

Upgrades Prevent Job Erosion on Robotics

In October, union efforts brought an agreement with Boeing that delivered upgrades and backpay for members in two Everett shops. The agreement resolved two aspects of a grievance involving members classified as 30005 Aircraft Structures Mechanic B assigned to operate new robotics/automation, which changed their work assignment.

The agreement was good news for our members working in Everett in the 40-02 building on the Spar Assembly Robotics Cell (SARC) and in the 40-27 building on the FAUB/Forward-Aft.

From the onset, our union has challenged the labor grade Boeing assigned to work involving robotics and new automation processes in numerous locations. Earlier this year, multiple grievances were combined on this topic to present in arbitration.

Days before the case was scheduled for arbitration, Boeing and our Union reached an agreement to permanently upgrade employees (including backpay) in two of the areas (SARC and FAUB/Forward-Aft) covered in the grievance to grade 7



Business Rep Grace Holland (far left) and District 751 President Jon Holden and Business Rep Garth Luark (two far right) stand with 751 members who work the Spar Assembly Robotics Cell that are getting upgraded to grade 7 with backpay thanks to an agreement between the union and company.

positions. It was important to secure this agreement for these two shops.

Unfortunately, there were two remaining areas that the parties could not come to agreement on. The week of October 15, the union presented what we believe is a strong case challenging grade 5 work in the NAPS Cell in Frederickson

and FAUB/777 Mid-Bodies. Even though Boeing acknowledged that robotics work in SARC and FAUB/Forward-Aft is grade 7, the outcome of this arbitration is in the hands of one person (the arbiter).

"I appreciate Boeing reaching an agreement for these two shops, but assured them we will continue challenging their

labor grade assignment in other areas. Our union must fight against labor grade erosion when Boeing introduces work we believe should be appropriately paid at a higher labor grade," said District 751 President Jon Holden.

"Our members did a great job

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Challenging Pay Disparity at Boeing

In October, our Union demanded to bargain over several wage disparities and are hoping to address inequities and inconsistencies that has been occurring in Boeing wage policies. While we are not guaranteed any outcome, it is the right thing to do in order to best represent our members. We feel strongly these issues should be addressed in a fair and consistent manner



District 751 President Jon Holden reports on wage disparity issues we have demanded to bargain on.

for all members going forward.

District 751 President Jon Holden reported on our actions at the Oct. 13 membership solidarity conference, as well as at

October local lodge meetings. Wage issues we are attempting to address include:

- Boeing hiring individuals in some classifications above the minimum rates. While we support members being paid higher than the minimum rate, the problem is when current experienced members who may have been here for years end up training newer members who are making more money than them. It creates huge morale issues, and we believe it is an unfair policy toward more senior members.

- We also want to discuss progression rules that limit our members today. We believe it would benefit the company, if they can utilize the skills and experience of our members for the higher graded jobs without the negative impact on progression (currently Boeing

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Solidarity Conference Arms Members with Knowledge

More than 300 members of IAM District 751 attended a Member Solidarity Conference on October 13. The conference was designed to educate members on the power they have when standing together in unity. Members left energized and armed with information on a variety of topics, all aimed at making our union stronger going forward.

More than two-thirds of those attending were members (rather than Stewards or officers) and nearly 100 had less than a year seniority – showing the tremendous interest our newest members have in our union.

"I appreciate that so many members attended on their own time to strengthen and build their union," said District 751 President and Directing Business Representative Jon Holden. "Attending were retirees, new members who haven't started yet along with active members with over 41 years. It was encouraging to see such a cross section of members



IAM Int'l President Bob Martinez and General Vice President Gary Allen fielded questions from members attending the Oct. 13 Conference.



More than 300 members filled the Seattle Hall on Sat. Oct. 13 to learn more about our union and build strength for the future.

from all plants, shifts, locals and more than 75 job classifications. We are stronger by having such a diverse base interested in getting involved and learning more."

International President Bob Martinez and IAM Western Territory General Vice President Gary Allen addressed the conference and answered questions from attendees. Members appreciated the opportunity to ask candid questions of union leaders, make statements and offer ideas and suggestions.

"I am humbled to be in the midst of so many proud and strong trade unionists," Martinez told District 751 members. "You continue to fight for what is right on the shop floor and in the union hall every day, every week and every year."

Martinez again praised District 751 leadership and members for their role in enshrining the Membership Bill of Rights in the IAM Constitution at the 2016 Grand Lodge

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Denial Reversed

Retired veteran received \$44,263 retroactive disability pay and \$1,932 monthly for life with help from a Union Steward (who is also a VSO)

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Unity at UTC

Members remain united to land a first contract and are wearing new shirts depicting their mission

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REPORT FROM THE PRESIDENT

Effects Bargaining: A Tactic for Positive Change

By **JON HOLDEN**
IAM 751 District President

Over the past few years, our Union has stepped up efforts to challenge company tactics and is using every available resource and avenue to protect our members. This includes filing unfair labor practice charges, information requests and demanding to bargain changes to our working conditions known as "effects bargaining."

Whenever working conditions or policies change, a union has the legal right to demand to bargain over the effects those changes have on the working conditions of our members at any employer. This is an important tool in our arsenal and one we are using more often as members bring forward changes in their working conditions, pay practices or shop policies.

Utilizing this tactic is especially important when we have an extended agreement, like the current one with Boeing that expires in 2024. If we are not using these rights under the law to defend our members, then we are missing an opportunity to protect the standards we have fought for and on some occasions missing the ability to make improvements that benefit our members.

In October, we demanded to bargain over issues members brought forward surrounding pay and wage disparities at Boeing. I reported this at our Membership Solidarity Conference and Local Lodge meetings in October (see story on page 1) and want all members to be aware of our actions.



I want to be clear this was not an issue where the company is forcing us to bargain over concessions, rather it is an issue where we are trying to make modifications and potential improvements on our members' behalf.

Here is an overview of a few wage disparity issues on this recent demand to bargain.

First, the company has been hiring new members in some classifications at higher than the minimum rates. We are ok with that and support members being paid higher than the minimum rate. However, where we have a problem is when current members who have been here for years end up training new hires who are making more money than the senior member doing the training. This issue causes huge morale problems within the shop. We felt we had no choice but to address this arbitrary practice affecting our entire membership.

This process will allow us to make proposals and have dialogue on several other wage issues.

We plan to discuss improvements in seniority progression rules limiting our members today. For example, when someone promotes to a higher labor grade while still in progression, their seniority progression steps are reset. We believe it would benefit the company and our members if this were changed. Boeing would have more experienced members to choose from instead of hiring off the streets for higher labor graded positions if our members didn't have their progression penalized and lengthened for

accepting an upgrade after they obtained additional skills.

We also plan to address specific monetary allowances the company provides some members who are temporarily transferred from one site to another, including mileage reimbursement for some members, good to go passes for others and in some cases buses to transport them to the site where they are temporarily assigned while other members get no reimbursement or compensation for a temporary assignment. These reimbursements are positive things, but we want to capture them for the long term and also for everyone in this situation.

Demanding to bargain is different than opening the contract for modifications or revisions, which is why the Membership Bill of Rights does not come into play.

Demanding to bargain is typically over changes to policies, procedures and past practices where our members' working conditions have been negatively changed or impacted. The goal is to mitigate or improve the impact these changes have on our members and it typically does not focus on contract language.

Opening the contract to change language and negotiate with a company requires a vote of the members per the Membership Bill of Rights unless the negotiations occur at normal contract expiration.

While we are certainly not guaranteed any particular outcome when we demand to bargain effects, this opens dialogue on issues where we can attempt to make improvements for our members. Keep in mind the company can't back away

from anything they agree to in effects bargaining AND if the union still chooses to pursue the issue we still have other options to modify the company's policies through actions that include unfair labor practice charges or grievance/arbitration.

With members understanding this process, we are hopeful you will bring more issues forward that we can demand to bargain on. This approach empowers us to get in front of the company, forces them to address our issues and provides opportunities to make positive improvements for our members. It is a tactic we will continue to use in the future.

**District Lodge 751,
International Assn. of
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Aerospace Workers**

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Young Machinists Energized for Action

District 751 made an investment in the future when three energetic members (Melody Dillon, Local A; Ariel McKenzie, Local C; and Trevor Riddle, Local F) attended a week-long Young Machinists Strategy training program at the Wimpisinger Center.

Each returned energized and excited to recruit additional members to become activists and leaders in our union.

But who are young machinists?

"Young Machinists are our Union's 'boots on the ground' members involved in outreach, awareness, advocacy and activism for our union and for the labor movement as a whole. Young Machinists are members who are currently ages 18-35 whose generation makes up the largest percentage of the American workforce," said Ariel. "Although we may have new

and differing ideas, communication styles, and opinions from that of our more seasoned members, we all have the same goal. We are passionate, enthusiastic and motivated to stand with our union and be a driving force in bettering lives of the working class."

"It was refreshing to see the excitement and eagerness of our class ready to utilize the tools this Young Machinists training provided," said Trevor. "All of our instructors were very passionate about the topics. I strongly urge all young machinists to become more involved in our union. The future is in our hands and together we can make a difference."

"We hope to organize Young Machinists activities to ensure the seeds we plant will grow roots and live on in our district in all future generations of Young Machinists,"

said Ariel. "We want to be a part of the solution to problems faced by the younger workforce; and we will stand in solidarity for all generations of members."

The 751 Young Machinists committee is still in the planning stages. They are reaching out to build interest among younger members and gathering contact information. If you are interested in getting involved, attend your local lodge meeting and let your officers know you are interested.

Their enthusiasm is contagious and will certainly infect other members to get involved.



Above:
Attending
Young
Machinists
training Trevor
Riddle, Ariel
McKenzie and
Melody Dillon.



751 members at the Young Machinists class run a mock local lodge meeting.

751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild,
CWA #37082

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Veteran's Disability Appeal Claim Pays Off

Grieser awarded \$44,263 and \$1,932 a month for life after previous claims were denied

Persistence pays off is more than a saying for 751-retiree Charlie Grieser; it is also a message he wants to send to other veterans who might find themselves in the situation he was in.

In October, Grieser was finally awarded a 90 percent disability that delivered him more than \$44,263 in retroactive disability payments, after years of being denied a disability claim with the Veterans Administration (VA) arising from his years in the Marine Corps. In addition, he will receive \$1,932 a month disability payment tax free for the rest of his life, free medical care, and free access to Washington State parks.

However, the disability claim might never have been awarded without assistance and encouragement from Union Steward Charles McGrew, who also serves as a Veteran Service Officer (VSO). As a VSO, McGrew is trained in the claims process. He advised Grieser to refile the claim, walked him through the process, helped gather medical records, service records and other evidence to substantiate his disability claims.

Grieser was discouraged after having his claim denied multiple times (in 1974, 2010, and 2014). In 2016, as Grieser was preparing to retire from Boeing, he spoke with McGrew about his frustration at being repeatedly denied a claim with the VA.

"While it was a tedious and time-consuming process, it was definitely worth pursuing. Even though several of my claims were still denied, others were approved, giving me some compensation for the disabilities I have lived with for decades," said Grieser.

Grieser attended the October Local F meeting to thank McGrew and share his story with other veterans who might have experienced the same claim denial.

"Never give up if you believe your health conditions, including mental health, are due to your time in the



Union Steward Charles McGrew (l), who is also a Veteran Service Officer (VSO), helped retiree Charlie Grieser refile his veteran disability appeal that had been denied three times. With McGrew's help, Grieser received \$44,263 in retroactive disability payment and will receive \$1,932 monthly for life.

military, but don't go it alone. Contact a VSO and get assistance in filing a new claim or appeal. I don't want others to go through the years of frustration I endured after being repeatedly denied," said Grieser.

"Boeing actively recruits employees from the military because of their work ethic, discipline and skill set. But veterans often bring baggage that isn't easy to identify. If my arm was broken, Boeing would send me to medical, but if my mind is injured, they currently don't have the resources to deal with it. The onsite medical clinic and HR are clueless on this so veterans don't know who to talk to if they have issues and often suffer in silence."

Our union is looking to put together training for our Union Stewards, which could also be available to managers as well, much like joint safety training is provided. This would cover learning how to recognize PTSD and other issues that often affect our veterans.

The more trained individuals there are to help veterans,

the better off we will all be.

McGrew is encouraged by the conversations around helping veterans. He approached District 751 President Jon Holden about getting a Veterans Committee established within 751 and continues to give input. He hopes that others will get VSO training to help veterans in our membership ranks and in the community.

In 2010, McGrew helped establish a local National Association for Black Veterans, Chapter 50. He serves as commander for the group working out of donated office space on the base, but highlights the group is for all veterans. Their group has 22 members and only 3 are black.

"Our organization goes out on the streets to find veterans who might not ask for help, but could be living on the streets," said McGrew. "This is all about finding ways to help veterans in our membership and in our community. I strongly encourage all veterans to get involved with our Union's committee or any group that helps our veterans."

McGrew was pleased that Grieser's appeal was approved. He noted that information for a disability claim can come from a variety of sources, including your kids, spouse, friends or your boss. If you can't find official records, build a history using statements from others of what they have witnessed.

"When you go to a doctor and they ask when did this symptom start, often it goes back to someone's military service. It can be something that never went away, but vets learned to live with," McGrew added. "As a VSO, I have helped many veterans support and file their claim, gather supporting information, track their claim and file appeals. VSO's can help you avoid delays that missing paperwork can cause."

VSO's offer their services free of charge and have been specially trained. The National Veterans Foundation has a website with helpful information about how to locate a VSO in your area. The link is: <https://nvf.org/veteran-service-officers> or they can be reached by phone at: 888-777-4443.

Committee Exploring Ways to Help Veterans & Raise Awareness

The 751 Veterans Committee met at the Seattle Union Hall on Saturday, Oct. 20. The group consisted of both active and retired members representing all branches of the military. The group discussed various ways to help veterans in our membership ranks and in our community, as well as projects for the future. Many ideas and resources were shared, including getting training to help Stewards identify PTSD and other issues impacting veterans.

The committee is marching in the Auburn Veterans Day Parade on

Saturday, Nov. 10. All 751 veterans are welcome to take part. This is the largest Veterans Day parade west of the Mississippi. We will meet at 9 a.m. at the Auburn Union Hall (201 A St SW) to assemble for the parade. If you would like to take part, please email kaym@iam751.org or call 206-764-0335.

Business Rep Ira Carterman and Joint Programs Administrator Stosh Tomala, the staff focal points supporting the committee, look forward to involving more veterans so our committee can make a difference.



The 751 Veterans Committee will be marching in the Auburn Veterans Parade, Saturday, Nov. 10. All 751 veterans are welcome to take part. We will meet at the Auburn 751 Hall (201 A St SW) at 9 a.m.



Jamal Washington talks about education and apprenticeship programs available for veterans.

Members attending the Veterans Committee meeting at the Seattle Union Hall on Saturday, Oct. 20. All veterans are welcome to be a part of the committee and help determine the direction and activities of the group.

Nothing Is A Gift: Paid Holiday History at Boeing

1950 Paid holidays were first negotiated in 1950. Prior to that, a holiday was a day off without pay. There were eight paid holidays in 1950: New Year's Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the Friday following Thanksgiving and Christmas.

1960 The last working day before Christmas was permanently substituted for Washington's Birthday.

1968 Added one more paid holiday – the regular working day following Christmas was added.

1989 All holidays and weekends consecutive to a holiday will be worked solely on a voluntary basis.

1958 There were still eight paid holidays; however, a provision was included to the effect that in lieu of Washington's Birthday, the last working day before Christmas might be substituted.

1965 Number of holidays expanded to nine with the addition of Good Friday for all locations except Michoud Plant and Mississippi Test Facilities, which had Mardi Gras Day.

1971 Good Friday moved to the extra day off at Christmas. This contract marked the first time the holidays stretched from Christmas Eve through New Year's Day, which has continued ever since.

1995 Eliminated requirement that employee must work either the day before or day after the holiday to qualify for holiday pay. Employee is eligible for holiday pay if on active payroll or if absent for medical reasons not longer than 90 days prior to holiday.

CHOOSING YOUR HEALTH PLANS AT BOEING

Boeing Open Enrollment for Health Plans through Nov. 27

District 751 members working at Boeing will be asked to select their health and dental insurance coverage for 2019 during the annual enrollment period, which runs Nov. 6 through Nov. 27.

This is the only time you can make routine changes to your health care. If you select a new medical or dental plan, changes take effect Jan. 1, 2019.

IAM members at Boeing in Puget Sound can choose from the following medical plans:

- Selections Coordinated Care Plan (CCP)
- Kaiser Permanente HMO (formerly Group Health)
- Traditional Medical Plan (TMP)

If you don't take action during open enrollment, your current benefit choices will continue automatically and the new monthly contributions will apply.

Our contract with Boeing spells out your health care benefits, including deductibles, office co-pays and prescription coverage (see chart below for summary).

2019 contribution rates for Puget Sound are noted in the table at the top of the next column:

Complete the Health Assessment Questionnaire

Monthly Employee Pretax Contributions Beginning Jan. 2019*				
Coverage Level	TMP	Selections CCP	Kaiser Permanente WA	Kaiser Permanente CA
Employee Only	\$48.40	\$84.70	\$84.70	\$48.40
Employee + spouse	\$96.80	\$169.40	\$169.40	\$96.80
Employee + child(ren)	\$96.80	\$169.40	\$169.40	\$96.80
Family	\$145.20	\$254.70	\$254.70	\$145.20

*Amounts reflect completion of health assessment questionnaire.

Double Check Your Prescriptions Formulary Changes in 2019

Before getting prescriptions filled in 2019, be sure to check the website to ensure it is one of the formulary drugs. Login to express-scripts.com/boeing to compare drug prices and check the price of your particular medication. With formulary changes, some drugs may not be covered anymore.

to avoid additional paycheck contributions in 2019 (see article at bottom of page).

Dental Options: District 751 members in Washington State can also choose between two dental plans: the Network Plan (Delta Dental PPO) or Prepaid DeltaCare Plan.

Considering the 2019 benefit options—and remembering your benefit needs are unique and can change over time—annual enrollment is your opportunity to rethink your current plan. Be sure you're in the plan that's best for you

and your family. An annual enrollment packet has been mailed to each member's home.

In addition, there are many online tools on the "Your Benefits Resources" through Boeing TotalAccess to help you review your plan choices, including plan comparisons and provider lists.

Again, no action is required unless you want to change coverage plans.

However, even if you are not planning to make a change to your benefits, you can take this opportunity to:

- Review your Health Care Cost Summary (review of out-of-pocket costs)
- Estimate your medical costs for next year;
- Compare plan details;
- Research hospitals and providers;
- Review and update your dependent information.

• Decide whether to complete the online Health Assessment Questionnaire to avoid additional paycheck contributions.

From inside Boeing, log on to <https://my.boeing.com> and click the TotalAccess tab, go to "My Health & Insurance Plans," then "Your Benefits Resources." Outside Boeing go to www.boeing.com/express and click TotalAccess, then My Health & Insurance.

Log on with your TotalAccess Password and your BEMS ID or Social Security number. If you've misplaced it, log on to Boeing TotalAccess, click My Profile, then click TotalAccess Password. When you complete enrollment, click Confirm and print the confirmation and keep it until a copy comes in the mail or email.

You can also call TotalAccess by phone at 866-473-2016. You'll be asked to enter your BEMS ID and follow the prompts.

Your union recommends that you study the plans carefully before selecting coverage, review how different plans affect your out-of-pocket costs and check lists of network providers to see which networks your doctor is in.

Comparing your Plan costs for Puget Sound

Service/Care	Traditional (TMP)	Selections CCP	Kaiser Permanente WA (formerly Group Health HMO)
Puget Sound Employee monthly contributions required	Effective 1/1/19-12/31/19	Effective 1/1/19-12/31/19	Effective 1/1/19-12/31/19
Employee only	\$ 48.40*	\$ 84.70*	\$ 84.70*
Employee & spouse	\$ 96.80*	\$169.40*	\$169.40*
Employee & children	\$ 96.80*	\$169.40*	\$169.40*
Family	\$145.20*	\$254.70*	\$254.70*
Office Visits (network)	\$20 co-pay primary care, \$25 specialist (including chiropractor)	\$20 co-pay primary care, \$25 specialist (including chiropractor)	\$20 co-pay primary care, \$25 specialist (including chiropractor)
Annual Deductible	\$300 individual; \$900 family in network Non-network \$600 individual; \$1800 family	None if within network. \$400 per individual if non-network used	None
Co-insurance percentage			
Network services	10% after deductible	10%	10%
Non-network services	40% after deductible	40%	40%
Retail Generic (up to 30 days)	\$5 co-pay	\$5 co-pay	\$5 co-pay
Brand name formulary	\$25 co-pay if no generic OR approved after review. If not,*	\$25 co-pay if no generic OR approved after review. If not,*	\$25 co-pay if no generic OR approved after review. If not,*
Brand name non-formulary	\$40 co-pay if no generic OR approved after review. If not,*	\$40 co-pay if no generic OR approved after review. If not,*	\$40 co-pay if no generic OR approved after review. If not,*
Mail Service Generic (up to 90 days)	\$10 co-pay	\$10 co-pay	\$10 co-pay
Brand name formulary	\$60 co-pay if no generic OR approved after review. If not,*	\$60 co-pay if no generic OR approved after review. If not,*	\$60 co-pay if no generic OR approved after review. If not,*
Brand name non-formulary	\$100 co-pay if no generic OR approved after review. If not,*	\$100 co-pay if no generic OR approved after review. If not,*	\$100 co-pay if no generic OR approved after review. If not,*
For more information	1-888-802-8776 www.bcbsil.com/boeing	1-888-802-8776 www.bcbsil.com/boeing	1-888-901-4636 www.kp.org/wa

*NOTE: Monthly premium amounts assume completion of health assessment questionnaire

*If you purchase a brand-name drug when a generic equivalent is available, whether at your request or your physician's, you'll pay the generic copayment plus the cost difference between the brand-name and generic drug. **ALWAYS ASK FOR GENERIC!**
NOTE: Formulary is changing for 2019. Some drugs may not be covered anymore. Check the website (express-scripts.com/boeing) to price your medication.

Things to Remember

- ◆ Make changes outside Boeing at www.boeing.com/express, click TotalAccess or inside Boeing at <https://my.boeing.com> - click on TotalAccess. Or call 1-866-473-2016. Hearing impaired use the 711 Relay Service.
- ◆ Review enrollment materials, examine co-pays and out-of-pocket expenses, check list of network providers.
- ◆ Any members & spouse/partner who does not complete the health assessment by Nov. 27 will face an additional \$20 a month paycheck deduction (or possibly \$40) for health care in 2019.
- ◆ After you enroll, print the confirmation and keep the copy until the hard copy comes in the mail; if you have an email address on file, you'll also receive an email confirmation.

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

IAM members will be asked to complete the Boeing online health assessment before Nov. 27 to avoid higher monthly premiums for the coming year (up to \$40 per month if both employee and spouse/partner fail to complete the assessment). Retirees do not need to take the health assessment.



avoid the higher monthly cost, you DO NOT have to provide any numbers. "I don't know" is an acceptable answer.

For members, the health assessment questionnaires are available online by logging into TotalAccess. Spouses or domestic partners enrolled in a Boeing-sponsored medical plan must go

answer the questionnaire online have the option of calling TotalAccess at (866) 473-2016 to request a paper form to be mailed to them, or have a TotalAccess representative ask them the questions on the phone.

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

Keep in mind there are no wrong answers on the health assessment and to

online at www.webmdhealth.com/boeing. Union members who would rather not

Healthy Smiles Start Young

Get the Most from Your Dental Benefits at Boeing

Tooth decay, or cavities, affect more children in the US than any other chronic condition.

Fortunately, it's almost 100% preventable.

Tips to keep your child's smile healthy:

- Make sure your child brushes their teeth in a circular motion for 2 minutes, twice a day
- Ask your child's dentist about sealants, protective coatings placed on your child's teeth



- Stay on top of their regular dental check-ups

Regular preventive dental visits include: oral exams, cleanings, fluoride treatments, sealants and x-rays. They help catch and treat tooth decay before it becomes a serious problem.

Keep your child on the path to a lifelong healthy smile.

DELTA DENTAL

Delta Dental of Washington

Schedule their next visit today.

Get the most from your dental benefits. Register for a MySmile account at DeltaDentalWA.com

UTC Members United and Strong



IAM Members working at UTC Landing Gear in Everett remain united and strong in their efforts to land a first contract.

Members designed a solidarity t-shirt playing off UTC's corporate mission logo, but geared it to a first contract using the company's language to send our own message. Our t-shirt read: **Mission:** Landing an IAM Contract. **People** – Respecting the Workers. **Ideas** – Give Us a Fair Contract. **Performance** – Improve Wages. **Integrity** – Better Health Care.

All members wore the shirts on the same day to show their solidarity as our negotiating committee completed two full days of bargaining with UTC. In those meetings, our Union fought hard to move the bargaining process forward by completing a majority of the non-economic contract articles.



Above: UTC members wearing their solidarity shirts, the logo (inset left) outlines their goals in a first contract.

Progress is being made and the next bargaining sessions will be November 6th, 7th and 8th.

The shop floor solidarity is making a difference as members each day send a strong message to management, which in turn will have a direct impact on what UTC offers at the bargaining table.

Intense Training to Prepare for Upcoming Talks at Cadence

Preparations continue to bargain a second contract for members at Cadence Giddens in Everett.

In October, Union Stewards and shop floor negotiating committee members Gary Naple, Steven Burch and John Combs joined Business Rep Greg Campos and Chief of Staff Richard Jackson in the Negotiation Preparation class at the IAM's training facility in Maryland. The intensive week-long program covers all phases of contract negotiations, including surveying members to understand their priorities, formulating those priorities into contract proposals, collective bargaining tactics and scrutinizing the employer's strength and weaknesses. The class also covers communications, strategic planning, legal issues and several other areas.

The training culminates in a mock negotiation using real issues the committee will bring to the table, with instructors playing the part of hard-nosed company negotiators. The bargaining simulation is designed to give the committee a realistic taste of the frequently-intense atmosphere at the bargaining table.

"The classes we attended were a true eye opener to the preparation and skill it takes to have a successful contract negotiation," said Steven Burch.

Gary Naple agreed, stating "I had a great experience



IAM Instructor Chris Wagoner (l) helps the IAM Negotiating Committee for Cadence (Greg Campos, Richard Jackson, Gary Naple, John Combs, and Steven Burch) develop a strategic plan that will keep members engaged and involved to ensure the best possible outcome at the bargaining table.

at the W3 center. The training is intense and demanding, but the take away makes it all worth it. The preparation simulations we ran will provide us with an insight of our negotiations in the near future."

During the week, the group developed the second, more in-depth prioritizing survey that was distributed at a

membership meeting on Oct. 25. The group also drafted a Negotiation Survival Handbook to help members better understand the negotiation process and their role.

The key to successful negotiations is ensuring members are engaged and involved and sending a daily message of unity in support of our union negotiators.

More Support for South Carolina Boeing Flight Line Technicians

Flight Line crews throughout Puget Sound continue to show their support for Boeing Charleston Flight Line Technicians by wearing unity wristbands.

In addition, the Charleston workers continue to have others urging Boeing to respect their unionization vote.

In October, a bipartisan group of 177 members of the House of Representatives, led by Washington's Rep. Rick Larsen (as well as Denny Heck, Derek Kilmer, Suzan DelBene, Pramila Jayapal and Adam Smith) sent a bipartisan letter urging the Boeing Co. to respect the decision of Flight Line Technicians in South Carolina who voted to join the Machinists Union.

In August, 23 U.S. Senators, including Washington's Patty Murray and Maria Cantwell, urged Boeing to drop its appeal and immediately begin collective



One of the many Flight Line crews in Everett wearing the unity wristbands to show their solidarity with Boeing Charleston Flight Line Technicians who are seeking a first union contract with Boeing. Workers there voted overwhelmingly for union representation in May, but Boeing continues to refuse to recognize the legal rights of these workers.

bargaining with its workers.

Boeing has refused to negotiate with 178 workers at its North Charleston, S.C. manufacturing facility who chose by a 2-1 margin to join the IAM on May 31, 2018. The National Labor Relations Board in May struck down Boeing's legal

argument and ruled the unit appropriate. The IAM represents 35,000 Boeing employees across the country.

"Boeing workers in South Carolina are simply asking for the same rights as any worker," said IAM International President Bob Martinez. "They voted to join a

union and now it is time for Boeing to respect their choice. We are ready today to negotiate a contract that is fair to Boeing management and front-line workers, just as we have for generations of Machinists Union members at Boeing."

SERVICE TO THE COMMUNITY

Team 751 Making Strides Against Breast Cancer



Team 751 members gathered for a group photo at Gas Works Park before the walk began. To view more photos visit IAM District 751 Facebook page or go to flickr.com/iam751 and click on the 2018 Breast Cancer Walk.

On Saturday, October 20, Team 751 members gathered at Gas Works Park in Seattle to take part in the "Making Strides Against Breast Cancer" Walk sponsored by the American Cancer Society.

The group gathered for a team photo, before taking off on the walk along the Montlake Cut. Many donned Team 751 t-shirts, which are available at the Seattle Union Hall or November union meetings.

Thanks to all who turned out to take part in this worthwhile event that has personal meaning for so many of our members and their families.

Volunteers Continue to Help Others in our Communities

Helping others in our community is a labor of love and a passion for many of our 751 volunteers who are out every weekend helping others in the community. In October, members built two wheelchair ramps, prepared and served meals at area missions in both Tacoma and Everett, took part in United Way's Day of Caring Projects, cleaned up our Adopt-a-Road in Everett and much more.

Our 751 Human Rights Committee delivered boxes of hundreds of toiletry items donated over several months to help the homeless in Seattle.

If you would like to get involved in our community service projects, please email kaym@iam751.org or check our website calendar of events (iam751.org).



Cutting the ramp frame.



Volunteers pose on the ramp completed in Buckley for one retired 751 member.

Right: framing the ramp in Buckley.



Karlee Abernathy helps with the ramp.



751 volunteers pose on the ramp they recently completed in Auburn.

751 Human Rights Committee delivered boxes of toiletries donated to help the homeless.



Everett Adopt-a-Road had a good turnout on Oct. 14 to clean up our stretch of road for the final time this year.

Upcoming Chances to Help

King 5 Home Team Harvest Food Drive takes place Saturday, Dec.1 with our volunteers collecting donations and loading them into trucks as well as accepting cash donations at drop off spots.

- This year, locations we will help at are:
- Bothell Safeway (24040 Bothell Everett Hwy)
 - Everett Safeway (4128 Rucker Ave)
 - Northgate Mall (401 NE Northgate Wy)
 - Renton Highlands Safeway (4300 NE 4th St)
 - Tacoma Mall (4502 S Steele St),
- There are Three shifts: 7am to 8:30am; 8:30am to 10 am; or 10am to Noon

Contact Kay Michlik at kaym@iam751.org if you would like to volunteer for one shift or receive more information.

A one day Turkey Drive for the missions in Tacoma and Everett will take place Thursday, Nov. 15. Frozen turkeys will be accepted between 8 a.m. and 3 p.m. at the Auburn, Everett, Renton and Seattle Union Halls. Note: Except for Seattle, all halls close for lunch between noon and 1 p.m.

Checks made to either the Everett Gospel Mission or Rescue Mission will also be accepted.



Lee Verfallie prepares food at the Everett Mission.



George Braun, Matt Hardy & Rob Curran at the Tacoma Mission.

Solidarity Conference Arms Members with Knowledge

Continued from Page 1

Convention. He also thanked them for their solidarity with newly-organized IAM members at Boeing South Carolina.

“Boeing may think they can keep IAM representation from South Carolina workers, but let me promise you something right here and now, they will never, ever succeed,” said Martinez.

“2024 will be here before we know it! Every single gain we have made has been accomplished by working people standing together,” said Allen. “It is events like this Solidarity Conference that will ensure our members are well educated and well equipped for the challenges ahead.”

Attendees heard 10-15 minute presentations from various union reps covering various topics including: Organizing, Understanding Your Rights, Challenging Pay Disparity and Demanding to Bargain, The Power of Solidarity and Concerted Activity, the Membership Bill of Rights, Contractual Educational Benefits, Safety on the Job, the IAM Free College Benefit and much more.

Members left with a booklet of information, an appreciation of the benefits we have today because of sacrifices of those who came before us and knowledge of how to get more involved. All will make a stronger union for the future.



Members appreciated informative presentations and the ability to ask questions of union leaders on any topic.



Mike Melum



A member takes notes during a presentation.



Business Rep Patrick Bertucci



Chris Allen



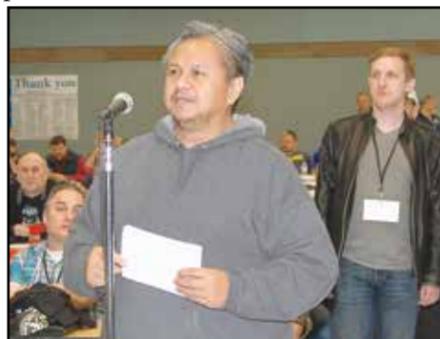
Grievance Coordinator Dan Swank.



Business Rep André Trahan



Members heard presentations on a variety of important topics.



Cris Dofredo



Int'l President Bob Martinez talks with Steward Patric Boone.

Free College for You & Your Family

At the Membership Conference, Chief of Staff Richard Jackson gave an update on the Machinists Union FREE online College Benefit that makes it possible for you, your family members, and retirees to earn an associate degree or other two year degree completely free and online from Eastern Gateway Community College. There are no out-of-pocket costs for tuition fees or e-books—making it absolutely free.

This free benefit is open to members in good standing, retirees



Chief of Staff Richard Jackson presented information on free online college for IAM members and their families.

and their families (defined as spouse, children, step children, children-in-law, dependents grandchildren, and even parents). In the current set of classes, District 751 had 170 family members participating in the program. New hires have even signed up their spouses or children immediately after joining the union.

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 or call 888-590-9009 to talk with union represented assistants.

Santa to be at December Meetings



Santa Claus will pose for pictures with the children and families of 751 members at local lodge meetings in December at the Seattle Union Hall. Free prints will be available and the photos will be posted on Flickr for members to download. Kids are also treated to a gift while members receive a ticket for a chance to win a free turkey. Bring your family to these festive meetings.

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

Challenging Pay Disparity at Boeing

Continued from Page 1

resets progression after an upgrade). The current wage progression structure discourages members from taking a promotion until they have completed progression to maximum pay.

• Another issue is specific monetary allowances the company provides some members who are temporarily transferred from one site to another. These include mileage reimbursement, good to go passes and in some cases buses to transport members to the site where

they are temporarily assigned. These are positive things, but we want to capture them for everyone in the situation rather than only for a few the company chooses.

Again, we are not guaranteed an outcome on these issues, but believe strongly Boeing should address these issues in a fair and consistent manner for all members going forward. By demanding to bargain, which is our right under federal labor law, we hope to have a positive impact for our members.

Upgrades Prevent Job Erosion on Robotics

Continued from Page 1

providing documentation to support our claim that this is higher graded work. Their actions helped resolve this issue in the two shops,” Holden added.

Business Rep Grace Holland noted, “I want to thank member Robert McKay, an ASAT operator who along with Jeremy Hultkrantz and Sam Martinez originally brought the labor grade issue to my attention when the SARC was installed. Their actions resulted in our union filing a grievance. They provided substantial documentation that helped convince Boeing this is indeed grade 7 work.”

“We all agreed it should be higher graded work and was outside the scope of a 30005 job,” said Jeremy Hultkrantz,

who works the SARC and received the upgrade and backpay. “We appreciated our union fighting on our behalf and securing this long-awaited agreement and also Boeing for recognizing the SARC as a highly integrated and skilled position.”

“These members stood together, stepped up and helped us ensure it is classified as grade 7 work,” said Business Rep Garth Luark.

“This is a battle we will take on in order to protect our members. It is our job to ensure Boeing properly compensates our members for running these highly complex machines and is not allowed to downgrade and erode our higher graded jobs,” said Holden.

Hitting the Green for MNPL

Golfers, sponsors and volunteers “chipped in” to ensure the Local C Golf Tournament delivered thousands for the Machinists Non-Partisan Political League (MNPL). MNPL is the political arm of the union since no union funds can be used for candidates or political action.

Competition was tight with scores of 60, 62 and 63 for the top three teams. Long drive competition was won by Stan Long. Winners of the four closest to the pin competitions were Matt O’Brien, Robb Lindell, Bill Robey and Ken Lorentzen.

Thanks to the volunteers who helped ensure the tournament ran smoothly and a good time was had by all.

Thanks to the following sponsors:

- IP Bob Martinez
- GVP Gary Allen
- GVP Mark Blondin
- Larry Brown
- Ira Carterman
- Jason Chan
- Mark Clark
- Kathleen Cox
- Kevin Cummings
- Rick de la Fuente
- Allen Eveland
- Wilson Ferguson
- Mike Hill
- Jon Holden
- Richard Jackson
- Connie Kelliher
- John Lopez Jr.
- Richard McCabe
- Jim McKenzie
- Lester Mullen
- Terri Myette
- Susan Palmer
- Chris Powers
- Andrew Schier
- Chris Schorr
- Rod Sigvartson
- Hasan Solomon
- Dan Swank
- Stosh Tomala
- Steve Warren
- Tommy Wilson

Shari Boggs drives to the green.



Local C President Jim McKenzie (l) and Local C Recording Secretary Chris Schorr (r) awarded Bill Robey for recruiting multiple teams each year.



Reggie Sheegog takes aim to tee off.



Mike Ward lines up a shot.



Right: Dave Bridgman lines up a drive.



Local C Recording Secretary Chris Schorr (far left) and Local C President Jim McKenzie (far right) congratulate the first place team of Ken Lorentzen, Roger Peters, Chris Hash and Stan Finne (not pictured) who scored 60.



The third place team L to R: Paul Schubert, Chris Hornsby and Levi Wilson scored 63.



Second place team L to R: Stan Sawhill, Richard Bach, Robb Lindell, and Bill Herrmann scored 62.

HCT Helps Make Shops Safer at Boeing

IAM District 751 and The Boeing Company are committed to working together to maintain a healthy, safe and environmentally responsible workplace through a contractual partnership: IAM-Boeing Joint Programs (Article 16 and Article 20).

Through contractual provisions, both the Union and Company have partnered to create a culture which promotes a positive approach to processes, attitudes and activities with the goal of achieving a workplace free of incidents, accidents and injuries, and protects the environment.

Section 16.2(f) of the Collective Bargaining Agreement (CBA) details the Hazard Communication Team (HCT) mission, which is to review, promote and communicate information flow to members about the occupational health and safety effects resulting from changes in machines, processes or materials.

The team consists of an equal number of representatives from the Union and Company across the Puget Sound and

Portland Sites. The IAM Union representatives are individuals who are knowledgeable about hazard communication issues, while the Boeing Company representatives are personnel from Environment, Health and Safety (EHS) and/or other appropriate organizations.

In July, the HCT toured the Renton site to check out new machines and the industrial exoskeletons that Boeing Research & Technology (BR&T) is performing trials on. The exoskeletons can help reduce injuries and fatigue for factory workers. The HCT was able to review, ask questions and try on this device, which is being tested in various locations.

Attending monthly meetings, tours and being proactive on the factory floor are just some of the many ways the HCT is committed to you. We share information across the Puget Sound and Portland



Darry Woodson, HCT in Renton, tests an exoskeleton designed to reduce fatigue.

Below: The exoskeleton.



IAM/Boeing Joint Programs



Sites while actively engaging each HCT member to effectively communicate hazards to prevent danger to your health and physical safety!

Knowledge, training and communication of all the hazards around the workplace are vital to ensure we are safe at work so we can go home to our families, friends, pets, and communities.

For more information, please reach out to Christine Fullerton (christine.m.fullerton@boeing.com) or Tina Cho (tina.c.cho@boeing.com).



Joint Programs Coordinators Tina Cho (l) and Christine Fullerton have been instrumental in getting HCT more visibility in the shops.

Blanket & Coat Drive Now through Dec. 12

The District 751 Human Rights Committee is holding a Coat and Blanket Drive now through December 12.

The goal is to help others in our community keep warm this winter. Donate new or “gently used, clean” coats and blankets, along with new socks, gloves, scarves, hats and mittens. All sizes welcome from infant to adult. Consider giving the gift of warmth. Items can be dropped off at any 751 Union Hall or at Local Lodge meetings.

This is another way for our members to help others who are less fortunate in our communities. All items will be delivered to the Providence Regina House in South Park for distribution to area residents in need.



RETIREMENT NEWS

751 Retirees, Spouses Offered Discounted Medicare/Dental Options for 2019

District 751 announced new group Medicare supplemental plans at meetings throughout Puget Sound on Sept. 28. As a group plan, our retirees and spouses are guaranteed acceptance with no health questions or pre-existing condition clause. People can choose the plan that currently works for them and if their situation changes, they can switch to another plan during the year with guaranteed issue.



Retirees packed the Auburn, Everett & Seattle Halls on Sept. 28 to learn more about a discounted group Medicare and dental option for 2019. Retirees can also schedule an individual one-on-one comparative review of various plans by calling 1-833-469-0515.

Another valuable service our union is proud to offer is a free one-on-one consultation service at our Union Halls through Employee Benefits Systems (EBS). This is an opportunity to compare and contrast plans to ensure you select the best coverage. Even if you are happy with your current plan, review your plan, including Part D against your current prescriptions, to ensure you are not paying unnecessary out-of-pocket expenses. The group guarantee issue is open through Jan. 1, 2019 for everyone currently on Medicare. **Now is the time to call to set up your one-on-one no obligation review! Call EBS toll free at 1-833-469-0515.**

District 751 believes these group plans may be a beneficial option for many of our 751 retirees, but understands it is a very individual choice. In the first few days of our one-on-one consultations, retirees are already seeing the value in this plan. Two of our retirees who had previously been denied were able to get the plans they wanted because of the guarantee issue – a unique benefit of the 751 group plan.

Edward and Violet Stumpf are thankful the union arranged this option. Ed has been fighting cancer and because it is a pre-existing condition, no other plan would take him – which meant he was stuck in his current plan that was costing him a lot in out-of-pocket expenses. Because this is a group plan for 751 union retirees, he was allowed to select the coverage he wanted, no questions asked.

“This is truly amazing! Others may think they can’t get insurance, but this is guaranteed no matter what your current medical condition is. The reps are knowledgeable and really care,” said Ed. “We are so thankful our Union secured guaranteed coverage.”

Violet was able to switch to a lower cost plan, knowing with one month’s notice she can switch to more extensive coverage if she needs it, which will save them money.

“This is great. I hope more retirees will take advantage of this unique opportunity to get into the group plan and know they can switch plans any time with no medical questions – what an awesome benefit,” said Ed.

Call 1-833-469-0515 to set up your free one-on-one no obligation review for Medicare supplement & Part D.

Retiree Roy Nielsen was contemplating a hip replacement. Before learning about our union group plan, he applied to AARP United Health Care for possible coverage since he was an AARP member. Unfortunately, he received a letter stating he was not eligible for their coverage because he had talked to his doctor about a possible hip replacement making it a pre-existing condition. A few days later he got the letter from our Union offering a group plan, also through AARP United Health Care. He made an appointment expecting he would be denied coverage, but was pleasantly surprised.

“Thanks to the group plan through our Union, I got the supplemental plan I wanted through United Health Care, which I was previously denied, and my hip replacement will now be covered,” said Roy. “Also because this is group coverage, it is not considered a pre-existing condition so I don’t have to wait six months like I would have had to if I had been approved for coverage on my own.”

751 Retiree Helen Lowe will also see substantial savings after her one-on-one consultation resulted in switching her Part D prescription drug plan.

“I am on very expensive medication and cannot use the generic. The Part D plan I have in 2018 will no longer cover my prescription in 2019. If I had simply stayed in my current plan, my medication would have cost me \$17,000 next year,” said Helen. “During the review, I learned there is only one Part D plan that will cover my prescription in 2019 so naturally I signed up for that Part D coverage.”

Helen encouraged others to book the one-on-one consultation and to be sure to do an annual review.

“Each year I have met with a SHIBA volunteer to analyze the plans and determine which is best for me based on my medical conditions and prescriptions. It was easy and convenient to meet with the EBS rep at the union hall who was very knowledgeable and concerned with ensuring I was on the right plan for me,” said Helen.

November 751 Retirement Club Minutes

The meeting was called to order on October 8th.

Roll Call: All officers were present.

Minutes: The September meeting minutes were approved.

Executive Board Report: President Boschok said two people took others in their own cars to the Diablo Lake excursion after the district vans filled up. The trip was about 136 miles one way. The Executive Board recommends a motion to pay those two people up to \$170 for gas. The final amount will be determined by the

District mileage reimbursement rate. **M/S/P**

Financial Report: Tom Lux gave the Financial Report. **M/S/P.**

Legislative Report: Carl Schwartz reminded everyone to check their voter’s guide and October *Aero Mechanic*, and be sure to vote.

He spoke about the WSARA Senior Champion Awards Luncheon and Legislative Conference that took place October 4 with 751 retirees attending.

He reported Republicans in the House of Representatives have passed

an addition to the tax bill of last year. It continues tax breaks for the wealthy and caps local and state tax deductions, which will hurt low and middle income Americans. Most importantly, this bill adds to the massive federal deficit, in effect maxing out our national credit card. The Republican plan attempts to make up this deficit by cutting Medicare, Medicaid and Social Security. Seniors and indeed all Americans will be adversely hurt if the plan continues.

On the positive side, Democrats in Congress have introduced legislation which will improve Social Security, phase out the “cap” on taxed income and use a senior oriented cost-of-living formula for Social Security Adjustments. The coming election will determine which of these approaches will pass.

President Boschok noted the Labor Neighbor program welcomes volunteers to phone *Continued on Page 11*

WSARA Senior Awards Luncheon

Twelve 751 retirees attended the Washington State Alliance for Retired Americans (WSARA) 2018 Senior Awards Luncheon on Oct. 4th. Washington State Representative Mike Sells and retired Washington Education Association leader Jean Savidge received awards for their work for seniors and all Americans.

State Insurance Commissioner Mike

Kreidler reported on his efforts to lower health care costs in our state and his work for seniors. WSARA President Jackie Boschok then led the conference into consideration of coming state legislative issues with Joe Kendo of the WA State Labor Council talking on several issues for the 2019 legislature. Steve Kofahl, retired Social Security representative, gave an update on Social Security issues.

Retirement Club Holiday Lunch - Monday, Dec. 10th

Doors open at 11 a.m.; Lunch at noon

Seattle Union Hall, 9135 15th Pl. S.

\$10 for members/assoc. members
\$15 for guests

Lots of fun and a chance to wish each other happy holidays while enjoying a catered hot lunch. Purchase tickets by Dec. 3 at Retirement Club Meetings or send your check, made payable to: District 751 Retirement Club, 9125 15th Place S. Seattle, WA 98108

RETIREES

Congratulations to the following who retired from the union:

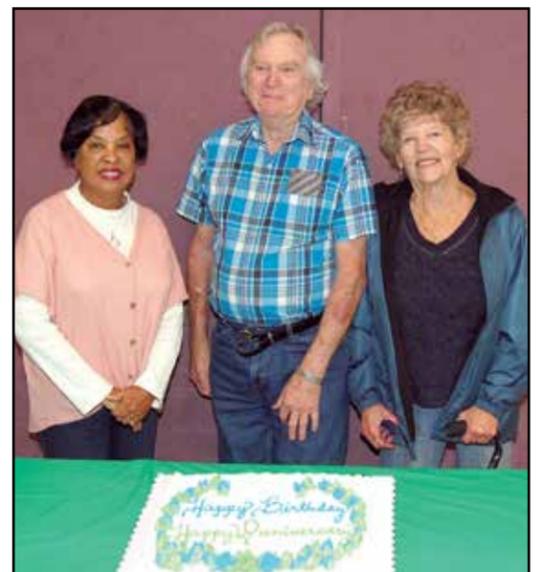
Joseph Alm	Marchelle Lambert
John Arntzen	Edward Larson
Richard Atchison	James Le’Sueur Jr
Dave Baker	Stephen McAbee
Orley Bedford	Kirk McBroom
Craig Bossell	Roy McLeod
Stephen Burtch	Scott McMahill
Duane Castona	Keith Murphy
Pamela Clark	Gwi Musch
Debbie Coburn	Randall Myers
Tracy Connell	Bill Nichols
Janyce Conwell	Michele Overbaugh
Susan Dewey	Tony Prescott
James Diefel	Kevin Ricci
Kent Fisher	Carol Rice
Lalita Glanzer	Ronald Robertson
James Guenther	Cecil Sanford
Cletis Hoage Jr	Elliot Shelden
Randall Inouye	Gerald St John
Daniel Jackson	Charles Swanson
Wayne Johnson	Patricia Thomas
Cody Kempf	James Webb
Cynthia Kling	Raymond Welch
Steven Knoblauch	Ricky Weston
Curtis Kostas	John Williams
John Kozimor	Rickard Woodworth
Robert Kulaga	

Local 86

Russell Deming, DRG
Jerry Harbourn, ASC
Ted Hogeweide, Cummins
Lucie Pham, Triumph
Debbie Ronquille, Triumph
Doug Schmeginske, Triumph

Local 1951

Earl Kuhnhausen, Republic Services
Roger Pearce, Republic Services
Robert Wells, Republic Services
John Wilde, Republic Services



Mary Seibert (l) and Betty Ness (r) celebrated October birthdays and George Braun and his wife Julie (not pictured) celebrated their anniversary.

FREE WANT ADS

FOR MEMBERS ONLY

TOOLS

GENERATOR DeWALT dxgn 7200, like new, very quiet. Be ready for your next power outage! Must sell. 360-691-7484

WORK MATE, electric hand saw, scroll saw, drill press, sander, bench grinder, table saw, band saw, planer, router, air compressor – all excellent condition! 425-226-0431 leave message and I will return your call.

60 GALLON AIR COMPRESSOR INDUSTRIAL \$500.00 plus miscellaneous items. 206-227-5505 or leave a message

WORK MATE, ELEC. HAND SAW, scroll saw, drill press, sander, bench grinder, table saw, band saw, planer, router, air compressor – all in excellent condition! 425-226-0431 Leave message and I will return your call.

AUTO PARTS & ACCESSORIES

2018 HONDA ODYSSEY ELITE 20 inch wheels for sale \$1000 or best offer. Only have 6 miles from factory. Call for details. 425-771-4439

2001-04 HONDA CIVIC ENGINE (3) \$400.00 each 206-227-5505 or leave a message

COTTAGE INDUSTRIES

DO YOU NEED A MORTGAGE PROFESSIONAL? I will guide you through step by step from purchasing to refinancing. Ranked #1 by J.D. Power! Apply online: www.guildmortgage.com/kimberlypeterson

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

GUIDED FLY FISHING for trout in Montana in early fall or red fish in Louisiana in the fall/winter months. Dates are filling up. 425-327-9343 or www.allwateranglers.com

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

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

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

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

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

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

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

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

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

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 Dec. 4th

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

ENTERTAINMENT

PINBALL MACHINE – 1976 ROYAL FLUSH with original wiring diagram needs tune-up. \$500 OBO 253-961-4332

HOUSING

MAUI – BEAUTIFUL BEACHFRONT CONDO. Your choice: 1 bdrm, 1 week \$1925, 2 bdrm 1 wk \$3500 or 3 bdrm 1 wk \$6300. Call for details. 206-246-1642

BEAUTIFUL CUSTOM HOME in SEQUIM, 2 yrs old, 3 bdrm, 2 bath, 1828 sq. ft., 2 car garage, RV port, detached art studio, on 1.65 acres at end of pvt road. Views of Mt. Baker and Olympic mtns. Irrigation water, peaceful rural setting in sunny Sequim. MLS# 321537 asking \$499,950 call 360-461-6846

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.konaallicove.com. Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 30 days. 10% discount to Boeing employees. \$2850-3500/month. Amenities include designated parking, DSL for Wi-Fi, pool, Jacuzzi and much more. 206-459-3444

MISCELLANEOUS

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

USED AMTROL MODEL 255 PRESSURE TANK for well. Includes supply and outlet piping with pressure gauge. Perfect condition. \$350.00 cash. 425-366-9442

(5) PIECE QUEEN ETHAN ALLEN PINE BEDROOM SET \$500.00 Numerous welding gear \$200.00. Numerous Sears Craftsman tools \$180.00. 253-845-2997 in Puyallup

HO TRAIN SET with complete town, people, cars and landscape. Must see to appreciate. ALL for \$600. 206-878-5364

KEROSENE HEATER + FUEL \$150.00 206-227-5505 or leave a message

SOLVIT DOG RAMP, like new, extends to seven feet. \$50.00 253-939-3600

JOHN DEERE D105 RIDER, only 40 hours. \$1000.00 cash. Seattle Mariners Alvin Davis autographed bat & cleats \$200.00. Nice foosball table \$100.00 253-350-9864

COMMUNITY BIBLE STUDY - DES MOINES Library, Lesson: Does GOD love everyone the same? Nov 5 at 2:30-3:30 or 4:00 – 5:00 Everyone is welcome. Contact Phyllis at crwphyll@aol.com

COMMUNITY BIBLE STUDY - FEDERAL WAY Regional Library, Lesson: If God heals people how can I get healed? Nov 7 2:30 – 3:30 or 4:30 – 5:30 Everyone is welcome. Contact Phyllis at crwphyll@aol.com

VINTAGE HAND TOOLS. Dad was a large boat propeller wooden pattern maker. These are the planers, chisels, calipers, punches and other tools of his trade. He is no longer capable of telling me what they are, only that he would like another person with a love for working with wood to have them. Contact: Patti at 425-879-2328

AIR B&B FIDDLE FAMILY FARM on Camano Island. Beautiful location, mid island. Close to beaches and state parks. Check it out: Fiddle Family Farm abnb.me. Bike, Boat, Crab, Fish.

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>

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

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

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

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

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

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

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

IRC RETIREES meet for breakfast on the 2nd Wednesday of each month at 10 a.m. at The StumprestaurantinArlington.Comeandjoinus.

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

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

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

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

PROPERTY

3 BDRM/2 BTH DOUBLEWIDE MOBILE HOME, 3 parking spaces, all ages MH park in Auburn. Interior needs cosmetic work. \$49,950. Will finance w/50% down. 253-230-5202

3.2 ACRES IN SEQUIM. Utilities to property. Ride, bike, walk to Olympic Discovery Trail. Golf nearby. Walking distance to shopping and amenities. \$169,950. 360-461-6846

4 BDRM/2 BATH, 1,782 sq. ft., double wide mobile home with 2 car garage. Remodeled, new roof, large fenced yard, all ages park, 8 mins. From Frederik, \$124,950. 253-230-5202

LOCATION, LOCATION, LOCATION. Mountain view 3.20 level, partially wooded acres located at the end of a private road, on the city boundary of Sequim, WA. Close to Olympic Trail, PUD electric, well water and irrigation water hookups at property edge. Pictures available. Owner terms, bank financing possible. \$159,950 FSBO 360-461-6846

GREENWOOD MEMORIAL PARK, Renton. I have 4 plots side by side in the Azalea Garden and 1 double headstone for sale. \$1,500 less than retail price on each plot. Great location and beautiful cemetery. Will negotiate the price of the headstone. Call to find out the price. 253-852-6809

VEHICLES

2001 SUBARU FORESTER, new tires, body in good condition. Runs good. Great first car or extra car. \$1000. Call 360-886-1010

2017 RANGE ROVER EVOQUE, SE AWD, mint condition, Scotia Gray, very low miles, still under warranty, heated leather seats. Call for more info. 360-691-7484

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Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is Dec. 4th!

FINANCIAL \$ENSE:

How to Plan a Retirement Timeline

Retirement planning can be challenging, but creating a timeline can help ensure your savings stay on track. Here are some expert tips for helping to ensure your retirement plans are on schedule at every stage.

Set an income goal—and know that it could change. For younger workers, it can be difficult to determine how much income will be needed in retirement and how much their income will increase over their lifetime. Many people start out looking at an income replacement ratio of around 80%. That said, when you're younger, 80% of your income is not going to be close to 80% of your income at retirement. That will change over time.

It's important to set goals early in your retirement planning process. But be prepared to revisit them frequently as you get closer to retirement—and work with your financial advisor to make your goals as realistic as possible.

Plan to increase your savings rate. If you're 20 years old, a savings goal of 10% of your current salary per year is a good start. By age 30 you should be

putting away at least 15% per year.

If you have access to a qualified employer-sponsored retirement plan (QRP), such as a 401(k) or 403(b), start there. If your employer offers matching contributions, consider contributing at least as much as the match. This is free money you don't want to pass up, and it can help you get to the right percentage.

At the same time, consider a Roth IRA or, if available, the designated Roth account option in your 401(k) for their potential tax-free distributions.

Your savings rate should increase as you age; at the same time, you should explore additional investment options so you're getting the most benefit now and when you're in retirement.

Sketch out how long you could be in retirement. When creating a retirement timeline, one of the most difficult factors is estimating how long you can expect to be in retirement. We suggest planning for 20 to 30 years but strongly recommend a contingency plan in case something forces you into an unexpected early retirement, such as health problems,

perhaps, or an unforeseen layoff.

One way of thinking that can help you get there: Plan to retire at age 55. This will allow you to be prepared for unanticipated events, and any money you make by working past that age will be a bonus.

Set the steps to reach your goals. If you've gotten a late start on retirement planning, or if you're rethinking your timeline around a plan to retire at age 55, there are effective actions you can take now to help pursue your goals.

Keeping a budget is essential. As part of that budgeting, be sure to look at your discretionary spending. If you've been supporting children through college, once they become independent, it might be tempting to reallocate that money to exotic travel or home renovations—but it's your retirement fund that should get the first deposit.

No matter when you start, planning a retirement timeline is effective only if you budget for saving—and stick with that budget. Your financial advisor can help guide this conversation.

A final tip for those in their 60s: You

SCOTT

WEALTH MANAGEMENT GROUP

of Wells Fargo Advisors

may want to withdraw money earlier than you think. If the bulk of your money is in qualified retirement plans or IRAs, most of the money you'll receive in retirement is taxable—you can even bump yourself into a higher tax bracket. At age 70½, retired minimum distributions (RMDs) kick in, so if you're retired at age 62, for example, take some money out then—this will lessen the impact of larger distributions later on.

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

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2019 IAM Scholarship Accepting Applications

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the United States and Canada.

Awards to members are \$2,000 per academic year. They are granted for a specific period from one to four years leading to a bachelor's degree or a two-year vocational/technical certification.

Awards to Children of Members are:

College: \$1,000 per academic year. All awards are renewable each year, until a bachelor's degree is obtained or for a

maximum of four years, whichever occurs first.

Vocational/Technical School: \$2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

Eligibility for Competition

Any applicant must be either:

- an IAM member, or
 - the son, daughter, stepchild or legally adopted child of an IAM member.
- Child of a Member Applicant--
- Must have one living parent with two



years of continuous good-standing membership up to and including the closing date of Feb. 22, 2019.

- Must be planning to graduate during the winter or by the end of the spring 2019 school year (i.e., normally a high school senior);
- Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;
- Will be eligible if the parent died

Obtain an IAM Scholarship application and guidelines online by visiting www.goiam.org & search 2019 IAM Scholarship or call 301-967-4708 to request an application

after the son or daughter entered high school, if the parent had two years of "continuous good-standing membership" at the time of death.

For information on all rules of eligibility or to obtain an application form, visit www.goiam.org/iamscholarship. NOTE: Completed Application Packets must be postmarked no later than Feb. 22, 2019.

November 751 Retirement Club Minutes

Continued from Page 9

bank Tuesdays at the Seattle Union Hall from 4 to 6 p.m. and 6 to 8 p.m. Another way to help get out the vote is through postcards. 751 Legislative Director Larry Brown explained the process and encouraged involvement to help our labor endorsed candidates.

Health and Benefits: Vice President Helen Lowe read the deceased list: **Local A:** Eddie Dixon, Julia Hale, Albert Ham, Tomiko Kilbride, Joan Lackey, Robert McKinley, David Mooney, Jr. Shane Parker, Beatrice Pegues, Jody Raymond, Charles Richardson, MT Sloniker, Robert Tolman **Local C:** Arvin Avera, William Blair, Barbara Carpenter, Andres Chavez, James Franchebois, Renvue Harner, Galen Jacobs, David Johnson, Bernard Leingang, Dolores Marshall, Fred McKenzie, Jr. William Morton, Donald Paine, Henry Schmid, Rodney Stidham, Rosemary Tousley **Local E:** James Chinn, Barbara Conley, Mary Harwick, Lois Stone. **Local F:** Verne Andrews, Robert Baker, David Benjamin, Maddalena Bobek, Raymond Crawford, Donald Farmer, Joseph Gelakoska, Michael Karpenko, Phyllis Manson, Michael McCollum, Jerry Muckelvene, Ronald Parks, Carol Rawllins, Walter Ridgley. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Good & Welfare: Ron McGaha spoke about tax cuts and the impact on seniors. He also spoke about the closing of many Social Security offices which

makes the program look like it is not working, which is part of the overall plan to attack Social Security. He cautioned to watch out for the introduction of a balanced budget amendment which would also negatively affect seniors.

Tom Lux announced the Harry Bridges Center for Labor Studies will hold its Labor Studies Award Banquet on Sunday, November 11 from 5 to 8 p.m. at the UW. District 751 always gets a table of 8 and the District Labor History committee also will have a table of 8. If you would like to attend let Tom know. There is no charge.

Jim Hutchins spoke about a wheelchair ramp the MVP volunteers built yesterday for the parent of one of our members. More senior citizens are needing our help with ramps each month.

President's Report: President Boschok noted the Holiday Luncheon will be Dec. 10.

She asked for ideas for a Veterans Day Celebration.

President Boschok announced the FAA Reauthorization Bill passed overwhelmingly in large part due to a coordinated lobbying effort between IAM members and its legislative team. Airline labor highlights of the bill include protection for customer service agents from physical abuse by requiring airlines to implement an assault prevention and response plan within 90 days as well as provide additional training. This bill also sets a minimum ten-hour rest period

for flight attendants, equaling pilots' minimum rest and provides funding for aircraft maintenance education.

Helen Lowe requested that EBS have staff to schedule a personal review of Medicare insurance needs at the Seattle Hall on Mondays for club member's convenience and they agreed to do that. When looking at the group Medicare plan EBS is offering to our retirees, the real benefit is its guarantee issue for anyone switching from a Medicare Advantage plan before January 1.

President Boschok asked if there was any interest in having a Monday Movie Matinee following our 3rd Monday of the month meeting. Members agreed that enough were interested in this for more information to be provided.

New Business: Election of Trustee. President Boschok announced that Mike Keller's 3 year term as trustee will end Dec. 31, 2018. An election is needed for that position and the trustee will be sworn in at our January meeting. After nominations, M/S/P to elect Mike Keller to another 3-year term as trustee by acclamation.

Unfinished Business: none

October Birthdays & Anniversaries: Betty Ness and Mary Seibert celebrated their birthdays and George Braun celebrated his anniversary. The club sang happy birthday to them.

The Fred Meyer gift card was won by Vennie Murphy.

Meeting adjourned at 12:05 p.m.

2019 Labor History Calendar just \$5

You can get your labor history all year long by purchasing a 2019 Labor History Calendar for just \$5. Nearly every day of this full-color calendar features photos of events from labor's history. The District 751 Labor History Committee has these calendars available for purchase at the Local Lodge meetings and the Everett, Seattle, Renton and Auburn Union Halls.



LABOR HISTORY HAPPENINGS

November in Labor History:

- Nov. 5, 1902** – Everett Central Labor Council
- Nov. 5, 1916** – Everett Massacre
- Nov. 8, 1910** – Women's Suffrage Washington State
- Nov. 17, 1918** – IBU
- Nov. 23, 1170 BC** – First recorded strike, Egypt

Information taken from the PNLHA Labor History Calendar

EASTERN WASHINGTON

Talks Begin for Local UPS Agreement

Union leaders from District 751 and District 160 representing Machinists members working at United Parcel Service (UPS) throughout Washington State met in Seattle Oct. 22 and 23 to discuss issues impacting members in our state.

“We are hoping to get some issues in our local agreement addressed and settled before talks on the master agreement begin next year,” said Business Rep Steve Warren.

Local issues were identified based on survey feedback, grievances, and other member input. There are three main issues we are hoping to address: shift bidding, vacation accrual, and shift differential. There was extensive discussion on these issues and some progress was made. Another set of talks on these local issues will be held in mid-December.

Solidarity t-shirts were distributed in October so members can demonstrate their determination in reaching a fair agreement and raise visibility on the upcoming talks. In October, members received a negotiation handbook



Union negotiators for the Local UPS contract in Washington state from District 751 and District 160 caucus before meeting with their company counterparts. L to R: 160 Union Steward Mark Sullivan, Dist. 160 Business Rep Greg Heidal, 751 Staff Assistant Chris Powers, 751 Business Rep Steve Warren, 751 Steward Cory White, 751 Steward David Bakken, 160 Union Steward John Gable, DBR Dist. 160 Paul Miller.

that union leaders prepared while attending a negotiation preparation class in July. It outlines the process, strategies and ways members can show their support.

751 reps on the bargaining committee include: Business Rep Steve Warren, Staff Assistant Chris Powers and Stewards David Bakken and Cory White.

District 751 represents UPS mechanics at the Spokane Hub, as well as satellite shops throughout Eastern Washington and Idaho while District 160 represents the UPS mechanics in Western Washington.

New Officers Elected in Local 86

Congratulations to the following Local 86 officers who were elected on Thursday, Oct. 11. Below are the officers who will begin their three-year term on January 10, 2019. Their employer is noted in parentheses.



- President:** Allen Eveland (ASC Machine Tools)
- Vice President:** Jerry Purser (Triumph)
- Recording Secretary:** Carl Andrews (Triumph)
- Secretary-Treas:** Pete Hedemark (Penske)
- Conductor-Sentinel:** Darrin Truitt (Triumph)
- Trustees:** Tony Wade (Triumph)
- Bill Nikkola (Big B's Truck Repair)
- Casey Streeter (Central Pre-Mix)

Audit: Ida Auckerman (Triumph)

Rick Coffman (ASC Machine Tools)

Thanks to all the members who took the time to vote and participate in the election process.



Eastern Washington Delivers Big for Guide Dogs

Eastern Washington stepped up and delivered big for Guide Dogs of America holding multiple fundraisers throughout the year, including raffles, barbecues and the trap shoot.

At the Sept. 25 District Council meeting, leaders from Locals 86, 1123 and 1951 presented a check for \$19,746.40 culminating their 2018 efforts throughout Eastern Washington.

Thanks to all the volunteers who have helped with the various events to raise money for this very worthy cause.

Photo right - L to R: District 751 Secretary-Treasurer Susan Palmer, Jim Henle, Merle Fowler, Wallace “Pee Wee” Pleasants, Levi Mitchell, Allen Eveland, Steve Warren, Rick Olson, Chris Powers and District 751 Vice President Paul Schubert.



Local 86 Machinists members left the Spokane Labor Rally energized to vote for candidates who will stand up for working families.

Local 86 Visible at Annual Labor Rally

Local 86 members turned out for the 26th Spokane Labor Rally on Oct. 17 at the Spokane Fairgrounds hosted by the Spokane Regional Labor Council. The Labor Rally is an annual tradition for the Spokane-area labor movement where union members and their families meet and mingle, enjoy some good food, and hear from labor-endorsed candidates in the Spokane community. The face-to-face interaction with candidates energizes members to vote for candidates who stand up for working families.



Senator Maria Cantwell talks with Local 86 member Rene Ochoa at the rally.

Yakima Raffle Winners...

Winners of the Yakima Guide Dogs raffle were drawn during a lunchtime barbecue at Pexco Sept. 18. The raffle raised \$1,201 for Guide Dogs of America.

Member Nino Renteria, who works at Pexco, won the Camp Chef SmokePro pellet barbecue, as well as a 1-hour pass to Get Air Trampoline Park and a free meal at Miner's Drive in.

Below are other winners:

- Kyle Tilley: \$25 SeaGalley gift card
- Keun Synhavong:

\$25 Buffalo Wild Wings Gift Card

- Allen Eveland: \$25 Buffalo Wild Wings Gift Card
- Wendy Malone: Two 1-hour passes to Get Air Trampoline Park
- Robin: 1-hour to Get Air Trampoline Park
- Christian Rodriguez: Free meal Miner's Drive-In.

Thanks to all who helped with the effort.



Above: Members at Pexco enjoyed a solidarity barbecue at lunch while the Guide Dogs raffle ticket winners were drawn.



Left: Nino Renteria was thrilled to win the barbecue as part of the raffle to raise money for Guide Dogs of America.