Judy Morrison, who regularly communicates with her crew and actively works to educate members on contractual information and their rights. Together, Judy teamed with Stewards Mark

Hartman and Ray Meduna to help members resolve issues with two different managers – demonstrating the value of union membership and Stewards working together.

One manager was creating a hostile work environment with continual threats and intimidation mainly targeted at newer members if they didn't work faster. He bragged that his best day at Boeing was firing 12 people. However, rather than offering training for the new members – some of whom were struggling, he thought putting fear in them would make them better mechanics.

Judy and Ray worked together and met separately with the crew that had concerns. Member after member described the hostile work environment this particular manager was creating. The

Stewards pointed out that every Boeing employee signs the Code of Conduct and pledges to treat one another with dignity, trust and respect.

Our Stewards encouraged the members to stand together and use their collective power, which is exactly what they did. Many long-term members stepped forward and provided their first ever statement detailing the unacceptable behavior of the supervisor. Our Stewards presented the documentation to Ethics, who passed it on to HR (or the fact finders who then didn't bother to call any witnesses).

Our Stewards didn't want the situation to be ignored and elevated the issue to Business Reps Garth Luark and André Trahan, who took it to labor relations.

As a result of following our process

and providing solid documentation from multiple members, the manager received discipline, had his authority reduced and now has a better understanding of how to treat people per the Boeing Code of Conduct.

The same collective action of members banding together to give statements brought discipline to another manager who had been targeting a member. A manager (now her former manager) set his sights on Jennifer Nguyen, but as a former Steward she knew her rights and asked Judy to represent her and take her case to EEO. When other members saw Jennifer standing up for herself and unwavering in her focus to push forward for justice, they provided statements about the situation, which resulted in

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Health & Benefits Rep Rod Sigvartson helped revise L&I rules so workers can request replacement hearing aids every five years on hearing loss claims.

Effort Brings Results on Hearing Loss Claims

In May, thanks to our Union's proactive effort, positive changes were made to the Washington Administrative Code (WAC) that will be beneficial to our members (and other workers) who have suffered industrial hearing loss while working at employers who are self insured (such as Boeing).

The revision, which went into effect on May 15, 2019, allows a worker with a hearing loss claim a replacement hearing aid upon request five years after the issue date of the current hearing aids. The revisions were approved after a public hearing in February

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A 'Sign' of Support in Everett IRC

Crew Learns Sign Language to Support Co-Worker

751 members regularly work together to make the workplace safer, more efficient and to support their co-workers. However, our members in the Crushed Core Press Row of the IRC in Everett have taken this concept to a whole new level.

These members, as well as area management, embraced a unique opportunity and have spent the past year learning American Sign Language (ASL) so they can better communicate with 751-member Stefanus Roesli, who is deaf. The results have brought the group closer, made them more aware of the machinery, dangers in the area, and ultimately made their work environment safer.

"When I came to this shop, my co-workers welcomed me and asked me to teach them to sign so we could communicate. They picked it up quickly," said Stefanus. "I'm proud of them for learning to communicate in my language and making me feel more a part of this team. I've been able to learn additional equipment and new skills so I can grow



L to R: 751 members Greg Forrest, Craig Ames and Stefanus Roesli have a conversation in American Sign Language. The second shift Crushed Core Press Row crew learned sign language to better communicate and improve safety after Stefanus, who is deaf, transferred into their shop.

toward my career goals."

For many of these members, it was the first time they had worked with a deaf person so they were unaware of the challenges someone faces in a shop environment.

"Having a deaf co-worker presented a unique situation. Everyone came together and has made it work. We had to think outside the box in how to help a co-worker overcome challenges. It was

great the crew was willing to do that," said Union Steward Jake Stadler. "Every person on the crew has learned some sign language, and all of us know the specific signs for the shop procedures when Stefanus is operating the machines."

It is no small task to learn another language, which is precisely what ASL is. This group has learned through a variety of sources. Several members

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REPORT FROM THE PRESIDENT

Members' Collective Power Is What Brings Us Results

By **JON HOLDEN**
IAM 751 District President



Retirement security is one of the biggest issues working people are facing in this country today and a high priority for our members. This is true, not only at Boeing, but for every contract we negotiate.

Our members know all too well the battle to maintain retirement security, and your union is motivated to do whatever it takes to provide retirement benefits into the future.

In this time of turmoil in the retirement industry, we need a new model. At District 751, we are leading the charge and are ahead of the curve in planning for the challenges of building retirement security for our members.

During our strike at Triumph Composites in 2016, we were able to establish a Joint Labor-Management Trust to create the District 751 Savings Plan, which is jointly administered by company and union trustees.

Let me give you a little background on what a defined contribution plan is. It is just like it sounds. There is a set dollar amount per year or per hour entirely funded by your employer into an account on your behalf. Each member's account is created and funded through employer contributions and is fully vested from day one. In addition, there is no possibility of under funding and the retirement accounts have a high degree of security. Each account should grow over time, year over year to become an important piece of retirement security for our members.

The District 751 Savings Plan is

exclusively a targeted retirement fund in the sense that it invests in appropriate funds based on the individual's anticipated retirement date. All of the investments, which are Vanguard funds, perform in the top 10 percent of their peers across every timeframe whether it is one year, three years, five years, 10 years or beyond.

Recently, we negotiated this plan with company contributions for our members in two new bargaining agreements. Cadence Aerospace, a group of over 100 members, secured this in their second contract. Then in May, TK&K agreed to the plan at a \$2.30 per hour contribution rate for each member at JBLM and Yakima.

This is a very exciting time for our fund as we anticipate that more employers in additional bargaining units will be interested in joining and participating. We expect growth in terms of the number of participants and plan assets.

This defined contribution savings plan is good for our members and for the employers we represent, as all of the costs are known up front and for the life of the agreement. This plan provides a benefit that can be counted on by the participants.

Your union still believes in defined benefit pension plans; however, this is a solid option to negotiate into our agreements with provisions that will help the contributions be securely invested and grow over time protecting our members' future.

One of the things that is most important to me is that these funds not only be secure but that they serve the

members exclusively. Administrative costs of this plan are very, very low by design – not by accident. Keeping costs at a minimum even as the fund grows in participation and funding levels will always be a priority.

We feel strongly that this retirement security option will be beneficial for the members we represent, and we will work hard to negotiate this in as many bargaining agreements as we can. Retirement security is something that all workers deserve and your leadership is passionate about this issue. We will continue to explore innovative new ways to ensure our members can retire with dignity.

Keep in mind membership solidarity is the key to our success in any negotiations. This is a message that we emphasize to our members during our 90-minute Introduction to Your Union seminars each month. We continue to get a good turnout with our newest members attending and eager to learn more about their union. We stress that nothing is a gift in our contracts and every benefit was hard fought and achieved by those who came before us. The feedback is positive and members leave with a better understanding of their rights, the power they have as union members, and how to get more involved in their union.

A good example of members using their collective power to bring positive changes in their shop and ensure they are treated fairly by their managers is on the front page. Every shop has the power to make changes, when they stand together with a common goal – this is the foundation of our union.

We continue to search for opportunities

to educate our members and the public on the collective power and advantages of union membership. Recently, we have taken part in several high school career fairs and even brought our message to a local elementary school so students at a young age are aware that community and technical colleges, trade schools and apprenticeships provide pathways to great careers – many of them union-represented jobs.

Ultimately, our members demonstrating their collective power is what brings us results.

Local C MNPL Golf Tournament - June 15

Golfers will want to save the date of Saturday, June 15th 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 7 a.m.

Cost is \$100 per player, which includes 18 holes of golf, cart, barbecue lunch and prizes for closest to the pin and longest drive. Entry forms are available at all union halls or on the website (www.iam751.org).

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

COLA Delivers 11 cents on June 14

Quarterly cost-of-living adjustment (COLA) formula resulted in a positive 15 cents. However, since accumulated COLA was negative 4 cents, the result is an 11 cent COLA being added to your base rate effective June 14, 2019.

The COLA is based on the quarter February, March and April 2019. COLA is generated quarterly under the IAM contract and is based on the federal government's Consumer Price Index. COLA is rolled into a member's base rate each September.



Base Rate Chart Effective 06/14/19

Labor Grade	Minimum Rate	Maximum Rate
11	\$26.00	\$47.13
10	\$25.00	\$45.84
9	\$24.00	\$44.69
8	\$23.00	\$43.46
7	\$22.00	\$42.20
6	\$21.00	\$40.99
5	\$20.00	\$39.72
4	\$19.00	\$38.55
3	\$18.00	\$37.37
2	\$17.00	\$36.13
1	\$16.00	\$34.90
A	\$15.00	\$20.08

Bridge Agreement Approved at TK&K

Machinists Union members working at JBLM and the Yakima Training Center saw the benefits of union membership after their

employer L3 Doss lost the bid for a new contract; TK&K Services became their new employer.

Because they are represented by the IAM and had a collective bargaining agreement in place, our Union was able to negotiate a bridge agreement that extended the wages, hours and conditions of employment from the current bargaining agreement with a few improvements. The final wage increase from the previous agreement increased from 2.25% to 5%. The bridge agreement also added the District 751 Savings Plan at a contribution rate of \$2.30 an hour.

Members overwhelmingly voted to approve this bridge agreement on May 20.



Ted Foley counts member ballots that approved a bridge agreement with TK&K.

July Local A 6 pm Meeting Moved to July 2nd

Due to the 4th of July Independence Day holiday, Local A Stewards and members need to take note of a date change for their monthly meeting in July only. **Local A's regularly scheduled 6 pm meeting will be changed to Tuesday, July 2nd at 6 p.m. at the Seattle Union Hall.**

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

Jon Holden
President, Directing Business Representative

Paul Schubert
Vice President

Susan Palmer
Secretary-Treasurer

Mike Hill
Sergeant-at-Arms

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- Dan Swank**
- Paul Veltkamp**
- Dena Bartman**
- Greg Campos**
- Garth Luark**
- Richard McCabe**
- Spencer Burris**
- André Trahan**
- Ira J. Carterman**
- Wilson 'Fergie' Ferguson**
- Patrick Bertucci**
- Grace Holland**
- Robley A. Evans**
- John Lopez Jr.**
- Howard Carlson**
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 - 201 A St. SW, Auburn; 253-833-5590
 - 233 Burnett N., Renton; 425-235-3777
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Connie Kelliher, Editor

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New Work Transfer Reps Join the Battle to Keep Our Work In-House

Every day throughout Puget Sound our Union Work Transfer Reps search for potential alternatives to keep work in-house by meeting with our members to brainstorm innovative ways to perform the work more efficiently and to propose viable alternatives – all in an attempt to prevent Boeing from offloading work.

There are six IAM 751 Work Transfer Reps, who are tasked with challenging the efforts of literally hundreds of Boeing Work Transfer Reps whose primary purpose is to outsource our work. It is a daunting task, but each of our IAM reps brings a passion to preserve our hourly work and develop counter proposals to keep the work in-house.

We have two new IAM Work Transfer Reps serving Renton/Seattle who were appointed by District 751 President Jon Holden to fulfill this role: Terri Myette and Patrick White. While Terri and Patrick are new to our IAM Work Transfer position, each has years of experience as shop floor leaders and vocal advocates for our membership. These dedicated members join Mike Hill, Steve Morrison, Chris Schorr and Dave Swan in

fighting to stop potential offloads at Boeing.

Every hour of work preserved for IAM members working at Boeing could translate into a saved IAM job.

Terri Myette - Terri Myette was appointed as a Work Transfer Rep last August. She joined IAM 751 when she hired into Boeing in 1987 as a customer coordinator in Renton. Terri served many years as a Union Steward and has worked her way up through the leadership ranks of Local F serving as Local Audit, District Audit, Vice President, President and District Council Delegate. Terri chairs the 751 Women's Committee, is on the National Executive Board of the Coalition of Labor Union Women (CLUW), and is a delegate to the Pierce County Central Labor Council. Terri is also an active community service volunteer and assists with various Guide Dogs fundraisers.

Patrick White - Patrick White was appointed a Work Transfer Rep in May and welcomes the challenge of finding ways to keep work in-house. Patrick joined the IAM in 1989. He has worked most recently for years as a crane maintenance mechanic. He has long been a vocal



IAM Seattle/Renton Work Transfer Reps Terri Myette (l) and Patrick White discuss alternative proposals to stop Boeing from offloading work packages and keep work in-house.

shop floor leader and has also served our membership in various leadership positions. Patrick has served as Union Steward, Local C Auditor and a District Council delegate. He has volunteered with various Guide Dogs fundraisers and on organizing drives to bring the benefits of union membership to other workers.

Nothing Is a Gift: The History of Vacation/Sick Leave at Boeing

Vacation/Sick Leave Benefits: Progress Through the Years

1944
Earned one hour of vacation for every 22 hours worked.

1950
One hour vacation for each 20 hours worked. Absences because of illness may be used as vacation provided employee filled out form within five work days following return to work.

1956
0 to 10 years seniority - One hour earned for every 20 worked
10 or more years seniority - One hour earned for every 17 worked

1963
0 to 10 years seniority - Earned one hour of vacation for every 17 worked
10 or more years seniority - One hour earned for every 14 worked

1965
0 to 10 years seniority - One hour earned for every 17 worked
10-20 years seniority - One hour earned for every 14 worked
20 or more years seniority - One hour earned for every 13 worked

1968
Unused vacation could only accumulate for that year. Unused vacation was paid out on next eligibility date.
0 to 10 years seniority - One hour for every 17 worked
10-20 years seniority - One hour for every 13 worked
20 or more years seniority - One hour for every 11 worked

1974
Amended to provide a carryover of vacation time from one year to the next to allow extended vacation periods. At the end of the second year, any vacation that had not been used was paid out.

1977
0 to 5 years - One hour for every 17 worked
5 to 10 years - One hour for every 16 worked
10 to 15 years - One hour for every 13 worked
15 to 20 years - One hour for every 12 worked
20 to 25 years - One hour for every 11 worked
25+ years - One hour for every 10 worked

1980
Financial Security Plan phased out. Introduced bonus pay for unused sick leave.

1989
First year employees will be able to utilize their sick leave account.
Also if Sick Leave is exhausted, management may approve on a case-by-case basis an employee's request to use vacation in lieu of sick leave for legitimate reasons. However, requests will not normally be approved if the employee is under a Corrective Action Memo for attendance.

2005
If an employee is under a Corrective Action Memo for attendance, vacation in lieu of sick leave is allowed to care for a child, spouse, parent, parent-in-law, or grandparent.

January 2018
New state sick leave law implemented through effects bargaining required all hours worked accrue sick leave resulting in additional sick leave at the rate of 1:40 after they accrue their first 40 hours at a rate of 1:10-1:17 (depending on seniority). There is no limit to the amount that can be accrued at the 1:40 rate.
The Union also secured that for third shift employees 6.5 hours worked counts as 8 hours worked for purposes of the additional sick leave accrual.

May 2018
Through effects bargaining improved contract language so that vacation in lieu of sick leave is now available to everyone regardless of any previous attendance discipline and the absence will be excused. In addition, vacation in lieu use was expanded and can now be used for any reason under the law or our contract.



POLITICAL ACTION

Machinists Delegates Make Our Voices Heard on Capitol Hill

By CHELSEA MASON
District 751 Legislative Director

Members of the IAM 751 Legislative Committee, along with District and Local Lodge leadership, joined Machinists from across the country at the annual IAM Legislative Conference in early May. The conference was held in Washington, D.C. and included two full days of noteworthy political and union speakers and visits with Members of Congress.

Several speakers at the conference were U.S. presidential candidates seeking Machinists members' support in 2020. They included U.S. Representatives Tim Ryan (OH-13) and Seth Moulton (MA-06); U.S. Senators Amy Klobuchar (MN), Cory Booker (NJ), Kirsten Gillibrand (NY) and Bernie Sanders (VT); and former U.S. Representative John Delaney (MD).

Conference attendees applauded the International's announcement that all IAM members will have an opportunity to weigh in on who the union endorses in the U.S. presidential election. This is a first for the Machinists Union and possibly the first time any International Union has sought the input of all its members in a presidential endorsement. Stay tuned as more details become available. In the meantime, Machinists members can register to participate at iam2020.org (see blue box below).

While in the nation's capital, delegates from District Lodge 751 met with almost all of Washington's Congressional delegation and/or their legislative staff. Key issues addressed in each meeting included:

Substantially strengthen NAFTA 2.0. The original North America Free Trade Agreement (NAFTA) paved the way for corporations to move hundreds of thousands of U.S. manufacturing jobs out of the country to take advantage of weak worker rights and low wages in



Representative Tim Ryan told delegates why he is running for president in 2020.

You Have a Voice in the IAM's U.S. Presidential Endorsement; Register at iam2020.org

At the IAM Legislative Conference, IAM International President Bob Martinez announced that members will now have a direct voice in deciding who the IAM endorses for U.S. President next year.

Members can register to vote in our endorsement process at iam2020.org (note: you will need your book number which is on the mailing label of this AeroMechanic paper). Talk to your IAM Sisters and Brothers and get as many members as we can to register to have a say in our union's endorsement. During the 2020 primaries, members will be given the opportunity to vote online, through an independent firm, for a candidate of their choosing. Later, members—through their state councils—will decide whom the IAM endorses for president. Make sure your voice is heard.



Above: District 751 President Jon Holden and our delegates discuss issues with Senator Maria Cantwell.

Left: Our delegates meeting with Senator Patty Murray.



751 delegates talked our issues with Representative Denny Heck. L to R: an IAM NFEET member, Susan Palmer, Jim McKenzie, Congressman Heck, Tom Keller, Chelsea Mason, Jon Holden.



Local 86 President Allen Eveland met with Rep. Cathy McMorris-Rodgers.

Mexico. The renegotiated U.S.-Mexico-Canada Agreement, or "NAFTA 2.0," does little to discourage continued outsourcing or implement and enforce higher labor standards in Mexico. Without stronger language, the Machinists Union will oppose the measure if it comes to Congress for a vote.

Repeal the 40% health benefits tax. Often referred to as the "Cadillac tax," the Affordable Care Act included a 40% tax on arbitrarily defined "high-cost" health plans. The tax is delayed until 2022 yet is already impacting workers whose employers are raising deductibles and decreasing benefits in anticipation of the misguided tax. A bill in Congress, supported by the Machinists, would repeal the tax entirely.

Reauthorize the Export-Import (Ex-Im) Bank.

The Ex-Im Bank directly supports American jobs by providing loan guarantees for the sale of U.S. goods and services to international markets. Its authority sunsets in September 2019 if Congress doesn't move to reauthorize the Bank. The Machinists Union is a leading proponent of Ex-Im and, while union members were in D.C., the Senate finally appointed enough members to the board for it to fully function again. Major transactions, like large aircraft, were on hold for several years because a quorum couldn't be reached on the board.

Support the Protecting the Right to Organize (PRO) Act. The PRO Act,



751 Delegates meeting with Congresswoman Suzan DelBene L to R: Levi Wilson, Bill Langlois, Shane Van Pelt, John Kussy, Karen Kussy, Rep. DelBene, Guerdon Ellis and Derek Gottschalk.

which received a hearing in the House the week of the IAM conference, would strengthen workers' rights to organize for union representation and bargain for higher wages, better benefits, and safer working conditions. It would also increase the penalty on employers who violate workers' rights and expedite the process of union elections. Washington Senator Patty Murray introduced the measure in the Senate and Representatives Adam Smith (WA-09) and Pramila Jayapal (WA-07) were original cosponsors in the House. Representatives Denny Heck (WA-10) and Kim Schrier (WA-08) signed on after meeting with IAM members in Washington D.C.

Other issues Machinists brought to Capital Hill concerned pensions and retirement security, universal healthcare coverage, pay fairness for federal workers and contractors, and FAA reauthorization.



Vermont Senator Bernie Sanders was among the presidential candidates who addressed machinists at the IAM Legislative Conference.

District 751 Leads the P.A.C. in MNPL Contributions

District 751 and its affiliated lodges continue to win impressive honors for contributions to the Machinists Non-Partisan Political League (MNPL). MNPL serves as the Union's political action committee (P.A.C.) since dues money cannot be spent on political candidates.

MNPL is committed to candidates who support programs that benefit union members as well as all of the programs to maintain a prosperous nation through full employment at decent wages.

District 751 again finished first in the District Lodge total contribution category with \$285,795.92 in 2018. Washington State also came out on top in total contributions for the state competition

with \$370,782.92.

Among local lodges, District 751 affiliates again swept the top three spots. Local A took first with \$116,374.44, Local F was second with \$76,358.39; and Local C was close behind with \$76,183.98. Local C also received second

place in percentage of sponsoring members with Local F taking third in this category.

751 raises money for MNPL through various methods. The most successful method is through the dues checkoff - where members sign a payroll deduction card and have \$1 or more per

month deducted for MNPL. Remember: The more members who participate, the stronger our voice in the political arena. Each member should be proud of these accomplishments, which demonstrate our members understand the importance of political action.



751 took top MNPL honors. L to R: GVP Gary Allen, GST Dora Cervantes, 751 Sec-Treas. Susan Palmer, 751 Dist. Pres. Jon Holden, 751 Leg. Director Chelsea Mason, IAM IP Bob Martinez, 751 Chief of Staff Richard Jackson.

Knowing Your Union Rights Gives Members' Power

'Knowledge is Power' is certainly true in dealing with management in the workplace. Several Union Stewards recently used their knowledge to counter bullying efforts from managers who attempted to intimidate our stewards into silence when they were in meetings representing our members.

Because this occurred in various plants, it seemed important to publish an article to educate stewards and members on their rights with union representation. Several managers have implied Stewards are supposed to simply observe and take notes. A few managers went so far as to say they would contact HR about disciplinary issues – insinuating they were going to retaliate against Stewards for speaking up on behalf of our members. The fact is that threat of retaliation against our Stewards is illegal.

First, members need to know the laws and regulations around their union representation. Union members have a federally-protected right to have a union steward during investigatory interviews which are called Weingarten Rights; however, they must ask for a Union Steward (a reference to the 1975 U.S. Supreme Court Decision in NLRB vs. J. Weingarten, Inc.). See sidebar story right.

In addition, stewards are afforded specific rights under the National Labor Relations Act, including The Equality Rule. Under the National Labor Relations Act (NLRA), stewards and union officers have a protected legal status. When stewards and union officers are engaged in representational activities, they are considered to be equals with management. Behavior, which could otherwise result in discipline, must be tolerated. The NLRB describes the equality rule this way:

The relationship at a grievance meeting is not a "master-servant" relationship but a relationship between company advocates on one side and union advocates on the other side, engaged as equal opposing parties in litigation. The equality rule is consistent with declarations of the U.S. Supreme Court, which has said that the NLRA protects "robust debate" and

"gives a union license to use intemperate or strong language without fear of restraint or penalty if it believes such rhetoric to be an effective means to make its point."

Stewards can be effective without using abusive or insulting language, but the equality rule means that a steward can raise his or her voice, gesture, challenge management's claims, threaten legal action, or raise the possibility of group protests without fear. An employer cannot label a steward's vigorous advocacy as insubordination and impose discipline. In addition, the employer is prohibited from retaliating against the steward for representing their members.

The equality rule applies when a steward acts in his or her representational capacity, but it does not apply when a steward acts in an individual capacity. Stewards are acting in representational capacity when investigating a grievance, requesting information, presenting a grievance, or representing members. A steward acting in an individual capacity is when they are discussing his/her own work assignments, work performance or compliance with work rules.

Supervisors sometimes assert that the only function of a steward at an investigatory interview is to observe the discussion; in other words to be a silent witness. This is wrong.

Our stewards have the right to counsel members during the interview and to assist our members to present the facts. Legal cases have established the following rights and obligations:

- When the steward arrives, the supervisor must inform our member and our steward of the subject matter of the interview – for example, the type of misconduct which is being investigated. The supervisor does not, however, have to reveal management's entire case.
- The steward must be given a chance to talk to the member privately before the interview and before questioning begins.
- The steward can speak during the interview. But the steward has no right to bargain over the purpose of the interview or to obstruct the interview.

- The steward can interrupt to object to a question or request that the supervisor clarify a question so our member can understand what is being asked.
- The steward can help ensure the questioning is



Business Rep Pat Bertucci (l) talks with Stewards Chris Craft (center) and Robert Lake about the equality rule that ensures Stewards are equal to management or HR when representing one of our members.

germane to the issue at hand so it doesn't turn into a "fishing" expedition searching for an issue deserving discipline.

- The steward can advise our member not to answer questions that are abusive, misleading, badgering, confusing or harassing.
- A steward can ask for a break for a member who becomes emotionally upset or ill during questioning.
- If a steward believes a member is having problems understanding the questions asked (possibly due to stress, language problems or a mental handicap), the steward should point that out to security. It may be appropriate to ask for an interpreter.
- The steward should make sure the member has an opportunity to explain

his/her side of the story.

- The steward should ask the member questions and point out facts helpful to the member.
- When the questioning ends, the steward can provide information to justify our member's conduct.

Our Union Stewards also have the right to investigate complaints and conduct union business on Company time.

"We need more vocal stewards and members educated on their rights, so they can challenge when management oversteps their bounds. Knowledge is power and knowing our rights makes us stronger," said District 751 President Jon Holden.

ALWAYS Ask for a Steward It's Your Federally-Protected Right

One of the most important rights of unionized workers is the right to have a steward present if they find themselves in any situation with management, HR or security – a conversation, a discussion, an interrogation – that could lead to disciplinary action. This protection is called Weingarten Rights, named after a 1975 Supreme Court decision.

However, unlike Miranda rights, in which police are required to tell suspects about their rights before they begin questioning, employers do not have to tell employees about their Weingarten rights. Workers have to ask for them. That is why we often write articles to help inform members of this right

because if we don't educate members, how else will they know to ask for a union steward.

Our Union has distributed "It's My Right" cards for members to keep in their badge holder. Should you find yourself in a situation that may result in discipline, you simply hand over the

card or state, "I want a Union Steward." Members should ALWAYS request a Union Steward in any situation you BELIEVE may result in discipline. You can't be punished for making this request.

The key word here is MAY. If there's the slightest concern that the session, phone call or email question could bring discipline, you have the right to ask for a union steward.



Carry an "It's My Right" card and hand it to management, HR or CI if you are called into a meeting that may result in discipline. Cards are available at all Union halls.



Union Steward Don Chapman (l) and Business Rep Garth Luark discuss members' rights to representation.

Solidarity on Second Shift Brings Positive Change

Continued from Page 1

the EEO investigation expanding into a corporate investigation since the issue was much broader than simply targeting one member.

This shows the collective power members have when they work together toward a common goal whether it is a contract violation, a safety concern, unjust corrective action or any other issue in the workplace. Whenever an issue arises in your shop, contact your Union Steward – they are your first line of defense and always your advocate.

"Standing together is how we effect change. Membership unity is the key to our power. I'm proud of our members for

uniting and using their collective power to stop abuse from a manager. Our Stewards do a great job of representing our members and are even more effective when the members are active and engaged," said Business Rep André Trahan.

"When I became a Steward in 2008, I was mentored by more senior Stewards and BR's. We have carried on that tradition with a group of second shift Stewards who meet regularly to share information, past grievances, discuss best approaches and mentor newer Stewards. This is a good way to pay it forward so other Stewards can best represent the members in their area," said Hartman.



L to R: Steward Mark Hartman, Business Rep André Trahan and Steward Tylor Short discuss recent issues in Everett where members stood together to effect change.

SERVICE TO THE COMMUNITY

Machinists Volunteer Program Builds Better Communities

751 volunteers continue to be visible throughout the region with projects nearly every weekend. In May, volunteers cleaned up our stretch of road in Everett and Auburn, delivered thousands of pounds of peanut butter through our annual drive, prepared and served meals at both the Everett and Tacoma mission, as well as taking part in the Letter Carriers Food Drive at multiple locations and building several wheelchair ramps for area residents (see page 7)



751 members Kevin Currie and Brian Ball helped with the Everett adopt a road cleanup in April.



Hazel Powers doing her part at our Auburn road clean up.



Helping with the Auburn road clean up L to R: Jason Chan, G. W. Schmidt, Dorothy Lambert, Hazel Powers, Princie Stewart and Carolyn Romeo. Above inset left: Dorothy Lambert. Above inset right: Carolyn Romeo.

L to R: Rob Curran, Gary Perry, George Braun and Tim Wilkins helped prepare and serve meals at the Tacoma Mission.



L to R: Derek Gottschalk, Wes Heard, Adrian Camez and Richard Pollack were among the Everett volunteers for our May road clean up. (Karen Wakita also volunteered, and took the photo)



L to R above: Seth Hill, Cynthia Urquart and Mike Hill helping with the Letter Carriers' Food Drive in Everett.



Caitlin Chan and Jason Chan help at the Letter Carriers Food Drive on May 11 in Fife.



Above: Gary Perry, Rob Curran, George Braun and Katie Finnegan helping out at the Rescue Mission. That day our volunteers prepared and served hot cakes, sausage, hard boiled eggs, cold cereal, and pastries to 243 people.



Left: Wally Ciszek and Carter Wolbaum helped prepare and serve meals at the Everett Mission on Mother's Day.



751 Organizer Jason Chan (l) and Katie Finnegan (center) delivered 355 jars of peanut butter to the Pierce County Central Labor Council. Katie was actively collecting money from her shop to purchase the peanut butter to help ensure kids get protein during the summer months.



Peanut butter collected up north was donated to the Snohomish County Labor Council. Special thanks to Paul Richards and the 777 crew (including managers) who contributed 1057 pounds in 800 jars. Tremendous effort to help our community!

SERVICE TO THE COMMUNITY

Volunteers Build Ramps to Ease the Climb for Area Residents

Building and installing wheelchair ramps has become a labor of love for many of our volunteers when they see the joy and appreciation from the residents who can now travel to and from their homes. Recently, our volunteers built ramps in Arlington, Bellevue and Kent.

Wheelchair Ramp Requests

District 751 volunteers have been building wheelchair ramps for over 20 years. We build ramps for our members, their families and friends in addition to referrals from social service agencies. The first step to find out more about our ramp program is to contact Kay Michlik at 206-764-0335 or kaym@iam751.org. She supports the Machinists Volunteer Program and is the first contact for ramp requests. She can answer questions and take requests which she will give to the MVP committee.

The committee meets twice a month to go over requests. A committee member will then make a call to arrange a time to go out and see what type of ramp will be needed. They will draw up a plan and give a cost estimate. We provide free labor but the cost of the materials is the responsibility of the recipient. If you agree to the plan and cost estimate the MVP committee will set a date to build the ramp. Usually one of our volunteers will purchase and deliver the materials and the recipient reimburses that person. The ramps we build are considered temporary and therefore do not need permits. They can be removed when no longer needed.



Above: Jim Hutchins, Ve Bui, and Princie Stewart on the finished Bellevue ramp.



Above: L to R: Don Lousberg, Michael Mack, and Princie Stewart prefab construction for Bellevue ramp.



Ve Bui builds the frame.



Above: volunteers building the ramp for family of a member in Arlington.



Part of the Arlington ramp crew: Donna Meyers, Wes Heard, Princie Stewart, Paul Richards, Denise Strike, Adrian Camez, Joe Freia and Fred Harmon.



L to R: Jim Hutchins, Neal Key, Katie Finnegan, Jason Chan, Bill Finnegan, Vennie Murphy and John Robinson built a ramp for a Kent resident.

Union Preserves Right for Screenings for HazMat Members

Thanks to proactive efforts from our Union, our members working in HazMat (Job codes 85505, 85507 and 03505) continue to have the option to have screening labs during their yearly Occupational Health Exams (OHE) at Boeing.

Last year, Boeing changed their policy, which previously had mandatory screenings as part of the OHE. Members expressed concern about the removal of the screenings and asked to have them continue this laboratory surveillance. Keep in mind this is for our members who work their entire shift around and with hazardous chemicals. Knowing if they have been contaminated while performing their job is important.

After extensive discussion and expressing concerns brought forward by our HazMat members, Boeing agreed that optional screenings will be available at the

yearly exams; however, the member must specifically ask for them.

This preserves our members' right to obtain the screening free of charge during their yearly exams, but makes the individual member responsible to ask for it at their OHE.

Members who request the screening should be prepared for Boeing Medical to require a conversation on the risks and benefits of testing against known sources and levels of exposure and the likelihood of the test to provide useful information.

We believe every member should have the option to continue these screenings and wanted members to understand this is their right. The screenings can provide peace of mind to our HazMat workers so they know that working around hazardous materials every day has not negatively impacted their personal health.

Everett Stewards Kip Wilson and Bill Herrmann, along with their second and third shift counterparts, were vocal in insisting that our HazMat members continue to have the right to the screenings. These two Stewards, along with Business Rep Grace Holland, attended several meetings on this topic – giving our members' perspective, which played an instrumental role in getting the Company to agree to allow members the right to continue with screenings.

Union Steward Donny Donovan, who has worked in HazMat for over 20 years noted, "I typically get my OHE about a month before I schedule a yearly physical with my doctor. I take the results of the OHE screenings to my doctor and compare them to lab work from my doctor. It is a good way to ensure there is nothing unusual in my blood work as a result of working with chemicals.

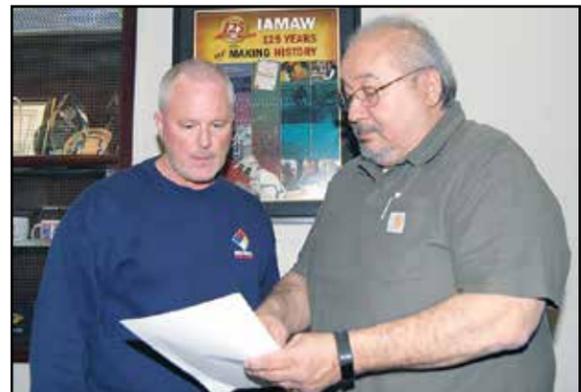


Stewards Bill Herrmann (l) and Kip Wilson helped ensure our HazMat workers still have the option to request screenings during their yearly Occupational Health Exam.

Having a baseline from year to year, also it lets me know if I have been exposed to any certain chemical. It is good peace of mind and reassuring to know the protective equipment I use at work is doing the job."

Any issue surrounding a change in your job or procedure that concerns you, should be brought to the attention of your Union Steward. Our Union can only help with issues that are brought to our attention.

"It is important to bring forward to your Steward any changes in working conditions. If the members and Stewards here hadn't raised the issue, our Union would not have known about the change or been able to resolve the issue to our members' satisfaction," said Business Rep John Lopez.



Steward Donny Donovan (l) and Business Rep John Lopez recognize the importance of having the option for yearly screenings to know if they have been contaminated while performing their job.

IAM members and management in the Crushed Core Press Row in the IRC have been learning sign language to support 751 member Stefanus Roesli, who is deaf. The Hubtex die changer operator sits 9 feet in the air so using hand signals to communicate has made the shop safer (see machine in photo). Standing Left to Right: Joe Ruth (Union Steward), Jose Aguilar, Lawrence Meek, Gregory Forrest, Craig Ames (Team Lead), Kevin Storms, Neal Dill-Jr, Carol Minnig, Douglas Goodrich, Tyler Smith (Second Shift Manager), Jake Stadler (Union Steward), Reuben Miller (First Shift Manager) Front row Left to Right: Tiffany Robles, Joel Wells (Team Lead), Shaylon Dearing, Stefanus Roesli.



A 'Sign' of Support in Everett IRC

Continued from Page 1

have been learning ASL through online programs and research after work. Others are picking it up from the interpreter who attends the daily standup meetings at the start of the shift. And many have learned through regular communication with Stefanus in the course of their shift and during their breaks and lunches. Learning ASL has been a rallying point that brought the crew closer together.

They put up posters throughout the work area, as well as having printouts of ASL signs and the ASL alphabet in their lockers and work area so they can quickly refer to them.

Business Rep Grace Holland noted, "I am very impressed with how this team rallied around the idea of change to help not only Stefanus but the entire team to become safer while performing their jobs. These dies weigh up to 50,000 pounds

and clear communication is critical to the success of the process."

"These are dangerous jobs that require precision and communication. When Stefanus wanted to learn how to operate the Hubtex Die Changer, which is a two-person operation, it was imperative that we could all communicate quickly and accurately," said Craig Ames, who is the team lead for the area.

The two have been working closely and with help from Jose Aguilar (another 751 member in the crew), they developed shop specific signs to be used while operating the die changer. The Hubtex platform is 9 feet in the air, which meant workers often had to yell loudly to be heard above the presses. Hand gestures are much easier and there is no mistaking what you are trying to communicate – making it a safer process to perform.

"Stefanus is the seventh person I've

trained and certified for this machine. He exhibited the personal confidence to operate the Hubtex machine, which can be intimidating with the platform 9 feet up and because of its many blindspots," said Ames. "Stefanus handled it like a champ from the beginning, paid close attention and welcomed advice on the machine. He does a great job."

"I wanted to learn ASL when I was in the military, but there weren't any classes," said 751-member Greg Forrest, who is a press operator in the area. "When Stefanus was hired into our shop, I decided I would learn at least one word a day in sign. I learned the alphabet first so I could spell any word and am doing a lot better now. I love talking to him because we have so many of the same interests."

His drive, determination and energetic spirit make him a natural leader and those

traits have not gone unnoticed. Both his former supervisor (Reuben Miller) and current supervisor (Tyler Smith) as well as upper management (Brett Bishop) have supported both the crew learning ASL and Stefanus' pursuit of a career in management. To that end, Stefanus has taken Boeing leadership classes, is attending Edmonds Community College, and has filled in as a temporary team lead in the shop.

"We want to make sure Stefanus succeeds and are excited to be his sponsors as he pursues moving up in the Company," said Reuben Miller, who is his former manager and sponsor, along with their second level. "He recently presented his leadership development plan to the Diversity Council, and it was well received. He has a bright future and I'm proud to have a role in helping him reach his goals."

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.

Guide Dogs Golf Tournament - July 21

The annual Guide Dogs of America Charity Golf Tournament will be Sunday, July 21, at the Willows Run Golf



Course in Redmond.

The tournament will be a scramble format with a shotgun start at 8 a.m.

The cost is \$110, which covers green fees, cart rental, tournament t-shirts, and a lunch at the end of play.

Cash prizes will be awarded to the first and second place teams, long drive, and closest to pin.

Entry forms are available at all District 751 union halls in Puget Sound or on the virtual board on our website www.iam751.org. Information is also available by calling the Everett Union Hall at (425) 355-8821.

Shoes for Puppies - Aug. 10

The 15th annual Shoes for Puppies horseshoe tournament will return to Maple Valley on Saturday, August 10. The tournament, which is sponsored by Local E, will start at noon Aug. 10 at the Red Dog Saloon, 18605 Renton-Maple Valley Rd. SE.



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



Local A Car Show - Aug. 17 Special Guest Otis Sistrunk

The Bill Baker Memorial Steel & Wheel SuperShow is coming to Everett again this year. Local A's annual show for classic cars, hot rods and custom motorcycles will be from 10 a.m. to 3 p.m. Saturday, August 17 at the 751 Everett Union Hall, 8729 Airport Road.

Along with displays of custom cars and cycles, there will be food, drawings and music. **The event offers a special treat for any Oakland Raider fans:**

1977 Superbowl Champ Otis Sistrunk will be in attendance.

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

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

Pacific Raceways Aug. 15-18

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

Our union is selling \$5 tickets for drag racing Aug. 15-18 at the track, which is at 31001 144th Ave. SE in Kent. Tickets are on sale at all IAM 751 union halls around Puget Sound. They are good for entry on any one day of the event. Children under 6 are free.

Racing starts at 9 a.m. all three days and will feature racing in the Lucas Oil Drag Race Series, featuring Top Alcohol, Screamin' Eagle Harley Davidson Series, and Sportsman Classes. All proceeds from ticket sales will go to benefit Guide Dogs of America.

RETIREMENT NEWS

751 Retirement Club Meeting Minutes for May

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

The meeting was called to order at 11 a.m. on May 13, 2019 by President Jackie Boschok. She led the club in the flag salute and God Bless America and Carl Schwartz led the prayer.

Roll Call: All officers were present or excused.

President Boschok suspended the regular order of business to announce that the Executive Board approved a motion to support President Boschok's appointment of Pam Harris to the position of Secretary. President Boschok then swore in Pam Harris.

President Boschok then introduced Chelsea Mason, District Legislative and Political Director. She spoke about the recent IAM national legislative conference she attended in Washington DC. She said the District attendees heard from several of the US presidential candidates and met with most of the Washington State delegation and shared issues that are important to union members. She also spoke about the plans the International has to open up the process of endorsement for President of the United States. The website IAM2020.org has more information about the new process. President Boschok mentioned that you will need to know your Book # (which is on the mailing label of the *Aero Mechanic*) in order to register on the web site. She will discuss with Susan Palmer how retirees can best engage with the Washington Machinist Council in this new process.

Minutes: The April meeting minutes were approved. M/S/P

Executive Board Report: The appointment of Pam Harris to the Secretary position was approved.

Financial Report: Tom Lux gave the report. It was M/S/P.

Legislative Report: Carl Schwartz stated one important bill passed the Washington State legislature, SS160, supported by our endorsed State Senator Manka Dhingra. It improves property tax exemptions for low income seniors and for disabled people. Instead of a set amount, the exemption will be based on 65% of each county's median home assessed value. For King County

this raises the qualifying amount substantially. The requirement will go into effect later this year.

The state convention of the Washington State Alliance for Retired Americans will take place May 30 in Federal Way. Our club has approved sending 10 delegates. However two additional people would like to attend. A motion was made to send two additional delegates to the convention at the cost of \$30 each. The motion was M/S/P.

Another achievement of the past session of our state legislature is the enactment of a long term care bill. Workers will pay a small tax for a long term care benefit that they can receive after retiring. This is a national pace setting program for future retirees. This bill shows that we have had an impact on our legislators for issues that impact seniors.

We, thru our national Alliance organization are still working to improve staffing levels of the Social Security administration. As increasing numbers of Americans retire there must be enough staff to help people to ensure they receive the benefits they have earned.

The April edition of the *Aero Mechanic* has a "cut out" form of our resolution to support requiring Medicare to negotiate for lower drug prices. This measure will, when passed, save Americans millions of dollars and also literally save lives. We urge you to cut out or copy it and send it to your representative and senators.

Health and Benefits: Vice President Helen Lowe read the deceased list: **Local A:** Roy Berg, Jr., Gary Conard, Robert Davey, Michael Delany, Robert Dillard, Maxine Fogelman, Richard Frantsvog, Dwight Glidewell, Jon Gray, Joseph Inman, Alexander Keir, Dean Krueger, Glen Meyer, Nadine Nichols, Gene Owen, Edward Page, Evan Petersen, David Rieken, Stanley Roth, Sean Shier, Ronald U'Ren.

Local C: Deloris Ellis, Clinton Jackson, Lester Jaspers, Marlene Moergeli, Stephen Mogan, Steven Morrison, Jonathan Ost, Jo Papworth, Donald Splinter, Andrew Stauvers, Martha Ybarra. **Local E:** Richard Baxter, John D. Larson. **Local F:** Terry Bruce, Faye Dahl, Mary Glowner, Nikki Hacker, Carrie Hatten, Carl Kelley, Peter Larson, Bonnie Lewis, Leonard Mackey, Thomas



751 Retirement Club President Jackie Boschok (l) administers the oath of office to 751 Retirement Club Secretary Pam Harris.

G. Murphy, David Rossi, William Sanford, Gary H. Thompson. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Good & Welfare: Jim Hutchins said he attends his Local A meetings and lets the members know that there is a Retirement Club and asks them to let others know when they hear someone is retiring. If you attend your lodge meeting, talk about our club to get the word out.

Helen Lowe spoke about the Fun Run and Walk coming up on June 1. Please tell your friends about this fundraiser for Guide Dogs of America. We need more people to participate and volunteer.

There was discussion about the monthly birthday cake that has always been a white cake. There was interest in having a different kind of cake from time to time. After a vote it was decided to order a carrot cake for the June meeting.

President's Report: President Boschok spoke about changes with TotalAccess. It will be going away very soon and replaced by Worklife and Workday for active employees and new retirees. Those who retired before January 1, 2011 will access their benefits through the Boeing Retirement Service Center. She said it is very important to make sure your address is current with TotalAccess because a letter will be mailed to your home with information about changes and the new process.

Vennie Murphy asked if Boeing donates to charities on behalf of retirees who volunteer at approved organizations like they do for current employees. President Boschok said she would check into it and report back next month.

There was discussion about going on a whale watching tour. President Boschok shared information about a couple of different tours, one out of Edmonds and one out of Seattle. There was enough interest that she said she would get more information to discuss at the next business meeting. She will also check out cruise options on Lake Washington.

New Business: none

Unfinished Business: none

May Birthdays: No one celebrated a birthday or anniversary in May.

The \$10 Fred Meyer gift card was won by Jerry Seidel.

Meeting adjourned at 12:05 p.m.



751 Legislative Director Chelsea Mason addressed those attending the May 13 Retirement Club meeting.

RETIRED CLUB OFFICERS

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

Retirement Club Casino trip on Wed. June 19th to the Nisqually Red Wind Casino located near Yelm. Bus leaves Seattle Hall at 9 a.m. and will leave the casino at 3 p.m. To reserve a spot on the bus for the casino, call Betty Hutchins at 206-772-5331.

RETIREES

Congratulations to the following who retired from our Union:

Elbert Allen
Victor Anderson
Ko Aung
Robert Bailey
Gregory Baker
Ronald Barker
Jeff Basher
Alvin Bass Jr
John Bates
Andrew Bell
Samuel Bell
Howard Bennett
Patrick Bianchi
Timothy Bilbao
Nancy Cardone
Michael Cendana
Sharon Cook
Sam Dawes
Rene Decoteau
John Dikun
Gwen Dupuis
Richard Egusa
Lisa Empens
Darrell Ewing
Timothy Farmer
Michael Fee
Michael Fischer
Raymond Fish
Mark Flatt
Terry George
Clyde Goble
Victor Gonzales
Mitchell Griffith
Angelino Guron Jr
Paul Henderson
David Hillier
Ronald Hoppe
Robert Holwerda
Debra Janas
Leslie Jolicoeur
Carol Jones
Kimberly Krause
Patrick Luu
Ted Ly
Lois MacConnell
Don Maitland
Thomas Martinez
John McGill
Sukari Mdogo
Peggy Merrifield
Larry Miller
Robert Mitchell
Bryan Moore
Floyd Morris Jr
Paul Mullen
Deidre Nelson
Thomas Niemi
Chris Osting
Julie Pattison
Robert Pauk
Terry Pennington
Tracy Poling
Calvin Ransom
Edward Reynolds
David Ross
Daren Salstrom
Pete Serna
Pamela Shook
Richard Sires
Rand Stevick
Jon Stevens
Samoeun Suon
Debra Thornton
Eric Van Duren
Ross Veenker
Ray Walls
Brian Warren
Phillip Woodhouse

Free College for IAM Members & Their Family

Our union offers a Free College Benefit to ALL Machinists Union members, retirees 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 two year degree is transferrable 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, grandchildren, parents and siblings). 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.

To learn more or enroll visit:
freecollege.goiam.org



FREE

WANT ADS

FOR MEMBERS ONLY

BOATS

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

ACRA vertical turret horizontal milling machine \$12,000 OBO High performance variable speed lathe model 1440V \$14,000 OBO. These tools belonged to Fred McKenzie. 206-248-0686 or 206-595-0636

FURNITURE

GIRL'S BEDROOM SET: Twin canopy bed, nightstand, 2 piece wall unit with desk and chair, triple dresser, with 2 mirrors and 6 drawer lingerie chest. \$400. Auburn area 253-839-6056

DARK PINE CANNON BALL BEDROOM SET - queen headboard, 2 night stands, triple dresser with shelved mirror and chest of drawers. \$400 Bonney Lake area 253-839-6056

COTTAGE INDUSTRIES

FISH WITH A GUIDE FOR red fish in New Orleans now or fly fish for trout in Montana in the spring and summer. Call at 425-327-9343 or www.allwateranglers.com

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

PHOTOS BY CHAD is your premier portrait and wedding photographer... www.photochad.com 253-231-7950

HEALTH - n - BEAUTY want better focus, sleep, energy, strength, fat loss? Mood! 253-358-6302 or carlbauer.experienceketo.com

NEED A MORTGAGE LOAN? I can help you get pre-qualified for a home, need to refinance and get cash out? Call me 425-977-3878 or email Kimberly.peterson@guildmortgage.net

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

THINKING ABOUT SELLING YOUR HOME? Downsizing? Need more room? July Small will do a free market analysis. Licensed real estate broker Windermere. Call now! 206-734-7122

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

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

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

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

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
June 14th

HOUSING

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

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

MISCELLANEOUS

WANTED TO BUY: Slo-Mo-Show, Hawaii Kai III and Maverick unlimited hydroplane slides, photos etc. from the fifties. (also news items from this era). 206-557-0282

\$10 Fred Meyer gift card drawing, June 10, 2019 at the Retiree Club Meeting at 11 a.m. at the Seattle Steward's Hall, 9135 15th Place South in South Park.

AQUA-QUIP 2 person HOT TUB 120 gallons 120 volt operation. 1,000 watt heater, 15 variable jets, colored accent lights \$1,450.00 call 253-674-9044 U-HAUL

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

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

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

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>

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

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

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

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

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

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

HOUSE PLANTS: rooted plants & planted ones \$3 to \$5 medium & large ones. Dieffenbachia rooted & planted (dumb cane), spider plants, crown of thorns, African milk tree, ivies, split leaf rhododendron (2 large), peperomia starts, planted green - nice plants - will have purple heart. 253-852-6809

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

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

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

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FOR RENT: 2 BEDROOM CONDO. Peterson's Waterfront Resort, Lake Chelan time-share, week 24, Unit 221, June 14-21, 2019. \$395/night. All or part. 509-682-4002

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2 CEMETARY PLOTS in Cypress Lawn Memorial Park, EVERETT in Catholic Garden, G-2, spaces 1 & 2. \$1,700 each or \$3,200 for both. 360-691-5544

VACATION HOME FOR RENT. 2645 Rosemont Circle Davenport, FL. Has its own private swimming pool. Approximately 20 minutes from Disney World and 20 minutes from Universal Florida. Questions contact Steve Hofmann at rosemontvillarental@gmail.com

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FINANCIAL \$ENSE:

Do You Plan to Downsize in Retirement?

You might have a dream of what your retirement will look like — more time to travel, some well-earned relaxation, maybe increased time for some of your main hobbies. And you may even know where you want to spend your retirement years — a small beachfront town, perhaps, or within the heart of your favorite city.

But one thing that tends to escape some soon-to-be retirees' minds is what that living space will look like. Do you still need a 3,000-square-foot home with five bedrooms, or would an upscale townhome better suit your retirement lifestyle? Here are some important considerations for all empty nesters and retirees when determining whether to downsize in retirement.

Compare different scenarios — and set your priorities. You may feel ready to move into your retirement space tomorrow, but in reality, you'll need to give yourself time to consider the logistics of downsizing before you actually do it. Start by comparing the scenarios that deliver on your downsizing goals. Evaluate the pros and cons of different home options, such as single-family,

townhome, and condominium, based on your objectives for scaling back.

Here's how it works. Pick out a smaller home in a location that you'd realistically consider buying as a way to estimate actual homeownership costs, such as property taxes, heating bills, maintenance, and any upgrades you may need to do later to accommodate you as you age. Then do the same research on other types of residences, such as condos or townhomes. Also consider what your life will be like in the future and how that will impact how you want to live. You may have no problem taking a flight of stairs every time you want to get something from your bedroom now, but will a single-level home be more suited to your physical abilities in the future?

Ultimately, the comparison will help you identify the downsizing option that delivers on your priorities. It may turn out that you value the maintenance-free amenities that a condo affords. Conversely, you might find that a smaller single-family home where you aren't in quite as close proximity to the neighbors is more your style.

Purge — and bring in help if you need it. Downsizing can bring new possibilities for the future, but it also quite likely requires parting ways with items you've accrued over the years. When those possessions are attached to important memories, purging can be difficult. But keep the process in perspective.

If you struggle to downsize, a professional concierge moving service can help. Niña Weireter-Liehr of My Divine Concierge* helps clients with the entire downsizing process from start to finish, including guiding them on what items they should throw out, donate, sell (and how to determine whether an item has monetary value), or bring to the new smaller space. Her company also helps facilitate charitable donations and manage similar moving needs.

To keep yourself on task, Weireter-Liehr says to consider your downsized home to be very expensive square footage. "What things are so valuable that they've earned a spot in that high-demand space? Surround yourself with the items that bring you the most joy and that you want to see every day."

SCOTT

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Administering the Oath of Office to Our New Officers



L to R: Local F President Shane Van Pelt administers the oath of office to Local F Auditor Kevin Currie, Local F Educator Luizane Chiv and Local F Auditor Mark Hartman at the second shift May lodge meeting.



L to R: Past Local F President Terri Myette administers the oath of office to Local F Trustee Larry Hagen and Local F Communicator Alex Thompson at the May day shift meeting.

Union Effort Brings Results on Hearing Loss Claims

Continued from Page 1

and a period for public comments.

Before the revisions, a worker could only get a replacement hearing aid at the discretion of Labor & Industries (L&I)—making it much more difficult for the worker to prove he/she needed a new hearing aid, not to mention it was a much more cumbersome process to apply for and receive the new hearing aid.

The revised rule language was developed through the recommendations of a workgroup of experts and interested parties that included our 751 Health and Benefits Rep Rod Sigvartson. The State House of Representatives and L&I convened the workgroup (which included audiologists, fitter/dispenser/manufacturers, business and labor) to review issues regarding hearing aid repairs and replacements after the state revised their policy for hearing aids for Medicaid recipients and state workers.

As a member of this workgroup, Rod was vocal in pushing to shorten the time workers are allowed to request a replacement hearing aid while there was discussion of possibly making it a six-year period for replacements.

With the revisions, the WAC now reads: The department or self-insurer will bear the cost of:

- repairs due to normal wear;
- replacement due to normal wear;

- replacement upon request five years after the issue date of the current hearing aid; and

- battery replacement for the life of the hearing aid

"This is a great example of why it is important for our Union to be active and engaged on many levels. By serving on the workgroup, Rod was able to make a positive difference for our members with hearing loss to ensure they can get a replacement hearing aid every 5 years. If we hadn't been in the workgroup, it might have been a longer time frame or remained that replacements were only at the discretion of L&I," said District 751 President Jon Holden.

Members of the workgroup discussed the pros and cons of revisions, as well as reviewing hearing aid replacement data and the cost of repair vs replacement hearing aids after various years before determining what revisions to recommend.

Our Health and Benefits reps have a tip sheet they regularly provide members on filing a hearing loss claim (www.iam751.org/docs/hearing.pdf). The tip sheet is also included in our packets for members retiring, since there are time limits on filing the claim.

If you have questions, please call our Health and Benefits Office at 206-764-0350.



751 Organizer Jason Chan explains the many career paths available to elementary students interested in building airplanes.

Starting Early to Explore Options for Rewarding Careers

District 751 recently took part in the Stewart Elementary School Career Curiosity Fair in Puyallup. The event was designed to show students the wide range of jobs in their community and the many different education and training pathways that lead to rewarding careers.

IAM 751 Legislative Director Chelsea Mason helped organize the event and was instrumental in gaining a Spark Grant to ensure it was an impactful event. "The goal is to spark interest in young minds about all sorts of jobs and show students that

community and technical colleges, trade schools and apprenticeships also lead to great careers. I believe starting these conversations at the elementary level and with parents is important," said Chelsea.

The "Building a 777 Quickly" video drew in students to the 751 booth. IAM 751 Organizer Jason Chan explained the many jobs available building airplanes and airplane parts, as well as the benefits union membership provides to members and their families, including educational opportunities.

EASTERN WASHINGTON



Above: John Warren was part of our Machinists "Unity Wins" running team.

Note: Race Photos courtesy of Bloomsday 2019

Left: Volunteers handed out thousands of union information bags at the Bloomsday event.

Machinists Visible at Annual Bloomsday Run in Spokane



Above: Joe Marek ran for Machinists "Unity Wins" team, which took third in their division of the Corporate Cup.

Right: Dan Brown (#2256) was part of the Machinists "Unity Wins" team.

The Annual Bloomsday Run drew more than 38,000 registered participants and just as many spectators waiting in Riverfront Park in downtown Spokane to greet the runners at the finish line. Recognizing the importance of an event of this magnitude, Local 86 Machinists Union members had a presence to remind participants we are a vital part of the Spokane community.



For the ninth straight year, union

volunteers handed out informational packets that educated others on the benefits of union membership to thousands of runners and visitors after the race.

Machinists Local 86 also had a presence in the race with our Corporate Cup team "Unity Wins" that placed third in their division and 17th overall. Congratulations to our runners Dan Brown, Joe Marek, John Warren and Si Mai for their strong finish.

"The event is a great way to raise awareness for our union in the community

and to educate others on the benefits of union membership and how we are continually striving to provide everyone a better standard of living," said Business Rep Steve Warren. "We got a lot of positive feedback and more people know we're part of the community and here for them."

Thanks to all the volunteers at the event, as well as those who spent hours stuffing the packets in April.



Tony Wade distributes union goodie bags.



Jerry Purser hands out union information bags.



Helping to cook hotdogs for the Guide Dog Fundraiser at Ranch & Home: L to R: Don Giese, Steve Ely, Chris Powers, Jim Henle, Mark Shear.

Ranch & Home Event Delivers for Guide Dogs

Local 1951 Machinists raised more than \$1,400 for Guide Dogs of America with their annual hotdog feed in the Ranch and Home parking lot over Mother's Day weekend. Members handed out free hotdogs and asked for donations for this worthwhile charity.

Many were drawn to the booth when they saw Beth Roth and her Guide Dog, Emmett. Having a Guide Dog recipient there allowed others to hear first hand how receiving Emmett changed her life and gave her freedom and independence.

Special thanks to Ranch and Home for their long-standing sponsorship of our Guide Dog fundraisers.

Volunteers also helped raise our union's profile in the community by distributing information on the benefits of union membership and explaining the many ways we give back to our communities.



Jim Henle and Mark Shear (red shirts) pose with Beth Roth, Ray Roth and Beth's Guide Dog Emmett. Beth was excited to share with others how receiving Emmett from Guide Dogs of America changed her life for the better. The weekend event raised \$1,400 for Guide Dogs of America.

A New Face at our Spokane Office

Joylyn Meyer is excited to be a part of the Machinists Union and to help others. She is the smiling face greeting our members in the Spokane office and on the phone.

Joylyn has a diverse background. She was raised in Colton, WA, graduated from WSU, where her career path took her to California. There she worked in a number of industries including legal software, technical support, management, and consulting in Arizona and Florida before returning to Spokane.

Upon returning to Eastern Washington, Joylyn wanted to give back to the community and stand up for people's rights. The position at Local 86 was a perfect fit.

"I strongly believe in fighting for workers' rights, love the passion of our members, and look forward to meeting and helping our members," said Joylyn.



Joylyn Meyer is the newest addition to our Spokane office.



Machinists members from Republic Services at the April 28 meeting discuss upcoming contract negotiations.

Talking Contract at Republic Services

The 140 Machinists Union members working at Republic Services in Goldendale are gearing up for their next contract negotiations later this year. The group selected their negotiation subcommittee and are ordering T-shirts to show their unity to obtain a fair contract.

Union Stewards and subcommittee members are currently reviewing final

drafts for a survey that will be distributed at the June 9 membership meeting.

In addition, the stewards and subcommittee members will attend a week long Negotiation Prep training in July to put together a timeline of events, prepare proposals, and develop a communication plan to keep members active and engaged.