

Steward Stops Work Until Safety Issue Resolved

Thanks to swift action by Union Steward Chad Murray and 751-member Brent Flowers, employees in the Portable Tool Repair area of the 40.30 building are breathing easier and were not required to continue working in an area filled with mold.

Members began experiencing health problems such as headaches, sore throats and plugged nasal passages after a moldy smell was detected in the area. Members

initially gave little thought to the moldy smell, but as more of the crew began to have symptoms, it became apparent something was wrong.

Union Steward Chad Murray was asked to investigate the matter. After walking through the area and verifying there was a very potent mold smell, Chad recognized it was a health hazard our members should not be subjected to. Chad pulled the “red card” and invoked Article 16.1 – the imminent danger clause of our contract to close off the area until the mold was properly cleaned up. This unique contract language in Article 16.1 gives any member the power to stop work if he/she believes there is “imminent danger” to their health or physical safety.

Brent then filed a Safety Health and Environmental Action Request (SHEAR) form to report the issue and ensure it was properly resolved (the contractually preferred method for resolving safety issues –



751 Member Brent Flowers (l) and Union Steward Chad Murray (r) teamed up to utilize both the imminent danger clause and SHEAR form to ensure a mold issue making members sick was corrected and members did not have to return to the shop until it was fixed.

Article 16.5).

“The mold clearly presented a health risk; therefore, the area had to be evacuated until the mold was eliminated and our members could safely re-enter the shop,” said Chad. “After EHS came out, verified the mold was present, and requested mold cleanup, I questioned why our members weren’t removed from the area? Our contractual imminent danger clause is what ensured members

would not return to that area until the mold was abated.”

The investigation determined a sprinkler over the tool room broke and flooded the area in mid-December. The water was cleaned up by a contractor, but later resulted in mold.

“Chad and Brent’s actions protected our members in the area. I applaud them both for speaking up,” said Business

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STOP

STOP for your safety!

If you believe that continuing your work will result in loss of life or limb, you have the right to STOP

No member can be required to perform work that involves imminent danger* to you or a co-worker's physical safety (per Section 16.1c of your IAM contract).

Hand this card to your supervisor or contact a site/safety manager to invoke this language. You should offer to do other work which they consider safe while a decision is being made.

Knowing your rights will help you and your co-workers remain safe on the job.

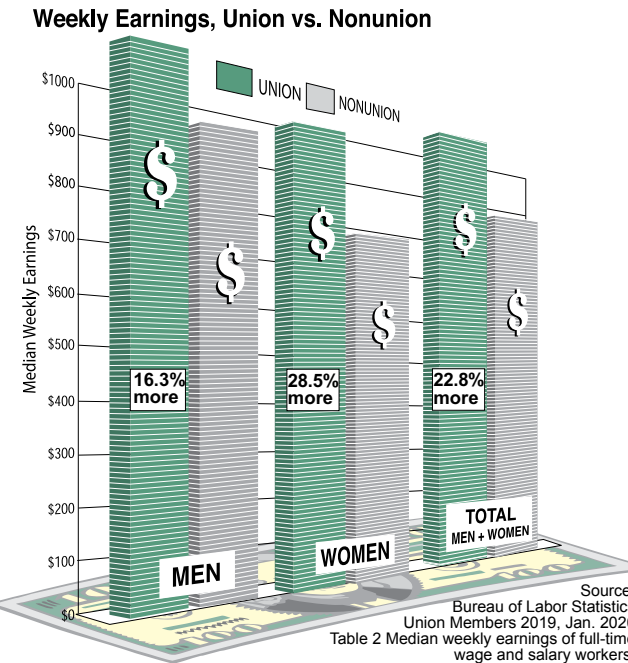
* Defined as loss of life or limb

Every member should have an imminent danger card, which can hang behind your Boeing badge. Members can use it to stop work they believe will result in imminent danger to themselves or their co-workers.

Report Confirms It Pays to Be Union!

Union membership helps raise workers’ pay and was confirmed again in a national report released by the U.S. Dept of Labor’s Bureau of Labor Statistics in late January. In 2019, Union workers earned 22.8% more than nonunion workers. The union advantage is even more for women who have a 28.5% advantage. On a yearly basis the 22.8% translates into more than \$10,000 for a Union worker. The report also showed Washington state has the third highest union density with 18.8 percent of all workers in our state belonging to a union.

“We often say it pays to be union and this report confirms that is true,” said District 751 President Jon Holden. “Benefits are also better for union members, and you gain rights on the job – all this makes the union advantage clear.”



Steward Ensures Unjust Corrective Action is Reversed for Members

One of the most valuable benefits of union membership is the right to representation should you ever face a situation that may result in discipline. This is your “Weingarten” rights based on a Supreme Court ruling that stated a member is entitled to have a union representative present during any meeting that may result in discipline. However, Union members



Business Rep Howard Carlson (r) thanks Union Steward Pete Ellison for his work in preventing unjust discipline against our members.

MUST ASK for a Union Steward.

This representation is critical to prevent unjust discipline and is priceless should you ever find yourself in such a situation –whether that involves a meeting, a phone call to gather information or an email asking for a statement.

Recently, Union Steward Pete Ellison was successful in overturning several unjust Corrective Action Memos (CAMs) for members in his area. In each case, our member was aware of their Weingarten rights and asked to have a Steward present.

In the first instance, management insisted on issuing

an attendance CAM to our member even though our member had benefits available. Pete asserted the member should be allowed to use his benefits to cover his time, which would negate any attendance CAM but the request initially fell on deaf ears and the CAM was issued.

Pete continued to pursue this for our member. He elevated the issue to upper management/labor relations and as a result of Pete’s efforts, the CAM was removed from the member’s folder and our member was allowed to apply his benefits to cover his time.

In the second case, a member was issued a CAM for failure to follow established break periods. Again, there was an explanation that could easily clear up the matter if our member had been able to present his side; but the company’s fact finders weren’t listening. Pete pointed out that the photo Boeing used as evidence to issue corrective action for failure to follow established break periods was time stamped 1:55 p.m. Our member’s break period before the start of overtime is 1:50 p.m. to 2 p.m. Since our member was following the established break period, after a very brief discussion with Labor Relations, the CAM

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Masters of Their Craft

2020 IAM-Boeing Apprenticeship Graduates Honored **6**

Solidarity with Nurses at Swedish

751 members walked the line with nurses from Swedish during their 3-day strike **5**



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REPORT FROM THE PRESIDENT

Working to Ensure Aerospace Industry Thrives in the Future

By JON HOLDEN
IAM 751 District President

Our major employer has been in the press for quite sometime now. The IAM remains committed to ensuring the U.S. aerospace industry remains robust and provides family-wage jobs here in our community, as well as across the United States. This industry is vitally important to our country's economy, the balance of trade and maintaining the middle class.

In the last several months the media has reported that Foreign Object Debris (FOD) has been an issue in many of the programs we work on. Unfortunately, we see an over simplification of the issue in media reports, regarding the cause of FOD. It is easy to blame the mechanics, but FOD is a very complex issue. It is not just about tools or gloves, it also includes metal shavings, debris, consumables and other byproducts that occur in the manufacturing process. FOD is expected and must be planned for and addressed accordingly with multiple redundancies. The end process must include FOD sweeps and inspections to ensure that FOD is caught every step of the way, which is why our members have been so successful in the past.

The manufacturing process is complex. Dozens of people work in different stages of aircraft assembly before, and after, many other specific operations, functions and processes are completed. When these types of inspections are removed from operations, it's no mystery why more FOD is discovered.

In 2019 when the media reported



shoddy workmanship in South Carolina and blamed mechanics, it was also reported that 90 percent of inspection oversight had been removed there. If those inspections were indeed removed, that is the reason you see increased FOD in areas where you shouldn't. Again, it is too easy to blame the mechanic when accountability should fall on those that removed the "second set of eyes" that previously addressed this issue.

Redundancies are built into the manufacturing process to make sure this complex issue is addressed in an appropriate manner, at the appropriate time during the manufacturing process, whether in Puget Sound or South Carolina. In other words, with proper inspections, these issues are caught before the airplane sections move from one position to the next. Those inspections reduce the chance that FOD, inherent to the build process, will escape into the final product.

The management culture that is supporting the removal of inspections and critical redundancies in the aerospace manufacturing process is the same management culture that created the current state we are in today with the 737 MAX.

We have seen, for a long time, an effort to remove redundancies in order to increase production rates. We haven't seen an increase in the number of inspection personnel proportionate to the increase in the actual production rates that our members have achieved.

Handling FOD is a critical component when manufacturing airplanes. Our

Union takes this issue seriously and does not make light of the negative impact this can have. We also understand its complexity and that it is not enough to post a sign or simply say "clean as you go." Real processes must be put in place with personnel performing operations to ensure FOD is dealt with appropriately.

We have continually expressed concerns about this push to decrease quality inspections, which is born out of the drive to increase rates. We support increasing rates, but when you remove the actual visual inspections on operations where issues might be discovered, it is expected you would see an increase in these types of issues across all programs.

Additionally, we are also working on other fronts to address other concerns.

In February and early March, I had the opportunity to speak with Legislators in Washington DC and talk with them about the aerospace industry and many of the struggles that our members face today. One important discussion was about the need for more resources for FAA Inspectors. There have been deep cuts in FAA funding for many years. This has led to lower staffing levels at the FAA and a reliance on companies to self-regulate the enforcement of FAA requirements in the manufacturing process.

When the 737 MAX is determined to be safe and the grounding is lifted, we must guarantee there will be enough resources available to ensure these aircraft are certified as quickly as possible and delivered to the customers.

We also met with the Union that represents FAA Inspectors called Professional Aviation Safety Specialists or PASS. We had positive discussion

around their issues and ideas that would help restore credibility and trust in the wake of the 737 MAX grounding.

Finally, Legislators in Olympia are expected to vote on a bill this session that would pause Washington State's aerospace tax incentives. The move is in response to the World Trade Organization's ruling that the tax incentives give Boeing an illegal advantage over Airbus in international trade. This legislation was requested by Boeing.

IAM District 751 supports suspending the aerospace tax incentives and

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COLA Generates
3¢ Eff. 3/6/2020

Quarterly cost-of-living adjustment (COLA) formula resulted in a positive 3 cents for all IAM members working at Boeing effective March 6, 2020.

The 3 cents was generated for the quarter November and December 2019 and January 2020. COLA is generated quarterly under the IAM/Boeing contract and is based on the federal government's Consumer Price Index. COLA is permanently rolled into a member's base rate each September.

The value of our quarterly COLA, even when it is only a few pennies, has a significant impact on our maximum rates over time. As of March 2020, \$16.57 of the maximum rates is the result of COLA payments being folded into our base rates.

Winning the Vote – Membership
Conference on Saturday, March 28

Come join us for 751 Membership Conference 2020! All members are encouraged to attend. The theme "Winning the Vote! Celebrating 100 Years of Women's Suffrage and The Role of Labor and Race in This Continuing Struggle" will be educational and entertaining. The conference will be Saturday March 28th at the Seattle hall, 9135 15th Pl. S. from 10 a.m. to 2:30 p.m.

We will take you back in history with a live performance of a suffragist from the 1800's before women and people of color had the right to vote. Then move forward to 1920 when the 19th amendment passed 100 years ago, which finally allowed women the right vote.

You will also hear from several prominent Labor Leaders including IAM International President Robert Martinez, Jr., GVP Gary Allen, AFL-CIO Secretary-

Treasurer Liz Shuler and WSLC Secretary-Treasurer April Sims.

Our Keynote Speaker is an acclaimed author and civil rights activist, Bill Fletcher. He will lead a talk on "The continuing struggle to expand the electoral franchise...and its opponents."

Ultimately the goal of the conference is to inform our members on the history of voting rights, to show current attacks on democracy and to provide opportunities and ways YOU can make a difference. You don't want to miss this exciting and action packed day. **To make your reservation online visit: iam751.org/2020conference.**

LUNCH and a T-SHIRT PROVIDED to all participants! This conference is presented by the District 751 Human Rights Committee, Labor History Committee and Women's Committee.

Steward Ensures Unjust Corrective Action is Reversed for Members

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was removed from our member's folder.

Both situations required our Steward, acting as a member advocate, to elevate the matter to a higher level and ensure the facts were presented. Without union representation, a worker would have no recourse and would be facing escalating corrective action when they had done nothing wrong.

"Pete does a good job representing our members and ensuring that the facts are presented. When the fact finders refused to investigate the facts and review the

evidence, Pete continued to elevate the matter to a higher level," said Business Rep Howard Carlson. "His diligence is the reason these members did not receive unjust corrective action."

Every member should keep an "It's My Right" card handy in case they are faced with a meeting, phone call or email asking for a statement that could lead to possible discipline. Even if you have done nothing wrong, members faced with experienced questioners will often feel intimidated or nervous so be sure to ask for a Steward – It's Your Right!

It's My Right!

I know my rights, and I request my Union Steward be present at this meeting!

Members should have an "It's My Right" card if they are called into a meeting that may result in discipline. Cards are available at all Union halls.

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

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751 AERO MECHANIC

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POLITICAL ACTION

House Passage of PRO Act is a Victory for Workers

Reprinted from The Stand – On February 7, the U.S. House of Representatives passed the Protecting the Right to Organize (PRO) Act. This comprehensive labor legislation would strengthen workers' right to organize a union and bargain for higher wages, better benefits, and safer working conditions.

The 224-193 vote was mostly along partisan lines.

"Make no mistake, this is the most significant step Congress has taken to strengthen labor laws in the United States in 85 years and a win for workers everywhere," said AFL-CIO President Richard Trumka. "America's labor laws are no longer an effective means for working people to have our voices heard. The long overdue PRO Act will provide significant protections for workers exercising our legal right to form a union, a right that's been trampled on for decades by union-busting consultants and anti-worker politicians."

Rep. Pramila Jayapal and Sen. Patty Murray (D-WA), both lead sponsors of the PRO Act, hailed its passage.

"I've heard from too many workers in my state who feel powerless when trying to bargain with their employers for better benefits, safe working conditions, and fair wages — so I'm thrilled the House has passed my PRO Act to help restore workers' power and improve their economic security," Murray said. "The next step is the Senate and I'm going to be pushing hard for Leader McConnell and Republicans to allow us to do our job and pass this bill for workers across the country."

"We are ensuring and expanding workers' right to organize," Jayapal said on the House floor. "Let's be clear that benefits everybody. Unionized women earn wages that are 23 percent higher, Black workers' wages are 14 percent higher, and Latin workers' wages are 21 percent higher than in non-unionized workplaces. Young unionized workers more often have health insurance, higher pay and a retirement plan. That's why workers' approval for unions keeps rising."

"The economy is working for corporations and the wealthy while wage growth for the average worker has remained largely stagnant," said Rep. Adam Smith. "This legislation will reestablish the conditions necessary for restoring fairness to the economy."

Specifically, the PRO Act would:

- Establish penalties on predatory corporations that violate workers' rights, and combat misclassification of workers as supervisors and independent contractors.
- Strengthen workers' right to strike for basic workplace improvements, including higher wages and better working conditions.
- Create a mandatory mediation and arbitration process to ensure corporations and newly formed unions reach a first contract.
- Authorize unions and employers to negotiate agreements that allow unions to collect fair-share fees that cover the costs of representation.
- Streamline the National Labor Relation Board's



Washington Congressional Rep Pramila Jayapal was a lead sponsor on the PRO Act which strengthens protections for workers seeking to join a union and secure a first contract.

(NLRB) procedures to secure worker freedoms and effectively prevent violations.

- Protect the integrity of union elections against coercive captive audience meetings

The fundamental right of workers to organize has been eroded for decades as employers exploit weaknesses in the current law, often interfere with workers' rights to organize and face no real consequences for doing so. That is why this legislation is so important.



Photo left: 751C Donny Donovan (r) met with 11th District Sen. Bob Hasegawa (l) and another union member.

Photo right: 751F Dave Bryant (l) met with 40th District Rep Debra Lekanhoff (center) along with a member from another union.



47th Dist. Sen. Mona Das (l) and 751 Sec-Treas Susan Palmer.

Union Members Active in Olympia

Machinists 751 members joined hundreds of labor activists from across the state in Olympia for the 2020 Washington State Labor Council Legislative Conference. The goal was to ensure legislators heard first hand our issues from workers across the state.

After a rousing rally on the Capitol steps, members converged on legislative offices with other union members who lived in their legislative district. This concerted effort made a difference on several important bills to workers, which remained alive as the *Aero Mechanic* went to print. These bills included:

SB6216 would repeal the Paid Family and Medical Leave waiver that excludes workers covered under collective bargaining agreements that were in place when the law passed for eligibility to participate in the paid leave program until the agreement expires, is reopened or is renegotiated. As the *Aero Mechanic* paper went to print, an amendment to a related bill potentially giving members an opt-in option was in the works since SB6216 wasn't moving forward.

HB1888 would protect the safety and privacy of public employees and their families by exempting government employees' birth dates from public disclosure. This was amended to exempt birth days from disclosure but allow media to retain access.

SHB2036 would help us understand what is driving the escalating cost of health care in our communities by creating some transparency and oversight of health systems.

SB5236 would increase apprenticeship programs in public education and in the health care industry.

By the end of the conference, nearly every legislator heard from union members advocating on worker bills. It was a strong, united message that will hopefully translate into effective legislation by the end of the session.



Above: Allen Eveland (2nd from right standing) met with 3rd Dist. Rep Timm Ormsbey (far right). Left: Machinists rally on the Capitol steps include: Jim McKenzie, Donny Donovan, Derek Gottschalk and Ariel McKenzie.

Thinking About Running for Public Office? WSLC Workshop Tells You How

The Washington State Labor Council AFL-CIO is hosting another Path to Power training. Spread the word and mark your calendars for March 25-27 in Tacoma.

Path to Power training teaches union members and local activists to run for public office to build power that will positively influence our communities. Topics covered include crafting an effective message, creating a campaign plan, fundraising, how to talk to targeted voters, and building a campaign team. Whether you're considering running for school board or city/council government, this training is for you!

Seattle City Councilmember Teresa Mosqueda is one of dozens of union members around Washington State who have run for public office after attending Path to Political Candidate Training.

For more info and to request an application, contact WSLC Political and Strategic Campaign Director Cherika Carter at ccarter@wslc.org or call 206-281-8901.

Helping the City Workers in Gig Harbor

Machinists Union members helped score a victory for labor when the Gig Harbor City Council voted to overturn a Freedom Foundation resolution that the City passed last year. If left unchecked, this resolution would have required negotiations between City employees and management be open to the public, making it much more difficult to reach resolution and involving unnecessary parties in the process.

Recognizing the impact this could have on contract negotiations for city employees, 751 Activist Tom Keller (who is a Gig Harbor resident) reached out to Council members to explain the issue. Tom attended the Council meeting and gave public comment on the topic. Retired

IAM Grand Lodge Rep Kevin Cummings, IAM 160 Business Rep Steve Miller, and Kathy Cummings, former Washington State Labor Council Communications Director also provided public comment.

The vote to overturn the Freedom Foundation resolution passed by a vote of 4-3 – demonstrating the importance of public testimony.

City Councilwoman Robyn Denson, who 751 endorsed in last year's election, noted that the comments were great and made a big impact on the vote – thereby protecting the negotiation process for Gig Harbor City employees.



Gig Harbor City Councilwoman Robyn Denson thanks 751 member Tom Keller for his public testimony that helped overturn a resolution that would have negatively impacted contract negotiations for Gig Harbor city employees.

IAM-BOEING JOINT PROGRAMS

Machine Tool Maint. Mechanic Apprentice Applications Accepted March 16-31

The IAM/Boeing Joint Apprenticeship Committee will be accepting applications for the Machine Tool Maintenance Mechanic Apprentice (Equipment Services) starting on March 16 through March 31, 2020 for both internal and external candidates.

The Prep-pack describes each trade and the qualifications needed.

Internal Boeing Link to Prep-pack: <http://apprenticeship.web.boeing.com/PrepPack.pdf>

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

Please apply through the on-line requisition system at <http://www.boeing.com/careers> during the advertised application acceptance period.

Applicant minimum qualification requirements will be clearly stated on the requisitions. Individuals who do not meet the minimum qualifications will receive an auto-notice encouraging them to apply when the minimum requirements have been met.

For current Boeing employees please visit the internal Apprenticeship website for details. <http://apprenticeship.web.boeing.com/>

For external candidates please visit the external Apprenticeship website for details: <http://www.iam-boeing-apprenticeship.com/>

For questions or help with the process, please contact an IAM/Boeing Joint Programs Career Advisor at 1-800-235-3453. A scheduled appointment is required to meet with a Career Advisor.



Delivering Safety Core Training to 737 Line

IAM-Boeing Joint Programs is partnering with EHS to deliver Safety Core Training (SCT) to the 737 Program in Renton. The two-day class is designed for first line managers, union stewards and safety focals. The class was offered a few years ago, however, there is a high number of new employees and managers that were not here or able to attend at that time.

The IAM-Boeing Joint Programs Renton and EHS staff developed a training plan and class schedule for the safety training for Final Assembly employees breaking it down by the three lines, Central, East and West.

In February the first round of SCT classes started for approximately 165 employees from the Central line. The first and second shift training is being held in Renton and the third shift training is at the main Joint Programs office in Tukwila. A make-up class is planned for some time in March. The East line



IAM-Boeing Joint Programs Coordinator Jerry Banks instructs a Safety Core Training class to 737 Final Assembly employees during the production halt.

employees will be sent to the next round of SCT classes followed by the West line employees with about the same number of employees approximately 165 from each line.

As part of the training plan agreed to by IAM-Boeing Joint Programs and EHS, each manager, safety focal and union steward will be creating an action plan by the end of the two-day class.

These action plans are safety items each team would like to address within their shop and work together to complete. The Renton IA-/Boeing Joint Programs staff will follow up with these teams between 30 and 90 days depending on the action plans to monitor the completion progress and offer help to the teams as needed.

The collaboration between IAM-Boeing Joint Programs, EHS and 737 Leadership to provide these two-day SCT classes and follow-up has allowed more Renton employees to receive safety training as well as learn more about the benefits of IAM-Boeing Joint Programs. Additionally this has been a good way for the new managers to become acquainted with the HSI committee members, shop stewards, safety focals and the Renton IAM-Boeing Joint Programs staff whom they can turn to for help in the future. The safety training the Renton Final Assembly employees are getting in the SCT classes is about partnering together to be safe.



IAM-Boeing Joint Programs Coordinator Matt Hardy helps 737 stewards, managers and safety focals develop a safety action plan for their work areas.

Are You Utilizing All of Your Joint Programs Benefits?

Safety Shoe Reimbursement	Career Advising	Safety Classes	Computer Classes
Employee Requested Transfer	Vocational Rehabilitation Services	Site Committees	Scan for more info!
Education Assistance	Apprenticeship		

Learn about all IAM-Boeing Joint Programs has to offer by calling 1-800-235-3453 or visit Boeing Intranet: iamboeing.web.boeing.com or External Web: iam-boeing.com

Steward Stops Work Until Safety Issue Resolved



Business Rep Grace Holland (l) thanks Steward Chad Murray for pulling the red card to clear an area until mold was removed and members were safe to return.

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Rep Grace Holland. “Members need to understand that a safe work environment is their right. The SHEAR form and imminent danger clause compelled Boeing to fix the issue quickly since workers were prohibited from entering the area.”

Several members who had to leave work because of health issues as a result of the mold went to Boeing Medical and filed L&I claims, in case there are lingering issues from the exposure.

“This safety language has been in our contract since 2002, and we distributed ‘imminent danger’ cards,

which can clip behind your Boeing badge. If a member does not feel comfortable speaking up, they can simply hand the card to the supervisor and accomplish the same thing,” said District 751 President Jon Holden. “With so many new members, it is even more important to educate members on their rights – especially when it comes to safety. No member should perform a job they believe puts their health at risk. This language is there to protect our members, who have a right to leave work in the same condition as when they arrived. The point is to keep everyone safe.”

Stop If Workplace is Unsafe! 16.1 - Imminent Danger Clause

If Section 16.1 is invoked, the contract specifies what must happen before work can be resumed.

- First, inform the immediate supervisor and/or site safety manager or a designee (per contract a contact listing must be available to all employees).
- In addition, the employee should contact a Union Steward or HSI Site Committee member for assistance.
- Work will not continue until a final decision has been made by the Site Safety Manager (or designee).

Members should offer to do other work, which they consider safe while a decision is being made.

Committees Will Propose Revisions for a Stronger Future

In March and April, each Western Washington local lodge will hold Constitution Committee meetings to propose and review changes to the IAM Constitution to make our Union stronger. Every member is welcome to take part in the committees which meet before the March and April regular monthly local lodge evening meetings and after the March and

April regular monthly local lodge morning meetings (see schedule box right).

Keep in mind that the IAM Constitution is not an easy document to change and requires support from other Districts and Locals around the country.

The Grand Lodge Convention convenes every 4 years with elected delegates from across the U.S. and

Canada. These delegates determine the rules of how our Union runs, debate policies and programs and outline and revise our Union structure based on proposals/IAM Constitution changes submitted by local lodges. The IAM-Constitution governs our Union on everything from electing officers to voting on contracts.

Copies of the IAM Constitution are available at union halls or visit iam751.org/docs/2017Constitution.pdf.

At the 2016 Convention, District 751 was a driving force in ensuring the Membership Bill of Rights passed to put more power and democracy back into the hands of each and every member.

In May, members will vote at regular local lodge meetings on resolutions and constitutional changes brought forth from each lodge's Constitutional Committee. Constitutional amendments and resolutions that are passed at the local lodge meetings will be presented at the Grand Lodge Convention in September.

Our elected Grand Lodge delegates (who will be nominated in April and

IAM Constitutional Committee Meetings for West. Washington

Local 751A

- Mar 5 & April 2 at 5:30 p.m.
- Mar 12 & April 9 immediately following 10:30 a.m. meeting

Local 751-C

- Mar 12 & April 9 at 5:30 p.m.
- Mar 19 & April 16 immediately following 10:30 a.m. meeting

Local 751 E

- Mar 4 & April 1 immediately following 11 a.m. meeting
- Mar 4 & April 1 at 5 p.m.

Local 751-F

- Mar 11 & April 8 at 5:30 p.m.
- Mar 13 & April 10 immediately following 10:30 a.m. meeting



Local F Constitutional Committee meeting in 2016 that helped formulate the Membership Bill of Rights. Members are invited to take part and help shape amendments for this year's convention at meetings before and after March and April Lodge meetings.

751 Members stand in solidarity with Swedish nurses at the Westlake Rally on Jan. 29 during their 3-day strike. The 7,900 nurses have been in negotiations for 9 months and are pushing for safe staffing levels to provide quality patient care.



Machinists' Solidarity with Swedish Nurses

When 7,900 nurses and caregivers at Swedish Medical Centers walked out for a three-day strike at the end of January, they were not alone. Many of our 751 members and other union members throughout the region joined their picket lines and rallies. 751 members were on their line each day of the three-day strike at various locations, with a larger 751 group attending the nurses march and rally in Seattle on Jan. 29.

These dedicated health care workers have been bargaining with Swedish for over nine months – taking a stand for safe patient care, better staffing levels and job improvements which will recruit and retain qualified staff – with little progress. In recent years, they have seen drastic changes at Swedish-Providence, which prioritizes executive pay, profits and expansion above safe, quality care for their patients. Providence pays its top 15 executives over \$41 million with routine raises and generous benefits, yet

frontline workers have their benefits cut and cannot keep up with the rising cost of living. These workers report their units are frequently understaffed, making it difficult to provide the best care to patients.

After their successful strike, caregivers returned to the bargaining table on Feb. 11 energized by the incredible support they felt from the community. While union members are working to come to agreement on a fair contract, Swedish-Providence management has not moved on its proposals and continues to be unresponsive to caregivers' proposals for safe staffing.

"If money was all we were fighting for, that might be something we could have settled for. But we need safer conditions for our patients and ourselves," said Laura Wood, a social worker at Swedish.

Get latest info at: <http://unitedforsafetyatswedish.com>



Above: Bruce Berg showing support on the nurses picket line.

Right: Kenny Paine and Phil Voyk walking the line with Swedish nurses.



Fred Harmon and Wes Heard, as well as several other 751 members, walked the line with nurses at Everett Mill Creek and brought pizzas to picketers.



751 Solidarity with UFCW Sends Message to Macy's Management

When UFCW 21 leaders reached out to 751 for support of their workers at the downtown Macy's store, 751 members stepped up to help. Levi Wilson, Derek Gottschalk and Travis Kendrick agreed to talk with Macy's management to impress the importance of providing an adequate safety net for workers getting laid-off as their downtown store closes.

Macy's management is offering a much reduced severance package for workers at the downtown store as opposed to what was negotiated for workers at the Northgate and Everett store closures last year.

• Macy's is insisting downtown severance be capped at 26 weeks. Northgate/Everett severance was capped at 52 weeks.

• Macy's is only willing to cover the

employer portion of COBRA health insurance for 3 months. Macy's paid 100% of COBRA for 3 months for Northgate/Everett.

Management listened intently and seemed to recognize the impact other union members can have on their revenue at remaining stores. Hopefully, it will get them to move on their offer.

"It was truly inspiring to see a direct reaction from Macy's management. It showed how powerful collective action is when you do a baseline solidarity activity," said Travis. "There was no commotion, just banding together, speaking our concerns to make a difference. They were listening and concerned. It shows how much power we still have as union members and consumers."



751 Members Levi Wilson, Derek Gottschalk and Travis Kendrick marched through the Macy's Alderwood store with UFCW leaders and met with store management to encourage Macy's to treat workers at their downtown store the same as other stores that closed in regard to fair severance and medical.



2020 IAM-Boeing Apprenticeship Graduates now journeymen:
Top row L to R: Jonathan Miller, Adam Janosik, Mark Madalina, Justin Yim, Michael Lake, David Gonzalez, Joey Hong Nguyen, Bobby Gustafson, Tal David Tremaine.
Seated front L to R: Carlos Guzman-Romo, Bruce Bates, Corey Ackerman, Zachary Jovanovich, Sean Malaha, Tim Goulet.

Photo by Marian Lockhart

Apprentice Graduates are Masters of Their Trade

On Feb. 21st, 17 union members were honored for a commitment of more than 8,000 hours of work to complete the IAM/Boeing Joint Apprenticeship Program. These members have earned the highest honor in our union, which is to be called journeyman signifying they are the best in their trade. It was fitting to hold the apprenticeship graduation at the Museum of Flight — home to so much aviation history.

Most people are unaware of the rigorous schedule and standards these members endure. For four years, these individuals rotated plants, learned a new machine every few months, and attended class after work — while having their progress regularly reviewed by a group of people every step of the way. The mixture of on-the-job training and classroom instruction covers courses such as shop theory, trigonometry, physics, metallurgy and machine programming. This is just a small sample of what an apprentice goes through during the program.

Just getting into the program is an accomplishment, which requires meeting stringent criteria and demonstrating certain skills. Many take classes for years simply to qualify and compete



Zachary Jovanovich spoke on behalf of the graduates.

against hundreds of applicants to enter the prestigious program.

This year's graduates represented seven different trades (see blue box below).

The highlight of the evening was the presentation of the Arnie Durall Achievement Award to Justin Yim, who graduated from the Composite Manufacturing Technician program. This award, named after an apprenticeship-related instructor who taught for more than 40 years, is presented to the graduate receiving the highest marks in both shop work and classroom work over the life of the program.

Class of 2019 representative Zachary Jovanovich spoke for the graduates to convey the incredible experience of becoming a journeyman through this program. He felt fortunate to be hired straight into the apprenticeship after having worked at a Boeing supplier in Georgetown where he drove daily by Boeing field and would admire the new airplanes. He continued this ritual while attending apprenticeship classes at South Seattle Community College.

"I equate this apprenticeship process to starting a new job every two weeks,



Apprenticeship Committee members Gary Lundquist (r) and Ray Miller (l) presented Justin Yim with the Arnie Durall Achievement Award for posting the highest marks in both shop and classroom work over the life of the program.

two months or however long training in the particular area had to be. You're tasked with introducing yourself to the locals and then trying to learn as much of the decades of knowledge the instructors in that area have to offer," said Zachary. "If you're able to orchestrate the dance correctly, you gain a wealth of knowledge and long-lasting friendships."

Zachary thanked the many who provided support along the way to ensure each is now a true trade journeyman and noted all those folks helped make it feel like family and provided a sense of community.

Leaders from both the Union and Company congratulated the graduates and praised this significant accomplishment.

District 751 President Jon Holden addressed the crowd

and thanked the instructors, previous graduates, apprenticeship committee and family members who provided help for the graduates every step of the way.

"This program sets the bar high and pushes you to rise to the top. It is an accomplishment just to be accepted into the program, as you competed against hundreds just to get in," said Holden. "Because of your hard work, you control your destiny and the skills you learned in this program are valued throughout the aerospace industry and around the world...The sense of accomplishment you feel today will stay with you the rest of your life."

IAM Western Territory Chief of Staff Bobby Martinez also congratulated the graduates and talked about their impressive accomplishment.

Congratulations to all the graduates for a job well done!



District 751 President Jon Holden congratulated the graduates.

2019 Apprenticeship Graduates		
Industrial Electronic Maintenance Technician Tim Goulet Carlos Guzman-Romo Joseph Tucker	Manufacturing Machinists Bobby Gustafson Zachary Jovanovich Michael Lake Sean Malaha Joey Hong Nguyen	Machine Tool Maintenance Mechanic Corey Ackerman Adam Janosik Jonathan Miller
Model Maker Tal David Tremaine	NC Spar Mill Operator Bruce Bates Mark Madalina	Composite Manufacturing Technician David Gonzalez Justin Yim
Blue Streak Mechanic Brandon Loy		

Working to Ensure Aerospace Industry Thrives in the Future

Continued from Page 2

appreciates the Legislature's swift response to a looming economic threat to The Boeing Company, our members, other aerospace companies and industries across the state.

However, we strongly oppose the proposal to automatically reinstate the tax incentives simply because a settlement is reached between the U.S. and E.U. on this matter.

IAM 751 strongly supports the use of tax incentives to maintain and grow

the aerospace industry in the State of Washington. When the time comes, the decision to reinstate these aerospace tax incentives should be made then, by the Legislature, after evaluating the health of the aerospace industry in our state. Factors to consider should include manufacturing rates, the siting of potential new airplane programs, and other economic factors we have no way of projecting today.

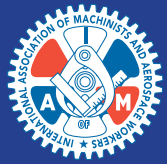
District 751 believes that if a settlement is reached, the Legislature — not the Department of Revenue —

should drive the decision to reinstate tax incentives after clear evaluation of the circumstances at the time. The Legislature has enacted changes to the aerospace tax incentives many times since 2003 based on dynamics facing the industry and state at the time. They should have the same informed discretion in deciding how the tax incentives should be reinstated, if and when a settlement is reached at the WTO.

In the meantime, as a state, we should collectively focus on supporting the aerospace industry via strategies that

increase family-wage jobs, by developing apprenticeship utilization standards and training opportunities, investing in infrastructure and allowing for continued aerospace and manufacturing innovation.

We will continue to work on all of these activities, as well as others with the goal of ensuring a vibrant, healthy aerospace industry in our state for years to come so the next generation of our members will have the same opportunities to obtain good, middle-class jobs covered by a Union contract.



2020 IAM-Boeing Apprenticeship Graduates



Justin Yim



Joseph Tucker



Zachary Jovanovich



Bobby Gustafson



Tal David Tremaine



Bruce Bates



Timothy Goulet



Carlos Guzman-Romo



Brandon Loy



Sean Malaha



Jonathan Miller



Mark Madalina



Adam Janosik



Joey Hong Nguyen



Emblem courtesy of
Apprentice Susanna
Thomas



Michael Lake



Corey Ackerman



David Gonzalez

SERVICE TO THE COMMUNITY

751 Helps Students See Careers Through Apprenticeship

Through a unique and powerful collaborative project spanning business, industry, education, community, and government, the Marysville Pilchuck High School campus is home to the new Regional Apprenticeship Pathways (RAP) Center. IAM District 751 is one of several union partners supporting the RAP Center, which is the first of its kind in North Snohomish County.

The Center aims to improve access for students to learn trade skills necessary to be job ready on day one while increasing economic mobility and closing the construction skills gap. This vision will be accomplished through a clear apprenticeship pipeline that can lead to a career in the trades and the ability to earn dual college credit and high school credit equivalencies leading to graduation.

Through a collaborative workgroup with Snohomish County Councilman Nate Nehring, stakeholders, and legislative funding, the Center has now become a reality. The Center will be open to all North Snohomish County schools (high

school juniors and seniors this coming school year, and EvCC students in its second year).

On January 30th, the RAP hosted a “Girls Build” for 32 high school girls in the Marysville School District, who learned about careers in different trades and the opportunities through registered apprenticeship.

Shana Peschek, Executive Director of our Aerospace Machinists Institute, and Luizane Chiv, IAM 751 Apprentice Organizer, spoke about opportunities in Aerospace and Manufacturing. Shana and Luizane also helped students with the hands-on projects making toolboxes out of both wood and metal working with different tools and methods.

It was a fun opportunity to expose students to the fantastic career paths in the trades and clearly made an impact. At the beginning of the day only 5 students were interested in enrolling in RAP, but after learning about career opportunities available that number increased to 20 by end of the program.



751 Apprentice Organizer Luizane Chiv helps female students at the Marysville School District Girls Build event at their Regional Apprenticeship Pathways Center. The event was designed to expose students to career paths in the trades and aerospace.

Machinists Volunteers Help Residents Across the Region

751 volunteers continued to help others in the community throughout our region.

In February, volunteers continued to prepare and serve meals at the Tacoma Mission on multiple weekends.

In addition, 751 volunteers jumped into action to help a resident in Edmonds. Her daughter was badly injured in a car wreck that killed her boyfriend who was driving. The daughter is now in a wheelchair. Nearly a dozen Machinists stepped forward to help build the ramp in less than 4 hours on Saturday, Feb. 15.

In March, volunteers will again collect diapers and wipes, as well as peanut butter for other community service projects, see stories below. Items can be dropped at area union halls or at any union meeting.

For a list of upcoming projects, visit www.iam751.org and click on the calendar.



Rob Curran (l) and Gary Perry recently serving meals at the Rescue Mission in Tacoma.



Above: Volunteers constructing the ramp in Edmonds. Left: Volunteers pose on the finished ramp with the resident.

Machinists Volunteer Program Awards Banquet
Saturday, April 4
5 to 7 p.m.
Seattle Union Hall,
9135 15th Pl. S.
Join us to honor 751’s volunteers. Members and their families welcome. Bring a side dish or dessert to share. Casual dress.

Spread the Love: Peanut Butter Drive to Aid for Food Banks

Help spread the love by taking part in our Union’s annual peanut butter drive, which runs through April. Donations can be brought to any IAM 751 union hall in Puget Sound, or to monthly local lodge meetings at the Seattle Union Hall.



Peanut butter collected at the Auburn, Renton and Seattle union halls will go to the Pierce County Central Labor Council, which will pool all the peanut butter collected by unions in Pierce County and give it to the Emergency Food Network, which supplies 60 food banks in the greater Tacoma area.

Peanut butter collected at the Everett

Union Hall will be contributed to Volunteers of America.

This is your chance to help fight childhood hunger! Thousands of local children rely on free school lunches. For some, it’s their only real meal of the day. But when summer comes, that meal goes away. Help spread the love and aid area food banks through the peanut butter drive.

Organizers encourage union members to buy union-made peanut butter brands like Jif or Adams, and to buy it whenever possible from unionized grocery stores. However, all donations will be accepted.

Diaper Drive Through March 31

District 751’s MVP Committee and Women’s Committee are partnering with the non-profit group Do The Right Thing to collect diapers and baby wipes for families in crisis from around Puget Sound. Through March 31, diapers and wipes can be brought to any IAM 751 union hall or to your local lodge meetings.

Last year just over 154,000 diapers and a little over 73,000 wipes were collected. This year’s goal is 200,000 diapers and 100,000 wipes!

If you would like to make a monetary donation, click on ‘donate now’ at <https://www.dotherightthingnonprofit.org>.

All of us who are parents know that diapers are essential. But diapers aren’t paid for by any of our social safety net programs. That means families who are living in domestic violence shelters, or in extreme poverty, have to make do as

best they can. Your donations of disposable diapers and wipes can make a huge difference in the lives of some of our littlest neighbors in need.

Donations will benefit the following organizations: Mary’s Place (multiple locations); CareNet Pregnancy Centers of Puget Sound (multiple locations), DAWN Domestic Violence Shelter (Kent), Communities in Schools, Parent Child Assistance Program Tacoma, Two Hearts Pregnancy Aid Snohomish County, South King County Food Bank at the FW Senior Center in Auburn, Fusion Transition Housing for Families Federal Way, Children’s Home Society Kent, Multi-Service Center Federal Way, Nourish Food Bank Edgewood, Step by Step Puyallup, and Foster Champs of Maple Valley.

Help us as we make a difference, one little tushy at a time!

RETIREMENT NEWS

Retirement Club February Business Meeting Minutes

The meeting was called to order on February 10, 2020 by Vice President Helen Lowe. She led the club in the flag salute and T.J. Seibert led the prayer.

Roll Call: President Jackie Boschok was excused. All other officers were present.

Minutes: The November 2019 and January 2020 minutes were M/S/P.

Executive Board Report: None.

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

Legislative Report: Carl Schwartz gave the report.

The U.S. House of Representatives passed the PRO Labor Act and sent it to the Senate for concurrence. This Act will make it easier (actually possible), for working people to join together in unions throughout America. This Act will eliminate the “free rider” provision presently permitted. There have been efforts since 1970 to eliminate the “free rider” provision. This act will also put teeth in penalties for violations of labor law.

It is discouraging to see Boeing’s Board of Directors includes Nikki Haley. Aside from the fact that she has no experience in manufacturing, let alone of aircraft, it is also bad that as governor she attacked our Machinists union and



Betty Hutchins celebrated a birthday in February.

helped deny workers their right to join. This is an ominous sign indeed for active workers and for retirees.

Our state legislature is now in session. Senior Lobby Day is February 20. Carl read a motion to send 10 delegates at the cost of \$20 each for a total of \$200 M/S/P.

On May 27 the Washington State Alliance for Retired Americans will hold its state convention, probably in Federal Way. We will decide next month how many delegates to send.

Our state’s presidential primary will be on March 10. We encourage everyone to vote and to support those candidates who recognize and support working people and their right to form and join unions.

It is income tax time. Don’t forget there is help available at libraries and senior centers.

Health and Benefits: Vice President Helen Lowe read the deceased list: **Local A:** Rene Ghislandi, Bruce Ojala, Lance Schmucker, Orville Stange, Jr. Harry Wagar. **Local C:** Robin Baird, Teddy Baker, Jeff Basher, Delbert Ferro, Kenneth Jaeger, Frank Zubal. **Local F:** David Haskell, David Sandago, Reinhard Schuster, Marion Stephens. Sympathy cards were sent to the next of kin.

President’s Report: Vice President Helen Lowe gave the report. The IAM has announced important new information for the 2020 Presidential Endorsement Process. All IAM members and retirees in good standing will have the

opportunity to vote for the union’s 2020 U.S. presidential endorsement through an independent online ballot. Details for the process to participate were provided. The deadline to register to participate in the process was February 26.

The Alliance for Retired Americans will hold a Western Regional Conference on May 12-13 in Las Vegas to prepare for the 2020 elections. President Boschok will be talking to the Executive Board and Sec-Treasurer Susan Palmer to decide how many delegates our Club will send. That motion will be made at the March meeting.

Good & Welfare: Helen Lowe spoke about a free ride program called Sound Generations that provides rides to medical or dental appointments. She brought brochures with additional information. The program is available to King County residents aged 60 and older. Their number is 206-448-5740.

Mike Keller spoke about an incident that occurred at a local grocery store parking lot. A female shopper put her groceries in her car and then got in the car. A man in a vehicle parked next to her motioned for her to get out of her car to check the front of her car, insinuating that her car was damaged. She did not get out of her car sensing the man might be trying to get her out of her car to do her harm. Mike said it is important to keep watch for suspicious behavior when out in public.

Pam Harris spoke about a scam she experienced over Christmas when she was in Canada for a few days. BECU suspected fraudulent activity and called her but she didn’t answer because she was in Canada. She is still working with BECU to straighten things out.

Helen Lowe spoke about a scam she



L to R: Helen Lowe, Nancy Holland-Young and Mike Keller were retirees who celebrated birthdays at the end of last year but the photo wasn’t published at the time.

encountered after opening an email that supposedly came from Amazon. The email directed her to call a phone number regarding a delivery. She called the number and realized it was a scam and hung up. Afterwards she received another email alerting her to not open an email from Amazon because it was a scam. She said we need to really be careful when deciding which emails to open or delete.

Tom Lux said that he went to Olympia, February 7 along with Vennie Murphy and Jim Hutchins. They met with legislators while bills were still in committee and their opinions might make a difference. Tom also announced that the Puget Sound Advocates for Retirement Action (PSARA) is holding a forum called The Black Panther Party in Seattle on Saturday, February 22. All are welcome to attend this free event. Tom has additional info about the event.

Mike Keller announced that there is a change in the age from 70 ½ to 72 for the requirement to withdraw a minimum amount each year from certain IRA accounts.

Unfinished Business: none.

New Business: none.

Birthdays: Betty Hutchins celebrated her birthday. The club sang happy birthday to her.

The \$20 Fred Meyer gift card was won by John Robinson.

Meeting adjourned at 11:42 a.m.

RETIRED CLUB OFFICERS

President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	Pam Harris	206-769-5179
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Vennie Murphy	253-985-0951
Trustees:	Michael Keller	206-723-4973
	Jim Hutchins	206-369-2309
	T.J. Seibert	206-909-4870

Union Office: (1-800-763-1301) or 206-763-1300

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

Scrap the Cap Would Ensure Social Security is Solvent for Years to Come

Most American workers contribute to Social Security all year long. But millionaires stop contributing to Social Security in January or February each year. Make the wealthy pay their fair share and #ExpandSocialSecurity!

And if you haven’t seen the ‘Just Scrap the Cap’ video featuring our own Ron McGaha, you should watch it now at youtube.com and type in Just Scrap the Cap.

With every paycheck, we contribute to Social Security. So do our employers. That’s how the program is funded. Then when we reach retirement age, incur a disability, or if a breadwinner dies, we are protected by modest but dependable monthly benefits. Carpenters, mechanics and millionaires – nearly all of us are covered because nearly all of us contribute.

But we don’t all contribute equally. Social Security taxes are collected only on the first \$137,700 of earnings in 2020. That means high earners – like CEOs and Wall



Street executives – pay a lower tax rate than Joe or Jane Worker.

That \$137,700 ceiling known as the “cap” is arbitrary and unfair. If we simply “Scrap the Cap,” requiring Social Security taxes on all earnings, high earners would pay their fair share. That would enable us to strengthen Social Security benefits for future generations.

RETIREES

Congratulations to the following who retired from our Union:

Kevin Allen	Dwight Faulkner	Darlene Ludington
Christopher Anderson	Tyree Feltzs	Neal Lutz
Checkie Appellof	Jennifer Fleming	Bruce Marcoe
Anthony Armenta	Michael Fletcher	Michael McCormick
Irving Behar	Todd Fox	Timothy Menig
Brian Bilger	Thomas Frazier	Pamela Mennega
Debbie Bjorkman	Kevin Fulmer	Leonard Mohr
Dennis Boykin	Robert Gano	Laura Moore
John Brodel	Albert Gordon Jr	Ronald Olson
Dwayne Brooks	Spencer Graham	Michelle Pasquan
Keith Brooks	Stephen Hamilton	Howard Payne
Steven Brown	William Hayek	Ernest Peters Jr
Scott Buchner	Kevin Heaney	David Peterson
Rhoda Burton	Mark Henderson	Juliette Pugh
Jon Butterfield	David Herrick	James Rice Jr
Jamie Byington	Pascal Hite	Juli Ring
Donald Carlson Jr	David Hopkins	Charlotte Robinson
Gary Cawthon	Sandra Howard	Glenn Robinson
Joseph Charvat	Dennis Howell	Eric Schwandt
Jon Clayton	Tamara Hughes	David Short
Thomas Colberg	Jack Hutchins Jr	Michael Sivich
Daniel Crossman	Edward Kauzlarich	Stanley Skomski
Mustapha Dabbagh	Chong Kim	Daniel Stanfield
David Dehart	Young Kim	Donald Sweeney
Rodney Deniston	Paul King	Daniel Tandecki
Debra Donnell	Ellery Lacambra	Lawrence Tighe
William Dunlap	Roderick Lammers	Khanh Trinh
Steven Durgan	Debra Lane	Michael Wade
David Earle	Debbie Lavadia	Gregory White
Gary Eisenman	Kathleen Leikam	Terry Wilcox
Gary England	Douglas Lemmon	Russell Wise
Gregory Ensey	Keith Lofstrom	Betty Woodley
Russell Farber	Georganne Logan	

FREE

WANT ADS

FOR MEMBERS ONLY

TOOLS

POWER WASHER, GAS POWERED 5HP engine Briggs & Stratton \$125 OBO. Precision Q.A. measuring tools \$200 OBO. Welding gear \$225. OBO. . 253-845-2997

AUTO PARTS & ACCESSORIES

FALCON ALL TERRAIN TOW BAR with inserts and mounting brackets. \$450. 206-618-5304

S+S POWER TUNE dual exhaust headers. FIT 2009-2016 H/D Touring models. New \$400.00 206-762-1117

ENTERTAINMENT

SELLING RECORD COLLECTION. Jazz, old country, rock and roll (3 generations), comedy and swing. 78, 45, 33 1/3. Interested? Denny 509-685-1778

FURNITURE & APPLIANCES

KEGERATOR BEER COOLER. Made by Nostalgia. Model KRS2100. New tap, spout and tubing. Includes cleaning kit. \$400.00 Holds half barrel size. 425-652-2819

5 pc BEDROOM SET. Dresser with mirror, 2 night stands, full size head board, armoire. Dark wood, large handles. Late 70's? Photos available. \$450.00 call 253-941-3847

OAK ENTERTAINMENT CENTER 60"Wx72"Hx16.5"D.good condition \$80. Oak hutch 32"Wx77"Hx19"D. \$50. Oak bookcase with light 32"Wx77"Hx19"D good condition \$50. Photos available. 253-941-3847

86" CONTEMPORARY SOFA, microfiber, "latte" color, clean, good condition. Photo available. \$600.00 253-941-3847

(5) PIECE ETHAN ALLEN QUEEN BEDROOM SET dark pine \$525 OBO. 253-845-2997

RECREATIONAL VEHICLES

2003 ITASCA CLASS A, 33V, MOTORHOME. New awnings, tires, shocks, propane system, pumps, batt's etc. Workhorse chassis with 33K miles, 8.1 litre. Solar panels. \$32,500. 206-886-5875

2017 LANCE TRAVEL TRAILER, model 1995. Low hours, excellent condition. Includes Four Seasons package, solar group 31 batteries, weight distributing hitch. Stored inside since new. \$20,000. Best time to call is between 8:30 and 10 a.m. 425-820-0712

SPORTING GOODS

COMPUTER, GRAPH FISH RECORDER. Eagle mach.1. by LowRange w/mount. New never used. Paid \$336 in 1986. Several rolls of graph paper. 425-271-8751 call for price

OUTDOOR GEAR: Hip boots, men's size 8, new, never worn. Sleeping bags; nice. Fishing gear, lures, nets, too much to mention. 425-271-8751 call for prices

COTTAGE INDUSTRIES

IAM member planning retirement after 31 years; Making URNS FROM OAK WINE BARREL STAVES; barrels from WA wineries; contact Michael for pictures, prices, info. mpscjz@gmail.com

PRE-RETIREEES: Is rolling over your 401K or pension right for you? Complimentary Assessment; know your options. Michael or Elke 425-346-3698/425-268-86 coachelke@gmail.com

IN PAIN? GOOD NEWS! There's plant medicine alternatives to BIG pharma's addictive solutions with the side effects. Free consultation www.healthfixxer.com/onthehorizon or 425-231-5432 Distributorships available

JIM'S CUSTOM ROTOTILLING tractor work in Snohomish County. Large area rototilling, 60 inch 74 inch. 25 years experience. jrotogoetz@yahoo.com or 425-971-4764

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
March 17th

NEED A HOUSE? Need to downsize? I'm your girl! Call for free information! barbys@johnlscott.com

PROSTRATE HEALTH – want a healthier prostrate? Get results in one month! We guarantee our products. Call Joe at 206-819-7924

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

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

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

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

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

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

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

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

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

HOUSING

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

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaallicove.com. Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 31 days. 10% discount to Boeing employees. Pays the taxes. \$2950-3950/month. Amenities include designated parking, DSL, pool, Jacuzzi and much more. 206-459-3444

MISCELLANEOUS

LAUREL BURCH CAT PLATES each with Franklin Mint certificate. 6 different designs. \$10 each. Photos available. 253-941-3847

WANTED TO BUY: Unlimited hydroplane slides from the fifties-sixties, also old scrap books. 206-557-0282

RETIREEES! \$20.00 FRED MEYER GIFT CARD DRAWING, March 9, 2020 at the Retiree Club Meeting at 11 a.m. at the Seattle Steward's Hall, 9135 15th Place South in South Park. Lunch will be served at noon following the meeting.

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

EXPERIENCE REAL WELLNESS by using pure, powerful, life-changing therapeutic grade essential oils. Relax, refresh, rejuvenate, motivate, create abundance and more through transformational oils. <https://ylesentials4u.vibrantscents.com>

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

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

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

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

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

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

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

IRC RETIREEES meet for breakfast on the 2nd Wednesday of each month at 10 a.m. at The Village Taphouse (log house) restaurant in Marysville. Come and join us.

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

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

4 CEMETERY PLOTS in FLORAL HILLS CEMETERY Lynnwood in Rhododendron Garden, Lot 17-E, spaces 13, 14, 15 & 16. \$2,500 each or \$4,500 for two or \$8,000 for all four. 360-691-5544

1 ACRE 200 FT ON KETTLE RIVER FRONTAGE, Curlew, WA. Also 31 ft RV with full bath and washer/dryer sitting on covered concrete slab. Bath house with toilet, utility sink and shower also on the property. \$109,000 OBO. 509-684-6931

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

2015 – All the Bells ‘n Whistles – CONVERTIBLE BLACK MUSTANG GT. Less than 28K miles, under cover in garage. \$35,000. Excellent condition. 253-250-3839

1999 FORD ESCORT 2X2, new tires, new battery, semi new alternator, needs serpentine belt and pulley and rear brake shoes. Runs great. 216,000 miles. \$500.00 253-906-8207 ask for Jerry.

2014 HONDA PILOT EXL – 4 WD – leather interior, floor mats, tow package, perfect condition inside and out. Always garaged. 30,000 miles. \$26,000.00 360-652-3650

1997 MECURY GRAND MARQUIS GS 192K miles, rebuilt @ 150K, newer tires, new battery. Everything works. License good until 12/2020. 206-250-2264 Janice

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FINANCIAL \$ENSE: Four Times You Should Review Your Beneficiary Designations

SCOTT

WEALTH MANAGEMENT GROUP

of Wells Fargo Advisors

Many of us take a set-it-and-forget-it approach to beneficiary designations on retirement accounts, life insurance policies, wills, and trusts. We create the document, we choose a beneficiary, and we consider the work complete. But the truth is, many life-changing moments are times to thoroughly review those beneficiary designations to make sure they're up to date.

Travis Huber, IRA Product Manager for Wells Fargo Advisors, lists four life events that should trigger beneficiary reviews. He also notes common mistakes to avoid.

When to review your beneficiary designations:

When you divorce or remarry. At these milestones, many people remember to update their wills, but they may forget about other accounts such as IRAs and life insurance policies. "You've got to rethink everything," Huber says. "If you forget to update a document, the beneficiaries may not be your kids or new spouse as you prefer. Instead, your ex-spouse could wind up as the designee."

When you have a child or a grandchild. The time that your family grows might be the time to consider making a child a beneficiary. You can

do this individually within a policy or account, or you may want to consider using a trust. You should also revisit primary/secondary IRA beneficiary designations when a child becomes a legal adult, Huber says. If you want several children to split funds from your IRAs, make it clear in your designations. Legally, a sole beneficiary is not obligated to share funds with a family member you haven't named as a beneficiary. Even if the beneficiary decides to do so, it could trigger a gift tax for the recipient.

When a beneficiary dies. Some individuals may outlive their beneficiary, whether it's a spouse or a child. If, for example, a deceased person is named in your life insurance policy as a beneficiary, it could pose complications. "Even if you had named contingent beneficiaries, it's still better to have the paperwork updated," Huber says. "That will mean less time and effort to get those benefits to the right recipient."

When beneficiaries' financial needs change. As time passes, your beneficiaries' financial circumstances may evolve. Maybe you named your dependent children and your spouse equal beneficiaries on an IRA. Now those children are adults with successful

careers; they no longer need the money as much as your spouse would. Make sure your beneficiary designations reflect those changing needs.

Two common mistakes to avoid:

Conflicting designations. Huber sees this often, and it can make your intentions unclear. For example, perhaps you established an IRA when you were younger and named a sibling as a beneficiary. But years later, you created a will dividing your assets between your spouse and your children. However, beneficiary designations on IRAs and retirement plans supersede what's stated in a will or trust, Huber says. "Your spouse and children can try to use their interest in the will or trust to gain IRA assets; however, the actual IRA designated beneficiary will likely remain in control of the inherited IRA assets."

Incomplete designations. "Sometimes you put your wishes on paper, but maybe you didn't sign the paper, or you forgot to submit it," Huber says. "This would likely create confusion, perhaps cause challenges and delay or prevent passing the assets to the person you want to receive these funds."

Finally, whenever you review, take a holistic approach to beneficiary

designations—reviewing all of your accounts together, instead of one at a time—because there can be a ripple effect. "If you change one, it might change what you want to do with the others," Huber says.

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Augustin Recognized for Safety Service

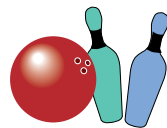
The annual District Safety Committee banquet honored long-time committee member Pat Augustin for his more than two decades of service on the committee representing the Auburn/Frederickson site.

Pat has long been an advocate of safety and is passionate about ensuring our members remain safe in the workplace.



Honoring Pat Augustin for more than 20 years of service on the District and Site Safety Committees. L to R: District 751 Safety Coordinator John Lopez, District 751 President Jon Holden, Pat Augustin, and District 751 Secretary-Treasurer Susan Palmer.

Fun to Spare at Bowling Tourney for MNPL on March 22, 2020



Strike up a good time with food, fun, friends and prizes while raising money for the Machinists Non-Partisan Political League (MNPL) at Local F's annual Unity Bowl fundraiser at two locations, in Everett and Federal Way, on Sunday, March 22.

Five-person teams will bowl from 1 to 4 p.m. at Secoma Lanes, 34500 Pacific Highway S., in Federal Way, and Glacier Lanes, 9630 Evergreen Way in Everett. Registration at noon.

Two locations allow more people to participate closer to home. Registration is \$50 per person, which includes shoes, lunch and bowling fees, plus a chance at door prizes. Lane sponsorships are available for \$100. All proceeds go to MNPL, which is the political action arm of our Union. For details on the Everett tournament at Glacier Lanes, call Mitchell Christian (425) 308-6895 or Travis Kendrick (206-755-3789). For details on the Federal Way tournament at Secoma Lanes, call Dorothy Lambert (253-973-9585) or Christine Fullerton (253-709-5786). There will be fun to spare...so sign up today!

Join Us for a Day of Fun Sunday, March 22 –
Registration at Noon
Tourney 1 p.m. to 4 p.m.
Two Locations:
Secoma Lanes, Federal Way
OR Glacier Lanes, Everett
Choose your location and strike up a good time for a worthy cause!

Beckendorf Scholarship Accepting Applications

The Jerry Beckendorf Community Service Scholarship Fund is now accepting applications for 2020. The applicant must be a high school student in Pierce County, Washington. Parent(s) or guardian(s) must be a member of a labor union. The student must plan to attend college or university, community college or junior college, trade or technical school in the fall of 2020. Applications are available at www.iam751.org/docs/Beckendorf-2020.pdf and must be submitted by March 13.

This scholarship is to reward graduating seniors who are dedicated to giving back to their community through community service.



BECKENDORF COMMUNITY SERVICE SCHOLARSHIP

For graduating students of Union families in Pierce County, who are dedicated to community service.

Applications available at www.iam751.org/docs/Beckendorf-2020.pdf

**NOW OPEN
APPLY TODAY**

**Due by
March 13
2020**

Officers and Council Delegates Accept the Oath of Office



District Vice President Paul Schubert (l) administers the oath of office to Local E District Council Alternate Brendan Simpson.



Local C President Jim McKenzie (l) administers the oath of office to Local C Secretary-Treasurer Ken Ogren.



Local A Communicator Michael Mack (l) repeats the oath of office to Local A President Paul Schubert.

EASTERN WASHINGTON

Poker Tournament Deals a Good Time for All

Eastern Washington locals doubled down on the fun at their poker tournament held at Northern Quest Casino on Feb. 1 with all proceeds going to the 2020 IAM Grand Lodge Convention.

The event raised more than \$4,441 through sponsorships, raffles and players, which will help offset the Western Territory costs as the host Territory for the 2020 IAM Grand Lodge Convention this September.

Members from all three Eastern Washington Locals 86, 1951 and 1123 worked together to ensure it was a success. The top 10 poker players shared in the winning (see box below). Thanks to all who helped to ensure the event was a success by participating, sponsoring and recruiting others.

Thanks to the following sponsors:

Scott Wealth Mgmt
Jon Holden
Susan Palmer
Les Mullen
Mark Shear
Connie Kelliher
Joylyn Meyer
Allen Eveland
Tony Wade
Steve Fiske



Top five tournament winners 1st to 5th place L to R: David Henle, Mark Shear, Travis Thorpe, Steve Fiske, Jodall Kimbrell.

Right and below: Players concentrate in the Texas Hold 'Em Tournament that raised more than \$4,441 for the 2020 IAM Grand Lodge Convention.



39 players took part in this year's poker tournament.



Members registering for the tournament each received a commemorative coin and other union goodies.



Top 10 Final Table Players

1) David Henle	6) Kevin Alley
2) Mark Shear	7) Casey Sdao
3) Travis Thorpe	8) Alan Adams
4) Steve Fiske	9) Jon Holden
5) Jodall Kimbrell	10) Kyle Staley

Winning Hands

High Hand:	Jim Henle (4 of a Kind)
Full House:	Allen Eveland
Flush:	Jon Holden
Straight:	Les Mullen & Kevin Alley

Mark Shear definitely felt lucky as he won High Hand and 4 of a Kind, as well as coming in second in the poker tournament.



At a lunch time meeting in February, second shift Steward Jerry Purser who also serves on the inplant committee, passes out contract t-shirt order forms and discusses the initial survey.

Triumph Lunch Meetings Promote Member Input

In February, second shift members working at Triumph Composites held a lunchtime meeting to talk about upcoming negotiations.

“Recognizing that second shift often feels left out, we did the initial lunch time meeting on their shift. It is important to have all members engaged and participating,” said Business Rep Steve Warren.

Initial surveys were distributed along with contract t-shirt order forms.

Discussion focused on the timeline of upcoming negotiations, recent layoffs, and other issues of importance.

General membership meetings will be held in March for both shifts on March 12 at the Spokane Union Hall, 4226 E. Mission Ave at both 12:30 p.m. and 3 p.m. All members are encouraged to attend.



Machinists at Durham School Services Gear Up for Negotiations

Machinists Union members, who maintain Spokane School District buses at Durham School Services, are preparing for their next contract.

Recently, members filled out surveys and discussed potential contract proposals with Business Rep Steve Warren and Union Steward Joe Marek, who will also serve on the negotiation committee. The lunchtime meeting gave opportunity for all members to voice what issues they

would like to have addressed and ask questions about the negotiation process.

The group began bargaining in late February after members identified and prioritized their issues. These six talented mechanics are charged with ensuring the entire fleet of buses for the Spokane School District are in excellent working condition so area kids are transported safely to and from school each day.



Business Rep Steve Warren (r) held a lunchtime meeting with Machinists members working at Durham School Services.