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. Members should not be subjected to it. 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.

He 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).

The investigation determined a sprinkler had broken 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 Steward Pete Ellison for his work in preventing unjust discipline against our members.

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 case, 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 was 1:30 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 was removed from the member’s folder and our member was allowed to apply 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 his member. He escalated 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.

The investigation determined a very potent mold smell, Chad recognized it was a health hazard 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.

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Continued on Page 4

Pays to Be Union!

“We often say it pays to be union and this report confirms it.”

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.

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 what “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 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 his 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.

The investigation determined a very potent mold smell, Chad recognized it was a health hazard 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.”

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Continued on Page 4

Report Confirms It Pays to Be Union!

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

Weekly Earnings, Union vs. Nonunion

Masters of Their Craft

2020 IAM-Boeing Apprenticeship Graduates Honored

Solidarity with Nurses at Swedish

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

753 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 (6.5).

“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.”

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Continued on Page 4

Steward Ensures Unjust Corrective Action is Reversed for Members

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

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 was 1:30 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 was removed from the member’s folder and our member was allowed to apply his benefits to cover his time.

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3rd of a 4-page spread

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By JON HOLDEN
IAM 751 District President

Our major employer has been in the press for quite some time and 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 truly important to our country’s economy, the balance of trade and maintaining the middle class.

In the last several months the media has continued its attack against Boeing (FOD) has been an issue in many of the programs we work on. Unfortunately, we see an over simplification of the issue in media, even when it is not just a technical issue. FOD is easy to blame the mechanics, but FOD is a very complex issue. It is not just a matter of collecting, removing or an issue of debris, metal shavings, debris, consumables and other byproducts that occur in the manufacturing process. FOD is expected and faced with for every step of the way, which is why our members have been so successful in the past.

The manufacturing process is complex. A great deal of inspection personnel proportionate to the number of personnel performing operations to ensure FOD is dealt with appropriately. In many other specific operations, functions of aircraft assembly before, and after, the FOD is caught every step of the way, which is why our members have been so successful in the past.

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 to the next position in the next. 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 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 as expected.

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 in 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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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 negatively impacted contract negotiations for Gig Harbor city employees.

SHR2036 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.

SHB236 would increase apprenticeship programs in public education and in the health care industry.

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.

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.


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 cherica.wslc.org or call 206-281-8901.

Washington Passage of PRO Act is a Victory for Workers

“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 25 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

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 letters calling for support of the PRO Act, the Paycheck Fairness Act, the Family and Medical Leave Act, and other measures that would protect the safety and privacy of public employees and their families by exempting government employees’ birth dates from public disclosure.

That is why this legislation is so important.

That is why this legislation is so important.
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.


Please apply through the online 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 automatic 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 focalcs. 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 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.

Steward Stops Work Until Safety Issue Resolved

Continued from Page 1

Rep Grace Holland. “Members need to understand that a safe work environment is their right. The MSHA formal 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.

“Just the 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.”

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 foci 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.
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 winning 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 elected in May) will work as a team to network and lobby delegates from across the country for maximum effect to support the positions, which have been passed at each local lodge.

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://unitedforasafetyatswedish.com
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 criteria and standards that 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 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 earned his tool 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, 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 Holders 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 Holders. “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!
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, school credit equivalencies leading to graduation. The vision is to give it to the Emergency Food Network, which supplies 60 food banks in the region, and to buy union-made peanut butter brands like Jif or Adams, and to buy it whenever possible from unionized grocery stores.

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

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.

Machinists Volunteers Help Residents Across the Region

751 volunteers continue to help others in the community throughout our region. In February, 751 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.

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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 75,000 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.dotherrightthingnonprofit.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 Payallax, and Foster Champs of Maple Valley.

Help us as we make a difference, one little tushy at a time!
The meeting was called to order on February 10, 2020 by Vice President Helen Lowe. She led the club in the bag salute and T.J. Seibert led the prayer.

Roll Call: President Jackie Boschko called for the roll call. All officers were present.

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

Executive Board Report: None.


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 include Nikki Haley. Aside from the fact that she has no experience in manufacturing, let alone a background in labor, she is currently the governor she attacked our Machinists union and helped deny workers their right to join. This is an ominous sign indeed for active workers and former workers.

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 to 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, Helen Lowe read the deceased list: Harry Wagar.

Rene Ghislandi, Bruce Ojala, Helen Lowe read the deceased list: Harry Wagar.

Local C: David Haskell, David Sandigo, 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 presidential endorsement through independent online ballot. Details for the process 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 Boschko 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 Labor 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, inquirining that the car was damaged. She did not let 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 put fraudulent activity on her account but she didn’t answer because she was in Canada. She is still working with BECU to straighten things out. The girl was wearing an IAM shirt. Helen Lowe spoke about a scam she 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 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.
FREE WARES FOR MEMBERS ONLY

GARAGE DOORS REPAIRED OR RE-PLACED. South of Olympia, located at 2100 N. National Ave, Yard Birds Mall space #101. Parts & tools also. Open Sat & Sun. 366-2619, 253-369-9532 or 253-261-4933

HOUSE PLANTS: rooted plants and planted ones 5 to 55 dollars each. Dianthus, sunflower, annuals, ferns, fiddlehead fronds and planted (dumb cane), spider plants, crown of thorns, African milk tree, ivies, split leaf rhododendron (too large), peppermint plants, planted green – nice plants – will have purple heart. 253-852-8409

IRB RETIREES 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-50 oz peanut butter cans. 25 each, metal coffee cans, clean with lids. 25 plastic ice cream buckets and lids, clean 25 each. 253-852-8609

RECORD ALBUMS LAYING AROUND? I will buy them! Rock and roll, blues, folk, metal, jazz, obscure. Things you want? Fair price for good stuff. 206-861-6557

PROPERTY

CEMETARY FLATS IN FLOWER HILLS CEMETERY Lyndwood in Rho- denidor Gardens, Lot 17-K. Spaces 10, 12, 14, 15, & 16. $2500 each or $4500 for two or $8000 for all four. 691-654-5914

2 ACRES 200 FT ON KETTLE RIVER FRONTAGE, Curlew, WA. Also 31 ft. 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. 206-598-6431

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. 253-852-8609

VEHICLES

2015 – All the Bells ‘n Whistles – CONVERSION BUS. Perfect for parties, up to 28 miles, under cover in garage. $35,000 Excellent condition. 253-256-3893

1999 FORD ESCORT 2X2, new tires, new alternator, needs serpentine belt and pulley and rear brake shoes. Runs great. 216,000 miles. $500. 253-730-5270 or ask for Jerry. 2014 HONDA PILOT EXL – 4WD – leather interior, floor mats, tow package, perfect condition inside and out. Always garaged. 30,000 miles. $26,000.00 632-365-3620

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

March 2020
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.

- 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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**FINANCIAL SENSE:** Four Times You Should Review Your Beneficiary Designations

**SCOTT WEALTH MANAGEMENT GROUP**

**Wells Fargo Advisor**

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

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

**Officers and Council Delegates Accept the Oath of Office**

**Fun to Spare at Bowling Tournament 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 clearinghouse 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 be a graduate of a public high school, 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.

**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.

**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!

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

**Due by March 13, 2020**

**March 2020**

**751 AERO MECHANIC Page 11**
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.

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.

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

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

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