



Business Rep Greg Campos (r) thanks Steward Gary Naple (l) for his efforts that added an additional member to the bargaining unit at Cadence Giddens, protecting our union jobs.

## Protecting Union Jobs at Cadence

Thanks to the watchful eye of Union Steward Gary Naple, there is one additional Machinists Union member included in the bargaining unit and covered by our contract at Cadence Giddens Aerospace in Everett – ensuring our members’ work is protected.

This isn’t the first time Gary has successfully challenged that additional jobs be added to the bargaining unit when others were performing Machinists Union work.

This particular issue arose when Cadence hired a new CMM programmer – a position that is excluded from the bargaining unit. Previous discussions documented that the CMM programmers would not check bargaining unit product.

Right after hiring in, this programmer was placed on the weekend shift where there is only one Machinists Union member to check intricate parts.

Gary suspected that the programmer was probably checking his own parts and began gathering documentation of where he had used his stamp. He then approached management with proof the programmer was doing bargaining unit work and insisted it stop.

Management initially resisted saying the programmer was only doing it because one CMM machine was broken down. They went on to say he could program 50 percent and check parts 50 percent, which is not correct.

Gary continued to gather documents for a month, including evidence that showed after the CMM machine was fixed, the programmer continued to check parts. Gary filled out formal grievance paperwork and presented proof that the programmer was indeed checking bargaining unit work. He noted two things could happen: the programmer could either sign a union card and join the bargaining unit OR have the employee program 100 percent of the time.

In looking at Gary’s documentation and realizing he was correct, HR agreed to reclassify the worker as an inspector; thereby, protecting our bargaining unit work.

Gary then approached the programmer and let him know he was now a part of the Machinists Union. He took the time to explain the benefits and protections extended to union members, including that insurance premiums, which skyrocket for others, are locked in for the life of the contract.

“I appreciate the guidance and support I receive from Business Rep Greg Campos. It helps me tremendously

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## Union Ensures Proper Pay for Progression After Downgrade

Thanks to Union Steward Brian Pelland, 751-member Jacob Wilmott was ensured of getting the “zoom” to maximum pay at the correct time. The increase to the maximum delivered an additional \$8 an hour 90 days sooner than Boeing would have paid it without the Union there to advocate for the increase. The \$8 an hour difference resulted in more than \$4,100 pay for the member for the 90 days (not counting additional pay if overtime was worked).

The issue occurred when Jacob was downgraded from a Grade 8 Customer Coordinator to a Grade 6 Line Inspector.

A Memorandum of Agreement between Boeing and our Union signed in March of 2016 states: “Seniority progression increases earned by an employee in a higher labor grade will be combined with seniority progression earned by the employee in the lower labor grades previously held, following a downgrade.”

Any member who gets downgraded, should take a look and see if their time in the higher graded job, combined with their time in a lower graded job equals six years – if so, they should be placed at the maximum

pay rate for that lower labor grade.

When Jacob was downgraded due to surplus, HR simply applied Section 6.3 Rate Retention of the contract, which provides that when a member is downgraded by the company he/she will retain their previous rate of pay for a period of 90 days (NOTE: Rate Retention does not apply to an employee requested downgrade).

Jacob had already been in progression longer than most members since he accepted two separate upgrades, which reset his 12 steps of progression each time.

Knowing progression steps are combined on a downgrade, he knew he should be getting maximum grade 6 pay.

“Brian did a great job of ensuring Jacob’s pay was proper and he reached maximum pay. Once the mistake was brought to Boeing’s attention, they made it right,” said Business Rep Paul Veltkamp. “The premise behind the rate retention language is to give a member pay protection after receiving an involuntary downgrade. This clause does not cancel an increase due for a

*Continued on Page 2*



Jacob Wilmott (l) thanks Union Steward Brian Pelland and Business Rep Paul Veltkamp (r) for ensuring he reached maximum pay after being downgraded. HR initially only wanted to pay him his current pay for 90 days per rate retention provisions in Section 6.3. Advancing to maximum pay in the lower grade delivered an additional \$8 an hour or more than \$4,100 in pay.

## Mechatronics Decision Disappointing; Union Still Challenging Other Aspects

Our union received disappointing news in August when the arbitrator’s decision in the Mechatronics case did not agree with our interpretation.

We believe we put on an excellent case and our witnesses did an outstanding job. However, whenever you take a case to arbitration, you are certainly never guaranteed to win no matter how strong your case is. We do know this was the right fight, and it was the correct decision to take it to arbitration and challenge Boeing on this new job classification.

We invite members to look at our website [www.iam751.org](http://www.iam751.org) and read through the Union’s brief, as well as the arbitrator’s decision. Our concerns and grievance with this “new” job go beyond just challenging the labor grade. Because the installation of this job contains work functions that are not new or substantially changed, and the job functions are already performed in other active classifications within other job families, we argued the company did not have the right to install the job in the first place because it intentionally erodes other parts of the contract such as

Category B inline promotions, seniority, etc. that have been in place for decades.

With the arbitrator’s decision, Boeing will begin populating this new grade 6 job, but that is not the end of the union action we will take.

So where do we go from here?

An avenue we are already pursuing is challenging the labor grade. We have filed a grievance challenging the Mechatronics classification as a Grade 6 job through Article 13, using the classification guides as a model. This case can be taken all the way through arbitration, if necessary. So we are moving forward on that challenge and believe the current Mechatronics job description contains determining duties that should be classified higher than Labor Grade 6. In presenting the challenge to the labor grade, we will again bring in members who helped us with the evaluation to serve as witnesses and help us craft the proper argument and determine the correct labor grade.

In addition to challenging the labor grade, we will continue to look for any avenues that will lead to seniority protections for movement in and out of this classification.

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## REPORT FROM THE PRESIDENT

# Strength in Numbers, Solidarity & Town Hall Meetings

By JON HOLDEN  
District President

Strength in numbers is more than a saying. It is true whether playing tug of war on the playground or battling a multi-national corporation.

It is also the premise behind unions. Only when working people stand together are we successful in our efforts against Corporate America.

Ever try to rip a telephone book in half? Nearly impossible, even though you can easily rip a few pages to shreds. The same concept applies to unions.

But how do we use our strength in numbers? The key is getting members involved, taking ownership and using the voice our union provides you in the workplace. Only with active, engaged members, can we accurately reflect, defend and combat issues on the shop floor.

As I've said before, our union can only enforce the violations we are aware of, which means each of you must speak up or contact a steward if something doesn't seem right or management does something questionable.

In order for our members to have the confidence to use their strength in numbers, you must be informed of your rights, educated on contractual language and have candid two-way dialogue with union leaders. I believe that two-way communication is a key to ensuring we are effectively representing all of our members whether at



Boeing or any other employer.

To help promote that two-way dialogue, we have scheduled another series of town hall meetings at three area union halls. The meetings will be the last week of October (Oct. 24, 25 & 26), which gives you plenty of time to plan to attend. We will hold meetings for all three shifts, again to make it easier to participate.

I believe it's important for us to get together for meetings close to where you work, and to have open conversations about our union, so you can learn more about what's going on, how we are fighting on your behalf and what is being done to address issues that come up in the shop.

One of the topics we will be discussing at the town halls comes up every few months in news reports and that is where will Boeing build its next airplane that has been dubbed the 797? We know development of the plane is being talked, but the time to prepare for the fight to land production in Puget Sound and Portland is now. We know the strengths and advantages of building the plane here in Puget Sound, including that the least amount of risk and best chance of success with our enormous infrastructure and trained workforce is here. Others, including those in our communities, need to know this as well.

How to change the public conversation on the next airplane is no small task, but using our strength in numbers and the voice of all our members, it can be done. Which is why it will be a topic at the October town hall meetings, as well as at our Member

Solidarity Conference in November.

Both the town halls and member conference are designed to give members access to union leaders, while providing information to empower members to enforce the contract, know their rights, question management decisions that don't make sense, and unite our membership. You will be hearing more about both the town halls and the Member Conference in the coming weeks.

For our members who have been here 15 years or more, you know the power of our collective strength and remember marching through the factory to send Boeing that very message or walking the picket lines knowing that we were exercising our power as a unified membership. We did this not because we wanted to, but because we could make decisions based on the principle that we all do better, when we all do better. We knew as a strong unified membership, we had choices and we could say "No" to concessions and corporate greed.

Share your experience with newer members who weren't here to see our strength in numbers first hand. The shop floor has always been our strength. It can only be realized if we help the next generation of workers understand the power we have as workers when we stand together.

Corporate America uses every tactic available to strip workers of their power, but we know how to unstack the deck. We know how to make sure everyone shares in the prosperity that they have earned and deserve. The prosperity also extends to the companies that we work for as they benefit from a more productive and efficient union workforce.

Keep in mind that our wages and

benefits at Boeing continue to be less than 5 percent of the airplane cost. That fact is lost on media, news outlets and the general public. Imagine if we worked with Boeing to reduce the other 95 percent of their costs and management empowered our members to implement our ideas to improve the factories. How much more efficient would the factories be, not to mention how morale would improve by giving us a say in how work is configured, revising a process or simply listening to our ideas.

Let's work together to build our strength, learn our rights, and activate our members so we all have a brighter future.

## Town Hall Meetings Set for October

In October, members again have a chance for candid, face-to-face two-way communication with union leaders through Town Hall meetings so mark your calendars and plan to attend.

These town halls will open with a discussion on the 797 and tactics we can use to build pressure to land it here, and then we will open it up for candid discussion. Town halls offer a venue that is close to the workplace for members to air their concerns, vent their frustration, brainstorm new ideas, interact with union leaders and highlight contractual issues.

Town Hall meetings are one of the best opportunities for face-to-face communication with your union leaders and other union members. Don't miss the opportunity!



Dist. 751 Pres.  
Jon Holden.

Mark your calendar and plan to attend October Town Hall meetings:

- Oct. 24 - Seattle Hall, 9125 15th Pl. S.  
6 a.m., 11:30 a.m. & 3 p.m.
- Oct. 25 - Auburn Hall, 201 A St SW  
6:30 a.m., 11:30 a.m. & 3 p.m.
- Oct. 26 - Everett Hall, 8729  
Airport Rd at 6 a.m., Noon, &  
3 p.m.

## Union Ensures Proper Pay for Progression After Downgrade

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member's progression. The intent is that whichever provision provides the higher compensation should apply."

"I appreciate having the union to ensure I received the right pay. I couldn't have got it corrected on my own," said Jacob.

Brian is currently working the same issue for another member who was involuntarily downgraded during the recent surplus activity.

"The problem arises because there

isn't visibility of a member's wage and progression steps. Members should always ask HR what the wage will be and how it impacts your progression before the move occurs (promotion or downgrade)," said Brian. "Boeing wants our members to think they are lucky to have a job, but our members have rights because we have a union. If something doesn't seem right, seek out your Union Steward for assistance rather than simply accepting what the Company tells you," Brian added.

### Memo of Agreement Boeing & IAM 751 Wages Committee in 2016

**Subject: Seniority Progression Counter Following Downgrade**

**Agreement:** The IAM/Boeing Wages Committee has reached agreement to memorialize the practice of setting seniority progression counters upon a downgrade. Seniority progression increases earned by an employee in a higher labor grade will be combined with seniority progression earned by the employee in the lower labor grades previously held, following a downgrade.

## COLA at Boeing Generates 5¢

Effective September 8, 2017, a 5 cent cost-of-living adjustment (COLA) will be added to the hourly wage rate of IAM members at Boeing.

Also on September 8, this 5 cent cost-of-living adjustment (COLA) and the previous accumulated 19 cents shall be added to and permanently made a part of employee's base rates.

The 5 cents was generated for the quarter May, June and July 2017. COLA is generated quarterly under the IAM contract and is based on the federal government's Consumer Price Index.

## Protecting Union Jobs at Cadence

Continued from Page 1

in representing our members," said Gary. "I know Greg always has my back and is there to provide advice on how to approach an issue, enforce the contract or labor law."

"Gary recognizes the importance of protecting bargaining unit work and does a great job of contract enforcement," said Business Rep Greg Campos. "Each day he keeps a watchful eye for those outside the bargaining unit who might be doing work that should be performed by Machinists Union members, as well as watching for any other contract violations. His calm presentation of facts has enabled him to resolve all issues without filing a formal grievance since the contract was ratified two years ago."

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

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### 751 AERO MECHANIC

**Connie Kelliher, Editor**

Member of The Newspaper Guild,  
CWA #37082

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# TAA Benefits for Boeing Employees Extended 2 More Years

Workers laid-off from The Boeing Co. will continue to get additional federal assistance under the Trade Adjustment Act (TAA) through Aug. 9, 2019 because of action taken by IAM District 751. The U.S. Department of Labor announced the new certification on Aug. 9. Our union working with the Washington State Labor Council and SPEEA filed a new petition to ensure there was no gap in TAA benefits coverage when the previous petition expired on Aug. 6.

“The Machinists Union is dedicated to helping improve not just the lives of our members, but others throughout our communities. TAA provides a substantial safety net for other Boeing employees impacted by layoff. We hope those affected will take advantage of these tremendous benefits,” said District 751 President Jon Holden, who filed the petition.

While 751 members have not experienced high layoff numbers, more than 3,500 SPEEA-represented employees have been laid-off since Nov. 2103. TAA offers a range of federal benefits, which can include: out-of-area job search allowances, Relocation Assistance, training/tuition support, Trade Readjustment Allowances (TRA) income support, Reemployment Trade Adjustment Assistance (RTAA).



District 751 President Jon Holden (l) and 751 Political Director Larry Brown review TAA benefits. The recently approved petition extends benefits through Aug. 9, 2019.

# New Contract at Solid Ground

Machinists Union members employed by Solid Ground Transportation voted unanimously on July 31 to accept a new one-year collective bargaining agreement. The one year contract was due to the fact that Solid Ground is bidding to continue this work with King County. The new agreement included:

- 2.5% wage increase effective Aug. 1; in addition to the 2.5% wage increase already received Jan. 1, 2017.
- Maintained employee share for any medical and dental rate increases in 2018 at 3 percent, not to exceed \$25.
- Severance package that includes:
  - a letter of reference and first preference over outside applicants for open positions in Solid Ground
  - Medical/Dental benefits continue to be paid by employer
  - Any accrued/unused paid leave will be cashed out on the last paycheck.
  - Transition Assistance Bonus will be paid on last paycheck.
  - Employer to provide job assistance to laid-off employee.



Sintayenu Tolloso votes on the new contract.

“The Machinists at Solid Ground provide an invaluable service to their clients, who typically wouldn’t be able to take care of basic chores without the personal transit service,” said Dena Bartman, the IAM 751 Business Rep.

Solid Ground Transportation is a non-profit agency that contracts with King County Metro to provide Metro’s Access Personal Transit service. Through the service,



Mathew Mohan casts his vote.

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.



District 751 Political Director Larry Brown (far left), Steward Coordinator Ed Lutgen (6th from right), Communications Director Connie Kelliher (4th from right) and Chief of Staff Richard Jackson (3rd from right) met with International Labor leaders from around the world to discuss issues faced in each country and how globalization has impacted workers.

# Workers’ Issues from a Global Perspective

This summer labor leaders from around the globe representing eight different countries visited the 751 Seattle Union hall as part of the U.S. Department of State International Visitor Leadership Program. The union leaders attending represented: Ghana, Malaysia, Mexico, People’s Republic of China, Republic of Korea, Serbia, South Africa and Thailand. Each had a unique perspective on the issues facing workers in their country. All were concerned with the increasing globalization of industries around the world that has turned into a race to the bottom putting pressure to push wages and environmental standards lower.

The group shared the challenges they face, not just with corporations, but with their own governments. All were eager to learn how

collective bargaining and strikes have worked in the aerospace industry, and how laws in the U.S affect workers. Representing 751 in the meeting were Richard Jackson, Larry Brown, Ed Lutgen and Connie Kelliher.

“It was great to share information and our experiences with union leaders from around the world,” said IAM 751 chief of staff Richard Jackson. “We asked questions of several who have significant aerospace manufacturing and how their labor laws work. We shared our best practices in negotiations, our rights on the job, and our grievance and arbitration process. It was a productive meeting, and we all agreed to share information for a stronger union movement around the world.”



The 2017 cohort of the Labor Summer interns pose with Congresswoman Pramila Jayapal during their barbecue at the Seattle 751 Union Hall.

# Summer Intern Program Cultivates Future Activists

By LILY SALDANA and PAUL BESHIRE

Hello! We are Lily Saldana and Paul Beshire, summer interns at the Machinists 751 hall in Seattle, Washington. Employed through the Washington State Labor Council AFL-CIO, our cohort consists of eleven potential future labor leaders working for unions across Washington State.

Specifically at the Machinists hall, Lily and I have practiced campaign management through phone banking, canvassing and fundraising. We have also had the opportunity to tour Boeing facilities, meet the workers we represent and collect narratives of their experiences with the company.

Larry Brown, the legislative and political director at the Machinists hall has provided us with analytical insight into the labor movement and politics while encouraging our continued education on the labor movement by inviting us to conferences held at the Harry Bridges center for labor studies at the University of Washington.

During our time at the Machinists Hall we have had the opportunity to meet Washington State

Congresswomen Pramila Jayapal and Congressman Adam Smith, both strong supporters of the work our union does in the fight for labor unions. Our intern cohort directed by the Washington State Labor Council (WSLC) allows our fellow interns and us to see how the movement progresses through other unions as well by providing the space to share tactics, strategies and network in progressing liberation for all workers and working families. The WSLC partners with the Washington State Labor Education and Research Center to provide us with the history of the battle for labor equity, the current climate of the movement as well projections for the future of labor. Through the WSLC our cohort has participated in pickets, demonstrations, labor workshops and networking events.

Our time spent at both the Machinists hall and the WSLC have fueled our passion to join the continued fight in the labor movement. The future of labor lies in the hands of young workers like ourselves, and this internship has allowed us the opportunity to think critically about which direction the battle towards worker equality progresses.



Rep. Pramila Jayapal takes a group selfie with the 2017 Labor Summer interns.

# SERVICE TO THE COMMUNITY

## School Shopping for Area Youth

District 751 volunteers turned out bright and early (even though some of our volunteers work second shift) to join other area volunteers to help assist 130 deserving kids each spend \$200 on clothes and shoes to start the school year off right. The annual event is coordinated by the White Center Salvation Army at Southcenter JC Penney

store before the mall opens.

“This is a fun event that helps ensure kids are excited to start the new school year. Our volunteers are paired with students and help them shop wisely so their spree goes further,” said Business Rep Rich McCabe, who serves on the White Center Salvation Army Board. “For some of the students, this was their first experience shopping for their own clothes and for many, the one time this year they will be able to have something new. It is so rewarding to see the smiles on the kids’ faces.”

Thanks to the following who took part in the event: Julie Braun, Adrian Camez, Bridgette & Matt Hardy, Earl Gressett, Charles Hays, Connie Kelliher, Ed Lutgen, Amanda Picard, Princie Stewart.



Business Rep Rich McCabe brings his shopping cart full of school clothes to the register.

Machinists Volunteer Program Chair Princie Stewart helps an area student select school clothes for the coming year.



751 volunteers pose with Salvation Army officials before pairing up to help area youth select school clothes.

## Donations Provide Grooming Items to Homeless in Seattle

District 751 is again helping others – this time through the Union Gospel Mission in Seattle by providing personal grooming bags.

The Human Rights and Women’s Committee teamed up to collect toiletry items for the homeless earlier this year. Members brought in travel-sized items such as shampoo, toothpaste, toothbrushes, conditioner, lotion, deodorant, hand sanitizer and other items to area union halls.

On Aug. 7, the two committees gathered at the Seattle Hall to make up personal grooming bags with hygiene items in giant Ziploc bags. The group put together 220 complete bags to be given to individuals and had miscellaneous other items that would be donated as well.

“Our Human Rights Committee thought this was a good project to help the needy in the inner city since much of our volunteer work is in the suburbs. We asked the Women’s Committee to join us in sponsoring this project,” said IAM 751 Chief of Staff Richard Jackson, who leads the Human Rights Committee.

“When you’re living in a homeless shelter, you don’t have a lot of money to spend on personal



hygiene items. These toiletry bags will help people get cleaned up for job interviews, and simply feel better,” Richard added. “I want to thank all who contributed to this worthwhile project.”

The leaders of both the city of Seattle and King County have declared a crisis over the rise in local homelessness. A citywide count earlier this year found there were some 4,500 people sleeping on the streets of Seattle, which represented a 19 percent increase over the previous year.

On Aug. 7, the Human Rights Committee and Women’s Committee members met at the Seattle Hall to assemble personal grooming bags using the toiletry items 751 members donated. The grooming bags will be delivered to the Union Gospel Mission in Seattle to help area homeless residents.



## Whidbey Golf Raises Thousands for Charity

Machinists Union members who work at Whidbey Island Naval Air Station held their 5th annual charity golf tournament on August 13 at Avalon Golf Links. Fifty golfers took part and raised thousands for two local charities (final donations still being tallied). The money raised will be split between two food banks: North Whidbey Help House and Helping Hands Food Bank in Sedro-Woolley.

A putt off determined the first place team of Mike Wise, Mary Hopwood, JoAnna Lake, and Mark Clark.

“Our Machinists at NAS Whidbey – and really all of our members, across our whole union – are so generous,” said IAM 751 Chief of Staff Richard Jackson. “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.”

District 751 represents more than 175 civilian workers at NAS Whidbey, employed by defense contractors Delaware Resources Group, Doss Aviation and URS Corp.



The first place team consisted of L to R: Mike Wise, Mary Hopwood, JoAnna Lake, and Mark Clark.



## Ramping Up

Thanks to Matt Hardy, Paul Richards, Linda Ramos, Jason Chan, Jim Hutchins, Princie Stewart, and Ed Lutgen

for building a long wheelchair ramp to ensure a Seattle resident can get out of their home.



One of the Whidbey teams in the tournament (L to R) T.J. Hicks, Jarrod Aragon, Nick Acosta and Ken O’Brien.

Chipping in for Charity



Photo right: Robb Lindell lines up his shot.

# PITCHING IN FOR GUIDE DOGS

Participants in the 14th annual Shoes for Puppies Horseshoe tournament pitched in for a worthy cause and delivered a ringer bringing in thousands 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. 12 provided a good time for all.

Teams competed for the top three spots, as well as a consolation bracket winner. Loren Guzzone won the Traeger barbecue; Van Ly won a stay at the Polynesian Resort; and Mark Hauga won camping gear. Thanks to all the volunteers and sponsors.

Photo right: Guerdon Ellis and Tim Trombley took home the third place trophies.



Photo left: Linda Ramos tosses a shoe.



Roy Wilkinson (r) throws a ringer while Bruce McFarland (l) and Martin Gallegos observe.



Business Rep Ira Carterman takes aim.



Chris Schorr (l) and Wilson 'Fergie' Ferguson won the consolation bracket to place 4th.



Local E President Guerdon Ellis congratulates second place winners Ron McGaha (l) and Mark Blondin (r).



Local E President Guerdon Ellis congratulates first place winners Jeff Austin (l) and Larry Austin (r)

- Thanks to the following pit sponsors:**
- Ira Carterman
  - Jon Holden
  - Chris Olafson
  - Connie Kelliher
  - Mark & Peggy Clark
  - Roy Wilkinson
  - Jason Chan
  - Terri Myette
  - Jo Blake
  - Richard Jackson
  - The Polynesian Resort



Everyone attending had a good time at the Red Dog Saloon and raised money for Guide Dogs.

## Car Show Shines for Guide Dogs

Sunny skies and summer weather brought lots of lookers to Local A's Annual Bill Baker Steel & Wheel Supershow on Aug. 19. Hot rods, muscle cars, classics and many 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 as people ventured to take a closer look at the cars, motorcycles and trucks. The Traeger barbecue grill was won by Union Steward Samnang Ley.



Chevrolet of Everett brought a 2017 Camaro and Corvete for people to check out and was one of the car show sponsors.



A Guide Dog poses by SPEEA member Bruce Quinn's 1931 Ford Tudor Sedan.



Local A President's Choice was Ed & Eileen Shelley's 1955 Chevy 210 Wagon.



Cars, trucks and motorcycles filled the Everett Hall parking lot for the event.



Local A Car Show Chairs Joel Hetland (l) and Wes Heard (r), along with District 751 President Jon Holden presented Dennis Masanda the President's Award for his 1969 Plymouth Road Runner.

### Thanks to Our Sponsors...

District 751 - Local 751A - Local 751C - Local 751E - Local 751F - Jon Holden - Susan Palmer - Richard Jackson - Jason Redrup - Wilson 'Fergie' Ferguson - Cameron Griffin - Eldon Smith - Mark & Peggy Clark - Jason & Rose Chan - Brian & Irene Butler - Bob Merritt - Connie Kelliher - Greg Campos - Howard Carlson - Ira Carterman - John Lopez, Jr. - Les & Shelley Mullen - Paul Richards - Spencer Burris - Terri Myette



People's Choice Award was presented to Rod Waters for his 1958 GMC Truck 100 Series.

# Confused About Employee Requested Transfer (ERT)? Here Are Some Frequently Asked Questions

Members have expressed confusion and/or have raised many questions about the Category C Employee Requested Transfer (ERT) process. In an effort to assist members, below are answers to many of the frequently asked questions.

## ERT Frequently Asked Questions

### 1. Why was the ERT process created for Category C jobs?

The Union and the Company realized the need for improving the hourly ERT process. The current process, in place since 1999, levels the playing field by effectively matching employees' skills with hourly jobs that require those skills. Employees need to successfully complete minimum requirements through the required training listed on each job's Career Guide in order to file an ERT.

### 2. Who owns the ERT process?

Boeing Hourly Workforce Administration owns the process and manages the internal movement of employees. There are many different ways that employee movement happens, such as Category A, Category B, Lateral Reclassification, Category C (ERT), and location changes (Category E). The only movement addressed in these FAQs is Category C (ERT) and Category E (Location Change).

### 3. Who is involved in the ERT process?

- Joint Programs, Hourly and Management Subject Matter Experts (SMEs): Create & maintain Career Guides/ Career Explorer

- Skill Teams: Identify ERT minimum requirements/required training

- Leadership, Learning, and Organizational Capabilities (LLOC), formerly Learning, Training & Development (LTD): Deliver Off-Hour ERT courses

- Joint Programs (QTTP) Career Advisors: Assist employees in completing required training and filing ERTs

- Workforce and Management: Hire candidates from ERT lists

### 4. Is the ERT process an on-hours or off-hours program?

It is an off-hours career development program.

### 5. How does the ERT process benefit employees?

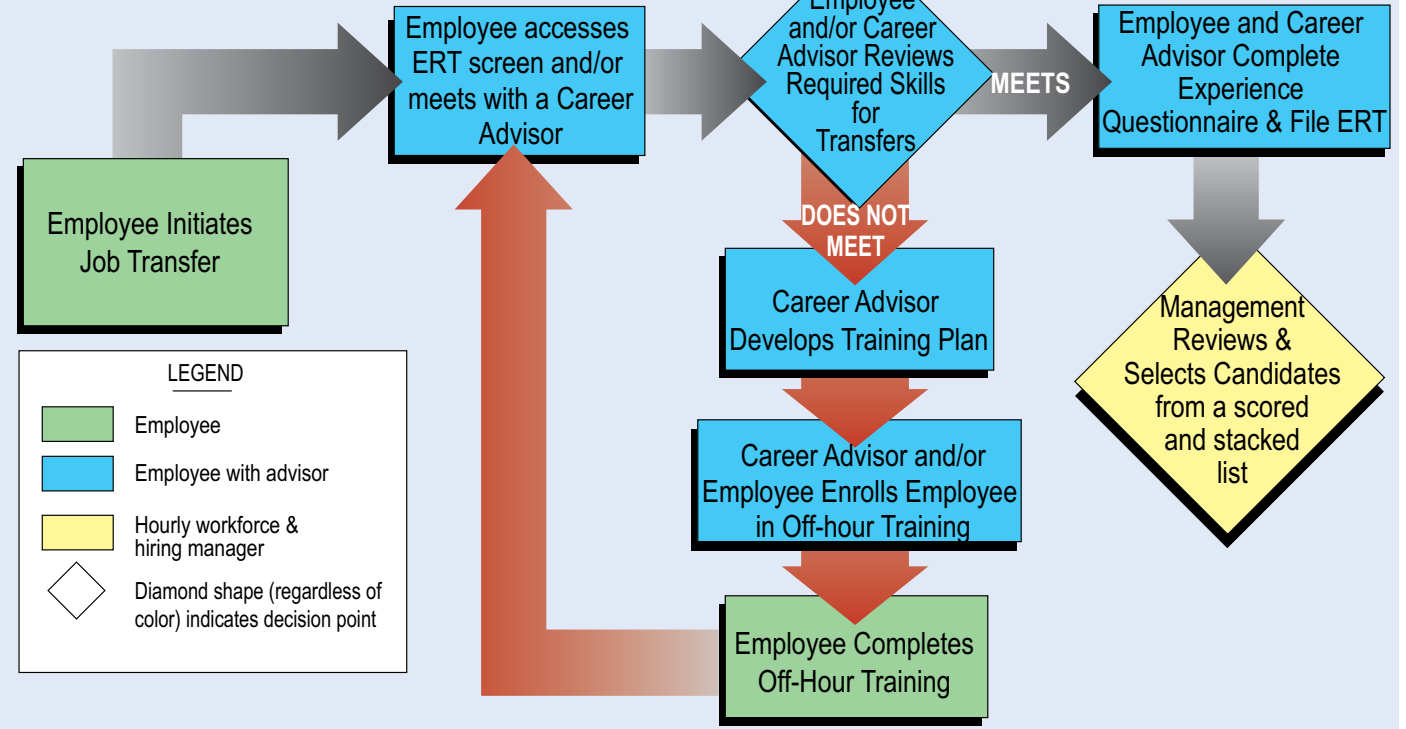
The Joint Programs Career Guides provide employees a resource to find out about all hourly jobs in the Collective Bargaining Agreement. Prior to this, it was difficult to get good information on what other jobs existed. The Career Guides also provide a clear map so employees can identify the required training for each job. This helps employees make better decisions regarding their careers at The Boeing Company. Hiring managers are required to look at the ERT candidate pool when considering candidates from jobs that are in the ERT process.

### 6. How does the ERT process benefit managers?

Candidates will be better prepared to do the work required in those jobs. Managers will know that everyone in the ERT candidate pool has, at the very least, met entry level minimum training requirements. This process also gives managers the opportunity to assist employees in their career development.

### 7. What does this mean for career

## BOEING ERT PROCESS



### growth within The Boeing Company?

It means that employees are able to take on more responsibility for their own career growth. They are able to acquire additional training in order to change jobs and positively influence their career paths.

### 8. Can employees who are not part of the bargaining unit apply for these jobs?

Yes. Salaried employees have to meet the same minimum training requirements as hourly employees.

## TRAINING REQUIREMENTS

### 9. Why do employees have to meet training requirements to transfer?

Minimum skill requirements and specific training have been identified for each of the jobs to help employees be better prepared for their new assignment. Now, everyone has to meet the same requirements. This was done to level the playing field.

### 10. Who decided what the minimum training requirements would be for each job?

All requirements are established and set by Skill Teams. A Skill Team is a group of senior level managers who represent common skills and job functions throughout the company and across major organizational lines. Skill Teams utilize input from hourly and first-line management Subject Matter Experts (SMEs) when determining minimum training requirements. Revisions to minimum training requirements may be made when there are processes and/or technical changes as well as new job combinations.

### 11. Where can I find out what the training requirements are for the various hourly jobs?

Schedule an appointment with a Joint Programs (QTTP) Career Advisor. An Advisor will work with you to help define career goals and recommend appropriate training based on specific job requirements. Call 800-235-3453 in Puget Sound, or 800-854-1310 in Portland for an appointment.

### 12. How will I meet these minimum training requirements?

Minimum requirements are met by successfully completing the courses listed in the Career Guides or the corresponding challenge test. You may have met the requirements through previous classes.

Contact a Career Advisor to assist you with equivalency review of training transcripts if you have taken similar courses through either Boeing or an external school.

### 13. What are challenge tests?

These tests provide employees an opportunity to prove their ability if they feel their prior knowledge and experience is equal to the training required under the Cat C ERT process.

### 14. What is being done to make training classes and challenge tests available to employees?

In addition to instructor-led courses, Puget Sound Leadership Learning and Organizational Capabilities (LLOC), previously called Learning, Training and Development (LTD), has instructor-facilitated, self-paced ERT labs in Everett, Renton, and Auburn to make courses more accessible. Also, some courses are in a web-based format to increase access. Instructor-led courses and most hands-on challenge tests are still on a demand based schedule. It is important to get your name on the waiting list for those courses.

### 15. Do ERT requirements apply to filing for a location change for my current job?

You will not have to meet any minimum training requirements for a location change request since you already hold the job.

### 16. What happens to any ERTs I have on file if the required training for that job is changed?

If the Skill Team designates a new training requirement as critical to that job, your ERT will be deleted and you will be notified of the deletion by Workforce. This is to make sure you have the critical skills needed to perform the job. Since you had an ERT on file, you will be given every opportunity to take the added course or challenge test. After you have successfully completed the new training requirement, you may refile the ERT. If the training requirement is not identified as critical, it will have no impact on ERTs you have on file.

## RESOURCES

### 17. What is a "Career Guide"?

A Career Guide is a reference document with up-to-date information on each hourly job, including:

- Position Summary
- Tasks, Duties and Responsibilities
- Knowledge, Skills and Abilities
- Physical Demands and Potential Hazards
- Training Requirements/Recommendations

### 18. Do the Career Guides replace the Standard Factory Job Descriptions?

No. The Career Guides are to be used as reference documents only. Their purpose is

to help you make better decisions about your training, education, and ultimately, your career choices.

### 19. How do I get started in the ERT process?

Schedule an appointment with a Joint Programs (QTTP) Career Advisor. An Advisor will work with you to help define career goals and recommend appropriate training based on specific job requirements. Call 800-235-3453 in Puget Sound, or 800-854-1310 in Portland for an appointment.

### 20. How do I file a Category C ERT?

After you have met the requirements, meet with a Joint Programs (QTTP) Career Advisor, who will file your ERT for you.

## CAREER ADVISORS

### 21. How do Joint Programs Career Advisors help me navigate through the ERT process?

Career Advisors CAN:

- Help you determine a new career path
- Teach you how to use the Career Guides
- Assist you in identifying jobs in the Cat C ERT process
- Compare your existing training to training requirements\*
- Create an appropriate training plan to meet remaining training requirements
- Help you brush up on skills such as computing, reading, writing and math
- Help you register for required classes and/or challenge tests

\*If you have other training that is equivalent to the listed course, bring that documentation to the Joint Programs (QTTP) Career Advisor for evaluation and credit.

Career Advisors CANNOT:

- Predict future job openings
- Alter or change ERT required training
- Give equivalents where documentation does not clearly show that the ERT training requirements have been met
- Change class schedules offered by Leadership Learning and Organizational Capabilities (LLOC)

• Influence your position in the candidate pool or impact any portion of the selection process

### 22. What do I need to bring to an appointment with a Joint Programs Career Advisor?

Any school or training transcripts or certificates of completion which are not on Boeing training transcripts (including any Boeing training that is over 10 years old). And a copy of the required documentation if you want to receive credit for any external work experience points.

Continued on Page 7



Contact a Career Advisor at 1-800-235-3453 to develop a training plan or file an ERT.

# Confused About Employee Requested Transfer (ERT)? Here Are Some Frequently Asked Questions

Continued from Page 6

## SELECTION PROCESS

### 23. How will employees get chosen out of the candidate pool?

A joint Union-Company committee developed the selection process. Based on the current business need, employees are selected from either of the below categories.

- Auto-ERTs (job number held for 90 consecutive days within the last six years)
- Category C - candidates are stacked in the Enterprise Hourly Workforce Administration (EHWA) system in order by points. Important note: employees are only selected for the locations and shifts they choose.

In the case of specialized assignments outside the normal criteria, top ranked candidates may be interviewed before selection. Where Category C employees are selected out of sequence, proper documentation must be prepared justifying the selection and submitted through Hourly Workforce to the appropriate Skill Team and the Senior Operations Skill Team Leader for approval.

### 24. How are ERT points determined?

Auto ERTs receive a total of 100 points as a final ERT score. Standard ERTs are calculated based on the below three elements:

- Previous experience as documented in the Questionnaire-up to 70 points,
- Plus years of seniority, one point per year up to 20,
- Minus up to 20 points from active Corrective Action Memos (CAMs) in your folder, 10 points for each active CAM.

### 25. How are the points from the Experience Questionnaire calculated?

Internal work experience is automatically calculated from your Boeing Work History. Career Advisors may enter information from up to three external work experiences if required documentation is submitted and approved. Refer to FAQ #26 for required documentation. Please note the information you provide may be verified through your application for employment. Up to 28 points for performing the same job number/title at Boeing. Up to 21 points for performing similar work at Boeing. Up to 21 points for performing the same or similar type of work at another company. These points add up to a maximum of 70 points and are filed with your ERT. <http://careerexplorer.web.boeing.com/QuestionnaireExplained.aspx>

### 26. What documentation is required to be considered for external work experience points?

The following documents are acceptable for being considered for external work experience points.

- Resume\*
- Employment profile (is available in

TotalAccess)

- Military Records (DD-214, Military Training Transcript)

\*Please note: If you do not have a resume the career advisors can assist you. Utilizing funds from the Joint Programs Education Assistance, IAM members are eligible for up to two resumes per year.

### 27. How are Boeing jobs matched to the ERT target job?

Each Skill Team identified the jobs that qualify as similar jobs within the Cat C ERT process. Job changes due to job combinations, deletions, or reclassifications get credit from the old job per the Boeing Job Conversion Table. <http://careerexplorer.web.boeing.com/SimilarReport.aspx>

### 28. Can I see my points?

Your Experience Points display as the Questionnaire is filled out. In addition, points for active ERTs on file will be posted on both the Joint Programs Career Advisor and Employee ERT screens.

### 29. Can I see other employees' points?

No, you are limited to viewing your own points.

### 30. Can I see my final ERT score, with point adjustments from seniority and active CAMs?

Points for seniority will be added and points from active CAMs will be deleted within the Employee Hourly Workforce Administration (EHWA) database. These points are automatically adjusted when there is a change in your status. Check with Human Resources if you have questions about your seniority or CAMs.

### 31. Can I see where I'm ranked in the ERT Candidate Pool?

No. It's important to understand that ranking within an ERT Candidate Pool changes every time another employee files an ERT, employee seniority changes and CAMs are applied or expire. Only when a job requisition is posted, is the ERT Candidate Pool frozen.

### 32. Who checks to see if managers follow the Cat C ERT hiring process?

Hourly Workforce Administration manages the internal movement of employees.

## JOB OFFERS

### 33. How will I be notified of a job offer?

You will be notified of an offer by your current supervisor.

### 34. How soon would I report to my new job?

If the offer is accepted, normally you will be released within 30 days or on the need/required date on the offer. The release date may be negotiated between the losing and gaining organizations to meet business requirements. The process is described in the Boeing Staffing Handbook.

### 35. Does accepting a new job impact

the other ERTs I have on file?

When you report to a new assignment, all ERTs at an equal or lower pay grade are cancelled. You must re-file for any desired lower grade or lateral positions through the normal ERT process. Please note you will be required to meet all ERT minimum training requirements on file for the job at that time.

### 36. What happens if I decline the job offer?

If you decline the job offer for which an ERT was filed, the ERT for that job title (all locations and shifts) will be considered canceled. You may re-file after a period of ninety (90) calendar days and will be required to meet all ERT minimum training requirements on file for the job at that time.

### 37. Is the Company required to hire me if I am in the candidate pool?

The Company is required to consider all candidates in the pool before going outside of the pool or going outside of the company to hire. Please note the 12 month releasability rule in the Boeing Staffing Handbook and in the Collective Bargaining Agreement may affect an offer. Important note: Employees are only selected for the locations and shifts they choose.

## ERT / Careers@Boeing (formerly BESS)

### 38. Which Boeing jobs are included in the ERT process?

Category C filings (i.e., the lowest graded job in each job family) for hourly IAM-represented jobs covered by the current collective bargaining agreement in District 751 in the Puget Sound and District 24 in Portland.

### 39. Does this mean that there are openings in these jobs?

No. However, now is the time to start preparing yourself so you can be in the candidate pool when an opening does occur. Some classes are only offered two times per year, so employees need to plan ahead. Don't wait until a job opening occurs, it may be too late.

### 40. Why aren't all Category C jobs posted?

The posting process would greatly delay the ability to fill openings in a timely fashion. Operations would rather have employees prepare in advance for jobs they are interested in. That way, when an opening occurs, they can draw from the ERT candidate pool knowing that everyone in the pool already meets the minimum training requirements.

### 41. Why are some hourly jobs posted in Careers@Boeing?

Jobs are posted for a number of reasons.

- Category C jobs are posted in Careers@Boeing for external candidates when there are more projected openings than employees in the current internal candidate pool or when there are no filings for the posted location(s) and shift(s).



Career Advisors can help members every step of the way through the ERT process.

Boeing employees must file ERTs to apply for all Category C jobs in Puget Sound and Portland.

- Non-Category C job openings are posted in Careers@Boeing. This includes entry-level jobs not in the Category C process, and higher graded jobs that have entry-level jobs in the Category C process. Boeing employees wishing to apply for these jobs must submit an electronic resume through Careers@Boeing.

## INDIVIDUAL CIRCUMSTANCES / SPECIFIC QUESTIONS

### 42. What if I have previously held a job that I want to return to?

If you have held a job for at least 90 consecutive days within the last six years, you can file an Auto-ERT for that job without having to meet the training requirements (temporary promotions are not covered by this process, even if held for more than 90 days). Auto-ERTs can be filed through a Joint Programs (QTTP) Advisor. On Auto-ERTs, Hourly Workforce manually enters an expiration date of six years from the date the employee last held the job.

### 43. How long do employees have to be in their current job before moving to a new job?

Per the Boeing Staffing Handbook and the Collective Bargaining Agreement, employees are considered releasable for an Employee Requested Transfer (ERT) after they have held their present job for 12 months. Exceptions may be made by management when deemed it is in the best interest of the company and employee.

### 44. Is there any limit to the number of ERTs I can file?

Yes. You can file ERTs for jobs in a maximum of four different occupational groups (e.g., QA, Facilities, Fabrication, J&I, etc.). However, you can file for as many jobs as you meet the minimum training requirements for within any four distinct groups.

### 45. How long is my ERT in effect?

It will remain active for two years or until you either get the job, turn down the job offer (you can re-file after 90 days), delete the filing, or new essential (critical) training is added.

### 46. Do I have to re-file my Cat C ERTs if I have been recalled?

Yes, all Cat C ERTs are purged from the system when you are laid-off.

### 47. How do I file a Cat E location change?

You may go through Total Access or you can go to a career advisor for assistance.

## JOINT PROGRAMS CAREER ADVISORS: LENDING A HELPING HAND

### What They Can Do...

- ✓ Help employees determine a new career path
- ✓ Teach employees how to use the Career Guides
- ✓ Assist employees in identifying jobs in the Category C ERT process
- ✓ Compare employees' existing training to training requirements\*
- ✓ Create an appropriate training plan to meet remaining requirements
- ✓ Register employees for required classes and/or challenge tests

### What They Cannot Do...

- ✗ Predict future job openings
- ✗ Alter or change ERT required training
- ✗ Give equivalents where documentation does not clearly show that the ERT training requirements have been met
- ✗ Change class schedules offered by Leadership Learning and Organizational Capabilities (LLOC) formerly Learning, Training & Development (LTD)
- ✗ Influence your position in the candidate pool or impact any portion of the selection process

\* If you have other training that is equivalent to the listed course, bring that documentation to the IAM-Boeing Joint Programs Career Advisor for evaluation and credit.

**IMPORTANT NOTE:** It is the employee's responsibility to make sure ERTs on file are accurate. Employees should check them periodically and update them as needed. If an employee is no longer interested in a position, shift or location, the ERT filing should be updated or deleted.

See page 8 for more information on ERTs, declining ERTs, documentation now required for external work experience, and updated training requirements for certain ERT jobs.

# Documentation Required for External Work Experience for ERTs Effective Sept. 1

On Sept. 1, Boeing made changes to the hourly workforce Employee Requested Transfer (ERT) process. The reason is to better prepare employees for success in new job opportunities and make it a more fair process.

When filing an ERT with a Career Advisor, employees may request to include the same or similar work performed at another company to gain additional experience. Effective immediately, any new requests for these external experience points will require additional verification. Workforce wants to ensure employees are getting credited with the appropriate types and amounts of external experience. The documentation required will be a resume or an employment profile. Employment profiles are available through Careers@Boeing in Total Access. Career Advisors will collect and evaluate this information from employees and record it when listing external work experience on ERT filings.

As of Sept. 1, employees filing a new ERT OR employees refiling an ERT after the two-year expiration date must bring in the following documents if they want credit for external work experience.

**Required Documentation**

- Resume (scan to Career Explorer). If no resume,

Career Advisors can assist with creating one

- Employment profiles: Company name, job title, and main duties (knowledge, skills and abilities)
- Military Records: DD-214, Military Training Transcript

**Additional Documentation (not required, but encouraged to bring):**

- Job Portfolios if they include the company name, job title, and core duties (knowledge, skills and abilities)
- Performance evaluations/reviews if they include the company name, job title, and core duties (knowledge, skills and abilities)
- Apprenticeship Certificates/documentation

IAM represented employees are allowed two resumes per year utilizing their education assistance funds and need to see an advisor to get assistance. For help and additional resources, contact IAM / Boeing Joint Programs Career Advisors to guide you through the new changes, help you understand the system and create training plans for target jobs.

IAM / Boeing Joint Programs Career Advisors can be reached by dialing: 1-800-235-3453 (Puget Sound).

# What Happens If You Decline an ERT?

**Addressing miscommunication on ERTs**

It was reported that some managers have misrepresented the consequences of an active employee turning down an Employee Requested Transfer (ERT) as defined in Article 22.1(r) (often referred to as Category C process) by telling members they would be terminated if they turned it down.

This is not correct. ERTs are initiated by the member. The following is our contract language from page 102 lines 19-29:

*22.1(r) Employee Requested Transfer (ERT) system – A system which allows Company employees to be considered for open job titles and lateral transfers within the bargaining unit. A pool of candidates will be established through application of minimum criteria developed by the Company and administered through IAM/Boeing Joint Programs:*

*NOTE: In the event an employee declines to accept an offer for a job for which he/she has filed an effective application (ERT), there will be no requirement that he/she again be considered for that job unless the employee refiles an application at any time ninety (90) or more calendar days after he/she declines the offer.*

**To paraphrase: You cannot be terminated for turning down a Category C ERT offer; you simply forfeit your ability to turn in another ERT for that job for at least 90 days.**

Remember: A Category C ERT is different from a Company initiated move, such as a lateral transfer, lateral reclassification, move memo or surplus action. In these cases, if the Company said they need to move a member either to another job in the same labor grade or to another location within the Puget Sound in the same labor grade, and the member refuses that move memo, in that instance, the member could be subject to termination.

# Updated Training Requirements for Certain Category C Jobs

The J&I Hourly Skill Team has completed an extensive review of the training requirements for the J&I Job Codes at Boeing within the CAT C (Green Light) Process. This review concluded that some required courses were no longer relevant or no longer supporting the requirements of the Programs. These changes are now visible and if you have an active training plan or are interested in starting a training plan for a listed job code please contact a Joint Programs Career Advisor (1-800-235-3453) today!

You may be CAT C eligible without even knowing it!

**Training Updated Career Guides:**

- 30304 - Assembler Installer General B
- 30204 - Assembler Installer Cable Controlled Systems B

- 30005 - Aircraft Structures Mechanic B
- 91104 - Power Plant Assembler B
- 31606 - Integral Fuel Cell Assembly B
- 30605 - Assembler Installer Doors B
- 30104 - Assembler Installer Electrical Systems B
- 21203 - Assembler Wire Group B
- 31407 - Operator Tape Controlled Riveting Machine
- 73707 - SPAR Assembly Tool Operator
- 58303 - Sealer Aircraft Integral Fuel Tank Components B
- 59106 - Integral Fuel Tank Sealer A
- 20503 - Interiors Fabricator and Assembler C
- 03703 - Painter Spray B - Details and Assemblies
- 03903 - Painter Spray B – Major Assemblies

# Forklift Rodeo Showcases Driving and Safety Skills

On Saturday, Aug. 19, District 751's Seattle Hall parking lot hosted the 2017 Western Regional Governor's Forklift Rodeo. Winners from this regional competition move on to the state finals at the Governor's Safety Conference. Twenty-four forklift drivers showcased their skills in this fiercely competitive rodeo that sends the top 7 individuals and top two teams to state.

District 751 was proud to sponsor a team of Machinists Union members who drive forklifts at Boeing. Mike Weinman, Kevin Jude, Joe Seiler and Ron King stepped up to represent us with a showing to make us proud. The Machinists Union offered to sponsor the team after Boeing declined to sponsor them this year. The talented drivers maneuvered through a tricky course, picked up pallets that included

a cone holding an egg, slalomed through obstacles while carrying various loads. Besides testing their skills and avoiding strategic obstacles on the challenging course, participants were also battling the clock.

IAM 751's team did well. Mike Weinman finished second in individual competition while Kevin Jude finished seventh. Both will compete in the state individual finals, along with Joe Seiler as the "Machinists 751 Union" team.

"It's impressive to see the tremendous skill our District 751 forklift operators have. It takes years of experience to do the things they do both in the contest and on the job every day," said Business Rep John Lopez, who helped coordinate the event and is on the Governor's Aerospace Advisory Committee. "When you think of the volume of material they move at Boeing, these drivers showcase their skills every day at work maneuvering their loads through hundreds of pedestrians and other obstacles."



Business Rep John Lopez (far right) thanks the IAM 751 forklift rodeo team consisting of L to R: Joe Seiler, Ron King, Kevin Jude and Mike Weinman.



Above: Mike Weinman finished second in the individual competition and will represent IAM 751 at the state finals. Mike maneuvers his forklift through an obstacle course and over a speed bump with an egg on the cone. Competitors are timed on the course and get deductions if they hit an obstacle, cone or other part of the course.



Above: Kevin Jude finished 7th in the individual regional competition and will compete in the state finals at the Governor's Safety Conference in September.

Left: Joe Seiler will be part of the three man IAM 751 team competing in the state finals.





# RETIREMENT NEWS



Retirees and their families packed the Seattle Hall for the Retirement Club's 60th anniversary celebration on Aug. 14. Our Club was one of the first in the IAM.

## 751 Retirement Club 60 Years and Still Going Strong!

The District 751 Retirement Club held its 60th anniversary celebration on August 14 and filled the Seattle Hall with retirees and their families for the catered barbecue lunch. It was only fitting that the 60th anniversary celebration was held on the passage of the Social Security Act in 1935.

District 751 President Jon Holden was the first of many officials to congratulate the club and applaud our retirees for being leaders in social justice and activism.

"You are the foundation of our union. Every benefit we enjoy today and many legislative victories are a result of the sacrifices and fights that you won over the years," said Holden. "We recognize each

of you for the contribution you have made to our union, for helping to build better communities and fighting for social justice. It is a debt of gratitude we cannot repay, but we appreciate all the things we benefit from that you fought so hard to obtain."

Our Club founded in 1957 was one of the first, if not the first Retirement Club in the IAM. Here are a few milestones in our Club's history:

- In 1958, our club passed a resolution opposing a statewide Initiative that was pushing Right-to-Work. We were successful then, but it is still a battle we face today.

- In 1961, our Club passed a resolution in support of a bill for medical care for those covered by Social Security and forwarded it to President Kennedy.

- Also in 1961, our club was chartered by the National Council of Senior Citizens and immediately got involved in a letter writing campaign pushing for medical care for seniors. Four years later, Medicare was signed into law. This Club was a part of the fight to make that happen and has continually fought to protect it over the years.

- In the 1980's, our Club chartered busses to take seniors to Canada to give them access to lower-priced prescription drugs.

- Yearly our club



IAM General Vice Presidents Gary Allen, Mark Blondin and Ricky Wallace present 751 Retirement Club President Jackie Boschok with a commemorative plaque honoring retirees who built our union and the sacrifices in every labor struggle that have made life better not only for our members but the communities we live in.

Famous Dave's provided a catered lunch for the event.



Above: 751 Retiree Johnny Wickerling sang a moving rendition of the Star Spangled Banner.

Photo right: Retirees caught up with friends. Sitting Freddie Harris (l), Quong Louie. Standing: Ken Wu (l) and John Mar.



Continued on Page 11 Retirees filled the hall to celebrate the 60th anniversary.



District 751 President Jon Holden talks with John Jorgensen and his wife Pat. John served as Steward for more than 30 years and was Holden's steward at one time in the shop.

## RETIREES

Congratulations to the following who retired from the union:

- |                   |                    |                   |
|-------------------|--------------------|-------------------|
| Ronald Ackerman   | James Brown        | Mitchel Douthit   |
| Angela Acree      | Wilton Brown       | Michael Doyle     |
| Tom Applebee      | James Buerger      | Patricia Edwards  |
| Michael Ayers     | Gary Bustad        | Edward English    |
| Janet Baker       | Jerry Calhoun      | Rodney Ferguson   |
| Julien Baldwin    | Gordon Cardinal    | Anthony Fermo     |
| Charles Barrett   | Chester Carpenter  | Todd Field        |
| Andrew Bastiaanse | Thomas Coats       | Tony Garrett      |
| Terry Beers       | Thursday Cole      | Patricia Gerrish  |
| John Benham       | Claude Coleman     | Gregory Gillispie |
| Richard Bennett   | Tommy Costello     | Benita Gray       |
| David Berry       | John Cowin         | Daisy Gregory     |
| Richard Bidwell   | Michael Crockett   | Barry Gresham     |
| Gregory Birch     | Michael Curran     | Barry Griffin     |
| Susan Black       | Karen Dabney       | Frank Griffin     |
| Guy Bowlin        | Michael Daniels Sr | Stephen Griffith  |
| Victor Boyce      | Paul Dewhurst III  | Steven Hammond    |
| Richard Brittain  | James Didzun       | Mark Hansen       |

- Danny Harden
- John Hawco
- Mark Hembree
- Jeffery Heter
- Vanessa Howie
- Robert Hunt
- Jay Huston
- Michael Jackson
- Eric Jay
- Mark Johnson
- Jimmie Joyce
- Gregory Kapfer
- Janet Kim
- Timothy Kozuck
- Victoria Kunkel
- Fredrick LaFratta
- Harold Lyon
- Marc Landon
- Annie Lee
- Dennis Lewark
- Michael Lofgren

- Paul Lukas
- Brett Lumsden
- Steven Malick
- David Manthey
- Tony Martin
- Manuel Martinez
- Peter Mashak
- Debra McAuley
- Terrence Moore
- Robert Muncy Jr
- Dean Newell
- Curtis Nies
- Rosita Novotney
- Pearlie Ostlund
- Jeffrey Park
- Rosalynnda Parkhurst
- Ricardo C Patriarca
- Katherine Patterson
- Mark Pearson
- Melvin Perdue
- Donald Perkins III

- Gregory Powell
- Terrell Pugh Sr
- Joseph Qualls
- Randy Rasmusson
- Ricky Ravana
- Joseph Riikula Jr
- Bradley Robison
- Connie Rodriguez
- Jeffrey Schulz
- Richard Scott
- Debra Soto
- Stacy Southern-Adams
- Bart Tecca
- Danny Tepley
- Quan Tran
- Michael Troup
- Paul Tuurie
- Patrick Tuttle
- Edris Walker
- Eugene Walker
- Stephen Westland

- David Wilson
- Gary Winkels
- Jerry Wood
- Marty Zander
- Alice Zimmerman

### Local 86

- Robin Kolassa, Triumph
- Stanly Batterson, ASC
- Michael Hagen, Triumph
- Cliff Inman, Triumph

### Local 1951

- Joe Escudero,
- Cummins Pendleton
- John Thomas,
- Republic Services
- William McGinnis,
- Republic Services

# FREE WANT ADS FOR MEMBERS ONLY

## BOATS

1982 PDGPR 18' Bellboy Boat. Kept under cover. Very low hours. One owner. Volvo Penta 280 EZLOR trailer. Suzuki 6 HP troller. Penn Down riggers, SS radio, depth locator, rod holders. Life jackets, nets and much more. 425-271-8751 for more info and price

## COTTAGE INDUSTRIES

GROUP OR CLUB GET-TOGETHERS, I'll cater your event for a great price. Weddings are especially great. Call 360-531-7061 Long Beach

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

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

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

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

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

WHIRLPOOL WASHER white 2 yo \$250.00, Maytag dryer white \$150.00 Frigidaire refrigerator white \$100. Gibson chest freezer (med) \$50.00 253-797-8957

3 OLD DRESSERS, 1 BOOKCASE, 1 small cup stand, 3 old wood boxes (1940's, high chair, 77 year old sewing box on stand. Weekends in Sept & Oct or call 253-569-4532 or 360-264-6319.

## MISCELLANEOUS

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

2 WOMEN'S LEATHER BIKER JACKETS. One is size XL. 2nd is XXXL. Only worn once. Both have removable liners. Pictures available. \$75.00 each 253-941-3847

MAUI MARRIOTT 1 bdrm/2 bath/partial kitchen/Kaanapali ocean view/recently remodeled resort. Thanksgiving week (11-17 to 11-24-17) close to everything - \$2,000, call 253-797-6058 or 253-333-0609

## 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. 18th**

MAUI MARRIOTT studio (sleeps 4) - ocean view - Kaanapali Beach - close to everything. (12-16 to 12-23-17) recently remodeled. \$2,000. You'll love it here! 253-797-6058 or 253-333-0609

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

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

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

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

ALFALFA GRASS MIX. Horse hay 2 tie bales. 85-90 lbs. Tieton area near Yakima. \$8.50 bale. Call Jose 509-952-2010 or 509-969-2681

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

ANTIQUUE CUPS & SAUCERS, toys, tools, kitchenware, pictures (old), dolls, Beany babies, Christmas items, pocket books and book lamps, unicorns, key chains, Boeing items. 253-735-1832

GARAGE DOOR REPAIR OR REPLACED, south of Tumwater, lots of parts and tools, located at 2100 N. National Ave. #105, Chehalis, WA. Open Sept & Oct. 253-826-3979, 360-264-6319 or 253-569-9532

SEASONED CHERRY WOOD for smoking meats. 1x4x6 amount. \$150 obo. 425-322-4263

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

## HOUSING

\$100 OFF ALL HOME INSPECTIONS for IAM. 200% satisfaction guaranteed, fully insured. Quick scheduling, trained and certified inspectors. Free home energy report. 425-998-3159 www.HRSinspects.com

## PROPERTY

ONE ACRE price is going up because too many are calling but not ready to buy. Please call if really interested. Will not last much longer. \$52,500 360-458-3765

FOUR CEMETARY LOTS for sale in Floral Hills Memorial Gardens located in the Azalea Garden. Value \$12,000 each. Sell for \$30,000 for all four saving \$18,000. 520-663-1322

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaalicove.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

## REC MEMBERSHIP

K&M RESORTS membership 2K call 206-227-3375

## SPORTING GOODS

SPIRIT XE295 ELLIPTICAL exercise machine. Many nice features. Surgery and bad knees are preventing use. Email for pictures. New \$1750. Asking \$450. Five-k4him@hotmail.com or 425-760-5984

SCUBA GEAR Poseidon regulator, buoyancy diving vest, tank, 35 lb. weight belt, fins. \$125.00 Call before 7 p.m. 425-822-1393

HEALTH RIDER ELLIPTICAL exercise machine, Model HREL51308.0. In great shape (H140E) \$550 obo. 425-322-4263

UTILITY TRALER 4' x 4' x 8' long. Custom rack on top. New axle and springs and tires. Box made of marine plywood. Used only once a year for hunting. Always garaged. \$800.00 360-652-3650

## REC VEHICLES

2001 - 30' ALPENLITE LIMITED Spy-glass model 29 RL 5th wheel. Slide out, recliner, couch/bed, table w/4 chairs, vacuum system, queen bed, electric jacks, new batteries A/C unit and 4 new tires, good condition. \$14,500.00 509-681-1129

1989 HOLIDAY RAMBLER - 35' MH Crown Imperial. leveling jacks, banks system, tag axle, basement model. Have manuals. Exc. Condition. Always under cover. \$15,000. 206-276-6584

## VEHICLES

1999 FORD RANGER XLT-4x4 - 117,000 miles, new tires, new front brakes, new ball joints, hard tonneau cover, bed liner, side rails. \$6500.00. Call 360-474-1492 or cell 425-931-3688

1987 OLDSMOBILE CUTLAS SALON 2 door coupe, V-8, original owners. Stored in garage. Beautiful inside and out. 72,000 miles \$8,000. Call 206-276-6584

1957 CHEV 4-DR, collector plates, runs good, rebuilt 283 engine, rebuilt transmission, body great. Restoration stopped, declining health. BO between \$7 - 10,000. Call for an appointment 425-481-0262

2010 HARLEY DAVIDSON Superglide. Custom, air cooled, leather saddle bags, never been in the rain, excellent condition. 190,000 miles, new tires. \$8300.00 call 360-460-4868

2007 H-D WIDE GLIDE 96 CI, w/Vance & Hines pipes, Mustang seats w/backrests. Have extra bags, parts. My lower back is gone. Lots of riding time left! \$9,000 Arlington area. 425-876-1365

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

Ad (25 word limit. Please print) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Phone (or Address) \_\_\_\_\_

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

Name \_\_\_\_\_ Clock Number \_\_\_\_\_

Address \_\_\_\_\_ Shop Number \_\_\_\_\_

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Sept. 18th!

## LABOR HISTORY HAPPENINGS

- September Labor History Happenings**
- Sept 3, 1883 - Last spike driven on Northern Pacific in Montana
  - 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
  - September 19, 1885 - Chinese coal miners driven out of Black Diamond
  - September 23, 1935 - IAM Local 751 Chartered



Women's Committee members delivered a check for \$10,200.87 to Guide Dogs of America as proceeds from the 16th Annual Flight for Sight Fun Run. L to R: Rachel Sarzynski, Prinnie Stewart, Denise Strike, Janeé Bromiley, Dena Bartman, Susan Palmer, Grace Holland, Linda Ramos, Terri Myette, Hazel Powers, Gina Fountain and Dist. 751 President Jon Holden.

Information taken from the PNLHA Labor History Calendar

# FINANCIAL \$ENSE: Save or Spend?

Dick Greco, Managing Partner – Senior Financial Advisor at Wells Fargo Advisors Financial Network, LLC, says when it comes to spending splurges, critical thinking and introspection are in order, not only about the financial impact of the splurge, but also about the deeper, emotional meaning. That's because while he generally thinks spending splurges aren't truly "worth it" from a financial standpoint, he just fulfilled a dream he and his father shared — owning a boat. He says, "When I talk to clients, I ask them, 'What are your dreams? What have you always wanted to do?' I don't criticize people for what they want to do. I try to figure out a way to show them how they can do it."

Lee Shapiro, a licensed clinical psychologist and professor at Santa Clara University, says he understands where Greco's thoughts originate. "If the splurge is in line with your values, it probably is of great benefit," he says.

## Making the case for spending

Common advice from financial planners typically is to save, invest, and limit spending on nonessential items. But some financial planners and psychologists believe while that advice makes sense in most situations, there are merits in the occasional expensive purchase — even

though those benefits likely are not financial and may be difficult to quantify.

There's abundant research showing when discretionary income is used for experiences rather than things, people are much more satisfied. Shapiro gives a personal example: trips to New Zealand and Alaska he took with his family that his two children, now grown, still reminisce about 15 years later. The experience tends to be more precious if these types of trips aren't common experiences, he adds.

But not every expert shares this opinion. Kit Yarrow, Professor Emerita of psychology and marketing at Golden Gate University and author of *Decoding the New Consumer Mind: How and Why We Shop and Buy*, says an elaborate vacation may not be the best splurge, since a vacation doesn't need to be expensive for it to be worthwhile and create memories. She says there's often so much pressure to have fun when everyone knows how much you've spent on a trip that it makes it difficult for the experience to live up to the hype. "Great vacations are about the people you're with, not the money you've spent," she says.

## Reconciling spending

A happy medium seems to be finding

times to splurge without putting a huge hole in your budget. Greco says that you always need to look at the basics first — make sure you have an estate plan and analyze where you are from a debt and cash standpoint — and then figure out if you can afford your splurge.

"There's no such thing as a right decision," he says. "People are very afraid of making decisions to meet their dreams unless someone can validate that decision." One way to do that, he says, is consider alternate uses of your spending splurge. For his boat, for example, he realized his wife can host charitable events on it, he can bring clients on it, and it's a great way to spend time with his family.

Yarrow says there's a fine line between capitalizing on an opportunity and rationalizing a splurge you shouldn't be making, especially if it comes at the additional cost of taking on debt. Still, she says there are situations where spending more is better. She says it doesn't make sense to purchase cheaply made goods that won't last; a better option is to spend more money on quality products that won't need to be replaced as quickly.

But even though she advocates debt-free living and being smart about your

# SCOTT

## WEALTH MANAGEMENT GROUP

*of Wells Fargo Advisors*  
spending, Yarrow admits that sometimes, if you get too obsessed about saving, you can miss out on other opportunities.

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*This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group in Portland, OR at 1-800-923-6399 or [www.scottwealthgmt.com](http://www.scottwealthgmt.com).*

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## Save the date! Machinists Custom Choices Open Enrollment at Boeing

It's that time of year again! Mark your calendars - our 2017 Custom Choices Benefits Open Enrollment will be September 18 through October 13, 2017. That's just four short weeks for you to take advantage of our specially chosen voluntary benefits

**Open Enrollment  
Sept. 18 to Oct. 13  
Enroll by phone. It's easy!**

**Preschedule an appointment now with a benefits coach by calling 1-866-264-3691 (Mon-Fri 6 a.m. - 3 p.m. PT)**

**Your Benefit Coach will explain the benefits, answer your questions and help you design a plan that is right for you and your budget!**

### • Accident insurance

Accidents happen. Whether you are injured at work, while tackling a weekend project, or your child is hurt playing sports, an Accident policy can help with 24 hour coverage for

on and off the job accidents.

### Protect your wealth

Identity theft, a disabling accident/illness, or an unexpected death can really impact your finances. What can you do to make sure your finances are not in a shambles if one of these events happens to you?

#### • Frontline Identity Systems

If your identity is stolen, this benefit provides you the help you need to get back to your pre-theft status.

#### • Long Term Disability (LTD)

If you have a long term accident/illness which prevents you from working, LTD pays benefits to replace a portion of your income. Benefits begin after 6 months of disability and continue for up to 5 years.

#### • Universal Life insurance

Provides benefits for loved ones after an unexpected death, to help with funeral expenses, mortgage/rent, and ongoing expenses/bills.

Ready to learn more about protecting your health and wealth with Machinists Custom Choices benefits? Schedule your phone appointment with a Benefit Coach for our September/October enrollment by calling 1-866-264-3691 (M-F, 6 am - 3pm PT). Then, the Benefit Coach will call you to review the Custom Choices benefits and enroll/waive coverage.

### Protect your health

Your medical plan offers you a great first layer of protection, helping lower the costs of medical care and treatment. However, even the best medical plans don't cover every expense. Consider adding a second layer of protection for those unexpected out-of-pocket costs. The following benefits pay cash benefits directly to you in addition to what your medical insurance pays. You decide how to use the money — for medical expenses like deductibles, copays and coinsurance or even non-medical expenses like childcare, travel for treatment or even to supplement your income while you recover.

#### • Critical Illness insurance

No one likes to think about a serious illness diagnosis. If it happens, be prepared with a Critical Illness policy.

#### • Cancer insurance

The great news is that more and more people are surviving a cancer diagnosis. A Cancer policy can give you peace of mind while you concentrate on your recovery.

## Local C Golf Tourney Saturday, Sept. 23, 2017

Golfers will want to save the date of Saturday, Sept. 23, 2017 to take part in the 15th 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 scramble format and shotgun start at 8 a.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](http://www.iam751.org)).

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



Retirees filled the Seattle Hall to celebrate the Retirement Club's 60th anniversary.

## Retirement Club 60 Year Celebration

*Continued from Page 9*

takes part in Senior Lobby day in Olympia.

• Our Retirement Club is continually fighting to preserve and strengthen Social Security and Medicare.

• 751 Retirement Club delivers educational workshops and conferences to help seniors with the issues they face, as well as planning social events.

This club has and continues to be a leader in advocating for seniors and workers.

Also addressing retirees was IAM

General Vice Presidents Gary Allen, Mark Blondin and Ricky Wallace, as well as Congressman Adam Smith. IAM International President Bob Martinez sent a letter of congratulations and his best wishes.

A commemorative program with historical pictures from the 751 Retirement Club scrapbook was given to each person attending and many of the photos and pages from the scrapbooks were displayed around the hall showing our Club's rich history.



751 Retirement Club Officers posing with the cake L to R: Vennie Murphy, Jim Hutchins, T.J. Seibert, Helen Lowe, Jackie Boschok, Mike Keller, and Tom Lux.

# EASTERN WASHINGTON

## Union Delivers Back Pay for New Member at Durham

It pays to be Union is more than just a saying to Machinists Union Member Ryan Clark, who works at Durham School Services at their Nine Mile Falls facility. Union action ensured that Ryan was properly paid for the work he performs at this satellite facility and delivered him a backpay check of more than \$3,850. The backpay was retroactive to when Durham classified Ryan as a "Maintenance Technician."

Ensuring Ryan received the proper pay was complicated. First, it required a decision from the National Labor Relations Board in May acknowledging work at the Nine Mile Facility (that Ryan was performing) had previously been performed by our members. It went on to order Durham to include this position in the Machinists Union contract.

Thanks to this challenge, Ryan now receives the same pay and benefits as Machinists Union members working at the Spokane facility 15 miles away.



IAM Member Ryan Clark (center) was all smiles as Union Steward Joe Marek (l) and Business Rep Steve Warren delivered a backpay check of \$3,850.41. The check ensured Ryan received technician pay as called for in the IAM contract back to the date Durham changed his job classification.

"It is great to be a Union Member. Union Steward Joe Marek really helped me out through the entire process and kept

me informed of what was happening," said Ryan. "As soon as I was classified as a maintenance technician, Durham

should have extended union pay and benefits from the contract. Instead, they paid me substantially less for the same work union members had previously done."

"I'm glad the union challenged Durham," said Ryan. "The fleet is intertwined. If they got away with this, it would set a precedent and what stops them from taking it further and trying to eliminate more union jobs and pay people less for the same work."

"It was important not to just ensure the position was covered by our contract, but to ensure Ryan was paid properly from the day they classified him as a tech," said Business Rep Steve Warren. "Steward Joe Marek was key not only in pursuing the pay, but educating Ryan on the benefits of a union contract."

These talented technicians maintain more than 200 buses for Durham School Services in Spokane.

## Members Have a Blast Raising Money for Guide Dogs

Eastern Washington Machinists had a blast at their 5th annual trap shoot, which raised money for Guide Dogs of America. The event was held Aug. 26 at the Spokane Gun Club and attracted 100 shooters, including members from Local Lodges 86 and 1951 as well as District 751 Machinists from Western Washington. Money was still being tallied and coming in as the *Aero Mechanic* went to press, but it looked to be a big success.

"It was a fun and exciting afternoon at the range, with even more participants than the previous years," said Eastern Washington Business Rep Steven Warren.

Thanks to the incredible effort and

committed planning of the trap shoot committee: Allen Eveland and Ida Auckerman. Thanks also to the volunteers which included: Bill Boone, Victor Parker, Susie Parker, Darrin Truitt, Kenya Conway, Nick Godbout, Rene Ochoa, Tony Wade, Steve Warren, Barb Corn, and Gary Swartz.

The top three teams received trophies. Prize winners for top raffle gifts are as follows: Remington Shotgun - Steve Holden; Pontoon Fishing Boat - Chris Schorr, Traeger BBQ - Keith Faul, Benelli shotgun - Tim Hilliard; Masterbuilt smoker - Eric Olson; DeWalt Chop Saw - Mike Koppel. Many other prizes were also raffled off.



100 shooters converged on the Spokane Gun Club for the charity event.



All participants had a great time while keeping their eye on the target: raising money for Guide Dogs of America.



Volunteers helping with the trap shoot included L-R: Allen Eveland, Ida Auckerman, Bill Boone, Victor Parker, Susie Parker, Darrin Truitt, Kenya Conway, Nick Godbout, Rene Ochoa, Tony Wade, Steve Warren, Barb Corn, Gary Swartz. Thanks to other volunteers who missed the photo.

First place team with a score of 484 Left to right: Damon Sager, Jeff Thomas, Tom Dornquast, Larry Ziegler, and Joe Mauro



Shooters take aim.



Second place team had a score of 480: Left to right: Dan Mahaffey, Ron Krien, Paul Petretee, Eric Olsen, and John McCellan.

Andrea Bergstresser won Women's Best Overall with a score of 96.



Third place team with a score of 470, L to R: Cody Mahaffey, Jared Louie, Mark Toombs, Jim Louie.

## PAE workers say Union Yes



Organizer Jesse Cote (l) and Business Rep Steve Warren (r) welcome PAE members James Watson and Tyson Davis to the IAM.

Two workers at PAE in Spokane were able to see the benefit of union membership very quickly. The two workers, who maintain helicopters that support the border patrol mission at Felts Field in Spokane voted on August 10th to have Union representation with the IAM. On August 22nd, they ratified a contract that provided significant wage increases, improved medical and health and welfare and better working conditions. To expedite the process rather than starting from scratch with a first contract, they were able to approve an addendum to be included in an existing IAM contract with PAE covering border protection workers in Great Falls, Montana.