Correction to Progression Delivers Back Pay

It pays to be union is more than just a slogan. Recently, two 751 members received thousands in back pay after the union worked with Boeing to correct their work history and progression to maximum pay.

The correction delivered more than $60,000 in back pay for both Union Steward Steven Brown and Member Lori (Tucker) Clopton – highlighting why all members should check their work history, ensure their progression steps are accurately recorded and contact your union steward if they believe there is a mistake.

As a Union Steward, Steve helps others daily to enforce the contract, prevent unjust discipline and ensure fairness on the job. After the union publicized the importance of checking work history, Steve took the time to examine his own records. He noticed discrepancies and realized his progression steps were wrong.

“Everyone should periodically check their work history and keep documentation when they change jobs so you have accurate dates and records. Simply trusting that TotalAccess has your work history correct is a mistake,” said Steve. “I have 23 years at Boeing, have held multiple jobs and had several separations from the active payroll, which made tracking my progression more complicated. The review showed I should have reached the maximum several years earlier.”

As a Steward, once Steve brought it to the attention of the correct folks at Boeing, they performed an audit, acknowledged the error and corrected his pay going forward. Just as important, he received a check for more than $60,000 in back pay to correct the pay issue retroactive to when he should have reached the maximum rate.

Member Lori (Tucker) Clopton had a similar issue. She originally hired into Boeing in 1985 and reached maximum pay in her job in the wire shop before leaving the company. Years later, she retired into a different job, waited her one year before transferring back into the previous job when she had already reached max pay.

“I kept thinking this just isn’t right and even asked about my wage while I was in Renton, but got nowhere. Then, I found Grace Holland, our Union Business Rep assigned to my building,” said Lori. “I want to thank Business Rep Grace Holland for listening to me, understanding what my issue was and resolving it quickly and most importantly in my favor. Grace also renewed my faith in our union.”

After Grace forwarded the information to her contact at Boeing, the Company confirmed Lori’s progression was incorrect and she should have reached?

Ununion Deliverers $35,000 in PTO

I AM Members working at NAS Whidbey saw the benefit of union membership this past month when a grievance delivered more than $35,000 in back pay for Paid Time Off (PTO) to every eligible member working at URS, now PAE.

The payout settled a grievance filed by the Union on January 26 and equaled between 2 and 8 hours of PTO depending on the member’s seniority and how quickly they accrued PTO. As a result of the union pursuing the issue (even though URS was no longer the contractor), all of the 190 members who were eligible got an extra final check for the PTO they had earned. These workers maintain U.S. Navy EA-18 Growlers on NAS Whidbey.

The issue began last fall when URS shifted their pay period from one week to the next. They told members at the end of the year it would equal out to the same pay and just wind up in a different pay cycle. Subsequently, URS lost the bid and their final day as the employer was Dec. 31. Apparently, URS hoped members would forget about the PTO they were owed, but they should have known our Union would pursue the pay.

Union Steward T.J. Hicks knew to watch for the missing PTO pay. When he received his final check that did not include PTO earned for those two weeks, he immediately initiated a grievance and forwarded it to Chief of Staff Richard Jackson, who covers the contracts at NAS Whidbey. Richard filed the grievance with URS and demanded they pay out ALL accrued PTO earned the weeks of Sept 9-15 and Dec 23-31.

With the facts presented, URS had no choice but to pay the PTO owed to our Continued on Page 10

Aboulafia Commissioned for Study

On Feb. 7, District 751 President Jon Holden, along with the Governor’s Choose Washington NMA Council, announced Richard Aboulafia and Teal Group have been commissioned to conduct an objective in-depth analysis of the state’s competitive position to design, manufacture and assemble a new middle market airplane (NMA).

Aboulafia and Teal Group will work in conjunction with Olympic Analytics Evan Woods, who is creating a comprehensive analysis tool to measure the strengths and weaknesses of every aerospace hub across the country and market.

On Job Combinations, Union Can Challenge the Labor Grade Assigned

As Boeing implemented a new round of job combinations in mid-February, it seemed timely to again review the job combination process. When Boeing chooses to combine jobs in a family or singularly and organize the work per article 13.5 and LOU 9, the company uses these determinations on their own, without suggestions from our union.

Once the company decides to combine jobs, our union then works to ensure it is the proper labor grade. At times the company implements a large number of combinations at the same time. We must evaluate each job combination on a case-by-case basis in accordance with Section 13.10 of the contract and the rules governing

Continued on Page 2
On Job Combinations, Union Can Challenge the Labor Grade

Continued from Page 1

The application of job descriptions (page 121 of our contract) is that we believe it is not the proper labor grade, we discuss the language with the company. If the union and company cannot reach an agreement, our Union has 45 days from the effective date to challenge the labor grade by filing a grievance, and if necessary, we can take it all the way to arbitration.

Our union’s job is to ensure that Boeing doesn’t use job combinations as a method for job erosion to move higher graded work into a lower graded job classification, said District 751 President Jon Holden. “Grievance Coordinator Dan Swank leads our Jobs Committee which meticulously reviews each job description word by word, comparing it to previous job descriptions, contrasting it to rules governing the application of job descriptions, as well as cross referencing it against the classification guides that were established years ago. We also reach out to Subject Matter Experts (our members and company cannot reach an agreement, our Union has 45 days from the effective date to challenge the labor grade by filing a grievance, and if necessary, we can take it all the way to arbitration.

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Agreement Provides Clarification on Overtime Language

Every word of contract language in each contract is valuable and was fought for at the bargaining table and in contract enforcement through grievances and arbitration. Violations of sacrifices from those who came before us.

Each round of bargaining, changes are made to improve or clarify language with the goal of a “gray” area to open interpretation. It is an evolutionary process, with incremental success each step of the way providing stronger protections, wages, benefits and working conditions for our members. But one thing is for sure; nothing was a gift from the Company; all language is the result of members standing together.

Recently, our Union reached an agreement with Boeing to clarify overtime language for members who come before us in the shop and shift as defined under your first line manager (LOU #111 limitations still apply).

- **Any increment of approved vacation on a Friday, exempts that employee from designated overtime for that weekend.**
- **If a member uses sick leave for reasons allowable under the contract and the law on a Friday and it is not for personal illness, they can be eligible for weekend overtime. However, in order to be considered eligible for weekend overtime, the member must inform their manager that in this instance sick leave is not for personal illness (i.e. dentist appointment, sick child, etc.).**

- **These issues came to light over several recent grievances, which highlighted disagreements over contract language. In some areas, members were required to have a full day of approved vacation scheduled for Friday before they were not required to show up for weekend designated overtime.**

- **After numerous meetings with Boeing, the new MOA clarified the language so any increment of approved vacation on a Friday now exempts the member from designated weekend overtime.**

- **Below is a new “Nothing is a Gift” regular feature that will run in the Aero Mechanic to highlight the evolution of contract language on specific issues.**

- **For members working at employers other than Boeing, it shows how every contract lays the foundation to build for the future and incremental improvements build strong contracts.**

 Nothing Was a Gift – The Evolution of Overtime Rights

This new feature is designed to help members understand how each contract provides a building block for a stronger future and contract language evolves to come time. One thing is certain, nothing we have was a gift from the Company. Every word and clause was hard fought with solidarity from those who came before us. This month we look at overtime language in the Boeing contract.

1936 CONTRACT – Any time worked in excess of 8 hours in one day shall be paid for at the rate of time and one-half. Any time worked on Saturdays, Sundays, New Year’s Day, Washington’s Birthday, Decoration Day (later became Memorial Day), Fourth of July, Labor Day, Thanksgiving Day or Christmas shall be paid for at the rate of time and one-half.

1938 CONTRACT – Time worked on Sunday or any one of 8 legal holidays shall be paid at the rate of double time.

1940 CONTRACT – On a regular workday first two hours of overtime paid at time and a half; then double time for any additional time. Saturday overtime paid at time and one half for standard shift, additional time will be paid at double the regular rate.

1950 CONTRACT – Company will attempt to meet its overtime requirements on a voluntary basis among the employees. In the event there are insufficient volunteers to meet the requirement, the supervisor may designate and require the necessary number of employees to work the overtime.

- Employees receive 8 hours pay for unworked holidays.
- Employees required to work on a holiday shall receive triple time (double time plus 8 hours holiday pay).

1971 CONTRACT – NEW: Added language “in cases of horse/crew or rehires may be excluded for the first 15 calendar days of their employment.”

1983 CONTRACT – NOTE: This was first contract giving members a right to overtime and naming instances where members can be excluded from overtime. Below is the new language:

Overtime Scheduling Procedures for Extended Workday or Work Week

1. The normal practice for advance scheduling of overtime within the shop and shift will be:
   (a) First, ask the employee regularly assigned to either the machine, job, crew or position provided the employee is in attendance when the overtime is being assigned, provided, however, that the Company may designate that employee to work the overtime before proceeding to (b)(1)
   (b) Then, ask other qualified employees in the same job classification who are in attendance when the overtime is being assigned

2. Management may exclude an employee from overtime, even if the employee is in attendance when the overtime is being assigned, if:
   (a) Employee has been absent during the week, except for sick leave, jury duty, witness service, bereavement leave, military leave, authorized Union business or previously scheduled vacation.
   (b) An employee is asked to work overtime (Saturday and/or Sunday) and is subsequently absent due to illness or bereavement leave on the workday preceding the overtime day.
   (c) Three consecutive weekends have been worked by the employee.
   (d) 160 overtime hours have been worked in the calendar quarter.
   (e) 16 overtime hours have been worked on the weekend.
   (f) An employee’s schedule performance or work quality is currently documented as being deficient.

3. If the whole shift of a shop/functional crew or position is scheduled to work a six or seven day week, all employees in the shop/functional area/crew or position will be required to report for weekend work, regardless of whether or not they were absent during the week, except when an employee previously scheduled the use of vacation, bereavement leave or military leave on Friday preceding the weekend or unless (2)(c), (2)(d), or (2)(e) apply.

1986 CONTRACT – (Minor Revision)

Management may exclude an employee from overtime, even if the employee is in attendance when the overtime is being assigned, if:

- Four consecutive weekends have been worked by the employee (previously three).
- 200 overtime hours have been worked in the calendar quarter (previously 160).

1989 CONTRACT – Significant overtime improvements after members stand strong in a 48-day strike, as follows:

1. You cannot be forced to work more than 144 overtime hours in a quarter.
2. All overtime work in excess of 160 hours and after three consecutive weekends will be compensated on a double time basis.
3. You cannot be forced to work more than 2 consecutive weekends.
4. Working on a Saturday or a Sunday will count as a weekend worked.
5. You cannot be forced to work more than 8 hours on a Saturday or Sunday.
6. All overtime in excess of the above limits will be worked solely on a voluntary basis.
7. Any overtime will result for refusing overtime (above limits).

1992 CONTRACT – New LOU to clarify 6.10(b) so before employee regularly assigned is designated, others in the job are asked if they want to volunteer, unless otherwise designated.

- Two consecutive weekends have been worked (previously four).
- 144 overtime hours have been worked in the budget quarter (previously 200).
- Eight overtime hours have been worked on the Saturday or the Sunday.

1995 CONTRACT – added in exclusion from overtime in 6.10(b)(2)(a) “absence due to industrial injury or illness.”

2002 CONTRACT – LOU #11 revised. Reduced quarterly overtime limit to 128 overtime hours in any budget quarter (previously 144 hours).

LOU #16 revised. Modified 6.10(b) so designated exception is Director approved (previously Superintendent approved).

New paragraph: The Company will provide notification of designated weekend overtime no later than first break on Friday if new situations arise following first rest break, notification of such overtime will be provided as soon as possible.

2018 – MEMORANDUM OF UNDERSTANDING (MOA) This MOA clarifies existing language.

- Mandatory or designated overtime is limited to the shop and shift as defined under your first line manager (LOU #11 limitations still apply).
- Any increment of approved vacation on a Friday, exempts that employee from designated overtime for that weekend.
- Clarification: If a member uses sick leave for reasons allowable under the contract and the law on a Friday and it is not for personal illness, they can be eligible for weekend overtime. However, they must inform their manager that in this instance sick leave use is not for personal illness in order to be considered eligible for the overtime (i.e. dentist appointment, sick child, etc.).
Recognition for Our District Safety Leaders at 751

District 751’s Human Rights Committee was proud to take part in several activities to celebrate Black History month in February.

First on Monday, February 19th, our committee (Richard Jackson, Matt Hardy, Hazel Power, Fran Moran and Princie Stewart) traveled to Olympia to take part in the 9th Annual Charles Rolland African American Legislative Day. Our committee joined other union leaders, concerned citizens and activists for a day of action at our state capitol in conjunction with the A. Philip Randolph Institute and the Washington Christian Leaders Coalition.

The event included a Black History Month forum featuring Danny Glover, the actor and activist. Glover joined community leaders in discussing the fight to protect our youth and our future. Topics discussed that need to be addressed included: health care; Social Security; voter protection; youth gang prevention; deadly force, contracts and Security; voter protection, youth gang prevention; deadly force, contracts and Security; voter protection, youth gang prevention.

Our committee put together a little history about the Rosies’ contributions to the company and the Union and the important role they played in the war effort. Each committee member addressed the crowd at the senior center. 751 retiree Joe Stewart recalled how in 2005, he worked with Boeing to coordinate a joint union and company event to honor the African American Rosie the Riveters. He was proud to again take part in an event to honor these amazing women.

The former Rosies had tremendous courage and were among the first women to work in a factory environment during World War II. Their efforts at Boeing helped boost the production of B-17 bombers to a peak rate of 16 planes per day in 1944.

District 751 presented LouAnnie with a certificate that read: “In recognition of the incredible woman who worked in defense roles on the World War II home front, breaking barriers and reshaping the modern workforce. Your outstanding commitment and invaluable service, along with numerous sacrifices, truly made a difference. Thank you for all you have done.”

Richard Jackson, who chairs the Human Rights Committee, noted, “Our Committee has really stepped up their involvement and are excited to be a part of these community events. We look forward to working on more events and welcome other members to join us in these activities.”

Our Union; Always an Advocate – More Than Meets the Eye

Continued from Page 2

Engaged and educated about our Union. Our strengt—is our members’ knowledge. New members are getting hired each week so we are asking our Stewards to reach out and welcome the new members in their shop. Educate them on their rights, on safety practices and contractual issues that regularly come up such as assignment of overtime.

In addition, in March we are starting up our New Member Seminars at the Auburn, Everett and Seattle Hall as another opportunity to introduce new members to our union.

We want all members to understand that every word of contract language was fought for and won at the bargaining table through the sacrifice of those who came before us. This month we are beginning a new AeroMechanic feature “Nothing Was a Gift” that will highlight the evolution on one piece of contract language in each issue so members realize nothing in our contract was a gift from the company. Every clause is a building block for the future.

We will never have a shortage of issues for our union to work on. Our employers will continue to change attendance policies, attempt job erosion, and try to do more with less. These are all opportunities for us to advocate for our members. We will continue to demand bargains in working conditions, move cases to arbitration and file Unfair Labor Practice charges when necessary to protect our rights and enforce the contract. We will also remain a strong voice in the broader labor movement where we will continue to organize new workers to raise the standard of living for other aerospace workers, just like us.

Knowledge is power – so take a few minutes to learn our union’s history or review a section of the contract. Knowing your rights and exercising them makes us all stronger.

751 Human Rights Committee Takes Part in Black History Month Activities


751 District 751 President Jon Holden (far left) and District Safety Coordinator John Lopez (far right) present service recognition awards to District Safety Committee members Larry Hagen, Chip Johnson, Dorothy Lambert and past District Safety Coordinator Tommy Wilson.

District Safety Coordinator John Lopez (center) presented service recognition awards to District Safety members Darryl Woodson (l) and Paul Schubert (r).

District 751 Aero MechAnic Dave Myette (l) and Princie Stewart (r) pose with LouAnnie Charles, one of the true Rosie the Riveters.

Joe Stewart (l) and Princie Stewart (r) pose with LouAnnie Charles, one of the true Rosie the Riveters.

Fellow stakeholders District 751 Human Rights Coordinator Dian Ferguson, Princie Stewart, Joe Stewart, Terri Myette, Bridgette Handy.
The graduation banquet on Feb. 9 at the Museum of Flight culminated over 8,000 hours of work for 18 union members who completed the IAM-Boeing Joint Apprenticeship Program.

For four years, these individuals attended school two to three days a week after working eight hours, learned a new machine every few months and rotated shops. In addition, their progress was regularly reviewed by a group of people. The mixture of on-the-job training and classroom instruction covers courses such as shop theory, trigonometry, physics, metallurgy and machine programming.

Just getting into the program is an accomplishment and requires meeting stringent criteria, demonstrating certain skills and competing against hundreds, sometimes thousands of other applicants. Many take classes for several years just to qualify to enter the program.


The highlight of the evening was the presentation of the Arnie Durall Achievement Award to Hung Nguyen. 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.

These individuals have tremendous dedication and commitment and believe in continual learning outside this program. Dragos Ioan Pintea has a Masters in Economics; RJ Sweetser already completed an apprenticeship program at GM. Andy Woodward has a Multi-Occupational AAS from South Seattle College. Hoa Tran has worked on a graduate degree.

Eric Augé spoke on behalf of all graduating apprentices. “We are on our way to being masters of our crafts, leaders in our industry,” said Eric. “Graduates, take that initiative you had when you applied to this program; take that determination you used to get through this program; take the insight, education and skills you have gained in this program and become a leader of the next generation at Boeing. We owe it to the leaders who came before us, and we owe it to all the apprentices who will follow us.”

District 751 President Jon Holden thanked the instructors, previous graduates and apprenticeship committee members who provided help throughout their journey. He urged apprentices to share what they have learned with those who follow them. “Just like those who helped you along the way, you will be called upon to help other new apprentices learn their skills and their trade to secure a bright future for them and ensure this program lives on far into the future so share the tribal knowledge you have acquired,” said Holden.

“This program sets the bar high and pushes apprentices to rise to the top of their craft. 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,” said Holden. “You have made yourself more valuable as an employee, a union member, a person and to your family by completing this apprenticeship program.”

Congratulations to all the graduates!

Apprentice Graduates Are Masters of Their Trade

SERVICE TO THE COMMUNITY

Machinists Continue Building Better Communities

In February, Machinists volunteers continued helping out throughout the region – building wheelchair ramps for three area residents, preparing and serving meals at the Everett Gospel Mission and The Rescue Mission in Tacoma, and sorting and packaging food at the Northwest Harvest Warehouse in Kent. Each month our volunteers take on a number of projects throughout the region to help others. In March, we will take part in the March of Diapers, as well as the annual peanut butter drive (see notices at bottom of page).

March of Diapers Drive Kicks Off

District 751’s Machinists Volunteer Program is partnering with the group Many Communities for the fourth annual March of Diapers drive, which will take place during the month of March.

The drive is an effort to collect disposable diapers and wipes to donate to families living in women’s shelters as well as organizations that support low-income families in King, Pierce and Snohomish counties.

“Our good union wages mean we can take care of our own families, and help out some other families in our communities too,” said IAM 751 MVP Committee Chairwoman Princie Stewart. “Please help us as we make a difference, one little tushy at a time.”

Diapers can be a critical need for women trying to escape from domestic violence or families that are living in poverty. Even though they are a basic need, diapers are not covered by social safety net programs because they are considered “hygiene items,” said Many Communities chairwoman Cheryl Hurst.

“Social service agencies that try to help these families have chronic shortages of diapers,” Hurst said. “If you’re living in a shelter or even in your car, many families make do, going with one diaper a day, or even trying to rinse out and reuse disposable diapers.”

Donations of diapers -- from Preemies to Size 6 -- will be taken at all IAM 751 union halls around Puget Sound from March 1-31.

All diapers, pull-ups and wipes collected will go to various centers throughout the tri-county region.

Spread the Love: Peanut Butter Drive to Aid Food Banks

Our union’s annual peanut butter drive begins in March. Donations may be brought in through May 4 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 Rescue Mission in Tacoma.

Peanut butter collected at the Everett Union Hall will be contributed to the Snohomish County Labor Council for distribution to food banks in Snohomish County.

The group of Machinists who collect the most peanut butter will get bragging rights, and the knowledge they are helping feed hungry children in their community this summer.

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.

Volunteers built a ramp in Everett on Feb. 9. Helping on the project: Paul Richards, Derek Gottschalk, Adam Fisher, Jeremy Ritchie, Ralph Ellis, Jim Hutchins and Adrian Cazay.
Correction to Progression Delivers Back Pay

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the maximum rate a couple years earlier, which translated into more than $62,000 in back pay. In addition, after talking to Grace, Lori modified her deductions so that the back pay would max out her 40(k) contribution for 2018 – giving her more retirement security and getting the maximum company match.

“When Grace called and told me my step progression should be at step 12 (maximum rate) that translated into a $15 an hour raise. She then said I had back pay coming. I was shocked and in disbelief,” said Lori. “I felt like I won the lottery and was so thankful to have Grace and our union working on my behalf.”

Lori is part of a strong union family with 27 members spanning several generations working at Boeing with an extensive history. This encounter renewed her faith in the union and helped her understand the value in our union and the service we provide.

“I’m glad to help Lori with this issue. I regularly request work history audits for members, but rarely has there been a mistake. I was excited to give her the good news and ensure it was fixed,” said Grace. “Any members who believe there is a mistake in their work history should bring it to the attention of their Steward. If the Steward thinks there is an issue, the Business Rep can request to have an audit performed.”

Results of IAM International Officers Election Await DOL Review

Thanks to each member who turned out to vote in the International Officers endorsement election on Saturday, February 10. Elections were held in 751A, 751C, 751E, 751F and Local 86. Final nationwide results are contingent on a Department of Labor review of any filed election protests.

Below are the preliminary results for our locals:

Local 751-F Results
International President: Bob Martinez
Gen. Sec-Treasurer: Tracey Waggstaff
General Vice Presidents (top 5 nominated): Philip J. Gruber, Gary R. Allen, Mark A. Blondin, Linda Hawkins, Rickey Wallace, Brian Bryant
NOTE: tied for 7th: Sito Pantoja & Donald Bykonen

Local 751-C Results
International President: Tim Nelson
Gen. Sec-Treasurer: Tracey Waggstaff
General Vice Presidents (top 5 nominated): Philip J. Gruber, Gary R. Allen, Mark A. Blondin, Linda Hawkins, Rickey Wallace, Brian Bryant

Union Programs Offer Help with Home Buying

For 751 member Burt Brienen and his wife Elke, the dream of home ownership was easier than expected and virtually free of stress, thanks to Union Home Services and Cherry Creek Mortgage Union Advantage. These two unique programs for union members and their families provide assistance every step of the way and help eliminate your worries, as well as providing a substantial rebate and $500 VISA gift card.

While attending a union meeting at the Seattle 751 Hall, Burt met Todd Kenton from Cherry Mortgage and learned about the Union Advantage program and Union Home Services. He had been looking at possible options to buy a house and planned to get serious as soon as he finished his progression and reached his maximum pay rate in September 2017.

“I was expecting this process to be really stressful, but it was great. They made it so easy for us,” said Elke. “Todd had everything in order and did it quickly so our financing was lined up before we found a house. If you are apprehensive, you should give them a call because they really eliminate the stress and help you through every phase of buying a home.”

On the porch of their new home, Burt and Elke Brienen are singing the praises of using both the Union Home Services and Cherry Creek Mortgage Union Advantage Programs to buy their home. The programs took the stress out of home buying and included a $2,010 rebate, as well as a $500 VISA gift card they used to help furnish their home.

“Nalani Young, our Union Home Services assigned realtor, helped us find our home. She was amazing and set up places to tour today,” Elke added. “We had a lot of fun going through houses. She explained everything so well and made it effortless. We are thankful for all she did and felt a little guilty taking the rebate ($2,010) because she was so great. The rebate and VISA card helped us furnish the house, which was an added bonus.”

Their home closed on December 9 allowing them to move in right before Christmas and get settled over the Christmas break. This unique program is designed to help union members, their children, parents and siblings with real estate transactions and provide access to these outstanding cash back benefits and more:

• Cash back rebate equal to 20 percent of your Union Home Services Realtors commission that is often worth thousands of dollars.
• $500 gift card on purchase loans or refinances.
• A payment assurance benefit which helps members who become involuntarily unemployed to make their mortgage payment for up to six months (up to $150 per month).

Union Home Services offers a national network of experienced real estate professionals to help you find a home that’s right for you and guide you through the entire process. Cherry Creek Mortgage is an independent mortgage lender and offers a broad spectrum of products to meet the diverse needs of real people, including offerings from popular agencies such as FHA and VA.

To learn more, visit UnionHomeServices.com or call 877-779-0197 and a representative will contact you within 48 hours. For refinance or mortgage benefit information, you can contact the Union Advantage Program of Cherry Creek Mortgage at 206-391-9645.

Your Union, it’s not just for work anymore; it’s also for home.

Our union negotiating committee working on the new PAE/M1 contract for JBLM L to R: Mike Springer, Dave Anderson, 751 Attorney Spencer Thal, Business Rep Pat Bertucci and Chief of Staff Richard Jackson.

New Agreement Brings Sick Leave, Pay and Pension Improvements for Members at JBLM

Machinists Union members working at two Joint Base Lewis-McChord contractors will receive improvements to their pay, pension benefits and sick leave after ratifying a new collective bargaining agreement.

The Machinists, who are employed by PAE and M1, overwhelmingly approved a new 18-month agreement on February 12.

The agreement covers more than 100 workers who work on military helicopters at JBLM and workers who provide supply support. PAE is the prime contractor providing those services to the U.S. Army, while M1 Support Services is the subcontractor.

Our union was able to address top issues identified by the members that included sick leave, pension improvements and pay.

Under the new agreement:

• Members receive 56 hours per year of sick leave (previously they only had vacation and no sick leave or personal time).
• Health and dental premiums continue with the company paying 80 percent and 2019 rates will remain the same as 2018. In addition, amounts paid to employees who opt out of medical coverage increase to $100 per week in April 2018 and $125 per week in April 2019.
• Safety shoe reimbursement increased to $150 in each calendar year.
• Increased time that seniority is retained to 24 months following layoff (previously 18 months). Also improved seniority language regarding layoff and TDY/Field Duty.
• Our members had identified sick leave, pensions and pay as their top issues,” said Business Rep Pat Bertucci, who served on the union’s negotiating team that included IAM 751 Chief of Staff Richard Jackson, 751 Attorney Spencer Thal and Union Stewards Mike Springer and Dave Anderson. “We were able to make improvements in all of these areas.”

District 751 proudly represents more than 200 civilian employees at JBLM, who work for nine different contractors providing specialized aviation maintenance and refinishing services and flight training in support of our war fighters around the globe.

For 751 member Burt Brienen and his wife Elke, the dream of home ownership was easier than expected and virtually free of stress, thanks to Union Home Services and Cherry Creek Mortgage Union Advantage. These two unique programs for union members and their families provide assistance every step of the way and help eliminate your worries, as well as providing a substantial rebate and $500 VISA gift card.

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March 2018 751 AERO MECHANIC Page 7
Atkins Remembered as Trailblazer for Worker and Human Rights

In February, we lost a leader and trailblazing labor activist from our community with the passing of Clara Atkins. Last year both the Seattle Chapter and the National A. Philip Randolph Institute honored Clara — recognizing her as a founding member who helped organize the Seattle Chapter and acknowledging her contribution to the Machinists Union as a leader in the labor movement.

"Clara was an incredibly strong woman and member, who did groundbreaking work for so many others. She broke down barriers and showed when you believe in something, you can make a difference and change things for the better," said 751 Chief of Staff Richard Jackson. "Clara inspired many to join our movement. If we all had Clara's spirit and determination, the labor movement would be an unstoppable force and workers would be much better off.

Clara hired into Boeing in 1952 working in Renton on the B-52 command wing, but quit when she got pregnant with her daughter in 1953 since FMLA wasn't passed into law for more than four decades. She retired in 1959 and got involved in the union because she was willing to speak up. As fellow female co-workers had problems with their union because she was willing to speak up. As fellow female co-workers had problems with their union and their community, since that is how we make change for the future.

Clara Atkins was truly an incredible woman who made a difference for so many others and definitely left a mark on history.

Fun to Spare at Bowling Tourney

Strike up a good time with food, fun, friends and prizes while raising money for the Machinists Non-Partisan Political League (MNPL).

Local F’s annual Unity Bowl fundraiser will be held at two locations, in Everett and Federal Way, on Sunday, April 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.

“Two locations allows more people to participate closer to home,” said Local F President Terri Myette. Registration costs $50 per person, which includes food and bowling fees, plus a chance at door prizes. Lane sponsorships are available for $100. All money collected will go to MNPL, which is the political action arm of the Machinists Union.

For details on the Everett tournament at Glacier Lanes, call Mitchell Christian at (425) 308-6895. For information on the Federal Way tournament at Secoma Lanes, call Trevor Riddle (206) 779-3506 or Jeremy Cory at (253) 350-1516.

There will be fun to spare...so sign up today!

New Member Seminars Bring Knowledge is Power Lessons

Knowledge is power and our newer members now have another avenue to harness that power by attending a “new member seminar” that will be held monthly.

The idea is to help new members learn what it means to be a Union member. The 90-minute meetings will be held monthly, starting in March, beginning the last Tuesday of each month. The schedule for March is:

- **Mar. 27** – Auburn Hall 11 a.m. & 4 p.m.
- **Mar. 28** – Seattle Hall, 11 a.m. & 4 p.m.
- **Mar. 29** – Everett Hall, 11 a.m. & 4 p.m.

This is another way to provide members with access to Union leaders and to educate members on the importance of solidarity, the power they have when they are united, and their rights and responsibilities,” said District 751 President Jon Holden. The seminar will help members learn more about our history, our Union structure, your rights, contractual provisions and other useful information. While they are targeted to newer members, any member is welcome.

To reserve a spot in Auburn email aubhall751@everett.751.org or in Seattle email Sea@iam751.org.

Retirement Planning Workshops

District 751 members who work at Boeing can learn how to maximize their retirement benefits at a series of free retirement workshops scheduled for the month of March.

The workshops will cover a range of topics to help you calculate your real post-hold income.

- **Options for your Boeing VIP, potential taxes and penalties;**
- **Maximizing your Boeing pension options;**
- **Tax-favored investing and proper asset allocation; and**
- **Creative budgeting techniques and dealing with debt.**

The schedule for March is:

- **Wednesday, March 21, 9:30 to 11:30 a.m. and 2:30 to 4:30 p.m.** at the Auburn Union Hall.
- **Thursday, March 22 11:30 a.m. to 1:30 p.m. and 2:30 to 4:30 p.m.** at the Everett Union Hall.

The workshops are offered by Money Management Education, sponsored by District 751. To reserve your seat and prevent workshops from being cancelled, call (888) 223-8311 or e-mail mmepugetsound@mmeducators.com.

WSLC Labor Summit: When Our Voices are United – We Win!

By David Groves, Washington State Labor Council

On March 16, 751C Council Delegate David Wyatt presents the report for his group.

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There will be fun to spare...so sign up today!
February Retired Club Meeting Minutes

The Feb. 12 meeting was called to order by Vice-President Helen Lowe. She led the club in the flag salute and singing of God Bless America and Carl Schwartz said a prayer.

Roll Call: All officers were present or excused.

Minutes: The January meeting minutes were approved.

Executive Board: no action

Financial Report: none

Communications: none

Legislative Report: Carl Schwartz reported we recently wrote to 1st District Rep. Susan DelBene asking her to support the bill that would permit Medicare to respond and is supporting this.

Senior Lobby Day at the state capitol in Olympia is February 22 and the Washington State Alliance for Retired Americans state convention will be May 15. Details about the convention will be discussed at the next business meeting.

Health and Welfare: Vice President Helen Lowe read the following list of deceased members: Local A: Johnny Pang, Betty Hutchins & Anniversaries: Vera and Calvin Doss celebrated their 60th wedding anniversary in February and Betty Hutchins had a birthday in February.

New Business: None

New Member Recognition: Fred Smith introduced himself and said he worked at Boeing in Renton and Everett. The Fred Meyer gift card was won by Jim Hutchins.

Meeting was adjourned at 11:46 p.m.

Retirees

Congratulations to the following who retired with the Union:

- William J Ahlman
- David M Ames
- David A Anderson
- David S Amot
- David W Ashworth
- John K Bailie
- Dennis C Badley
- Kerry R Bellerose
- Richard Bennett
- Jeffery D Blanchet
- Lorens C Boehm
- Mark C Boltz
- Timothy P Bowen
- Lyle D Brown
- Timothy A Callett
- Stephen J Chipman
- Roman Ciabida
- Larry J Cooper
- Mark A Costa
- Leilani J Cota
- David A Cowan
- Patrick A Davis
- Daniel D Desjardins Jr
- Laura J Desouza
- Steven C Dietzman
- Carilo S Diligencia
- Charles R Docherty
- Lee W Dougherty Jr
- William A Finnie
- Allen F Fullers
- Idefonso H Galimbra Jr
- Lauren K Gauch
- Tish A Grace
- Robert L Graves
- John E Gustafson
- Michele M Hansen
- Edwin H Harris
- Sally A Harris
- Ricky L Harvey
- Bouapha Hataabout
- James N Hinch
- Jane Huynh
- Gary D Jack
- Michael A Jenks
- Norman J Killian
- Charles H Ledwith
- James D Lee
- Robert K Leonard
- Christopher D Louie
- Steve A Lucas
- Michael J Lund
- Georgia A Mackintosh
- Tim V Mai
- Leah L Martin
- Jerry D Mason
- Larry M McCusche
- Thomas L McDonald
- David C McMahan
- Diane L McNiven
- Richard A Morgan
- Michael A Ness
- Ro V Nguyen
- Bradley E Nicholson
- Marvin R Nishimoto
- John W Norman
- Jeriann Ohlson
- Billy R Palmer
- Shirley L Palmer
- Sharilyn K Parker
- Deborah M Pillow
- Timothy A Ponton
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- Reggine R Ramey
- Lawrence S Rathke
- Jeffrey G Rings
- Bruce E Ripley
- Dennis C Samples
- Russell D Schexnayed
- Lorraine C Schloer
- James K Scott
- Kim A Sears
- Thomas C Seek
- Jeannette M Segrave
- Richard D Sena
- Lewis N Sexto
- Gary R Shamp
- Charles C Sias
- Alonzo B Singleton
- Mark D Sleight
- Bruce G Smith
- Gregory C Smith
- Wayne R Smith
- Balkrish Soni
- Charles R Spencer
- Christopher M Sroka
- Marvin G Steffen
- Donald P Stewart
- Robert J Stewart
- Robert W Stewart
- Mark A Sundeno
- Jeffrey M Troy
- Azel Valanaz
- Nathan Vandegriffe
- George Wagenseller III
- David L Waits
- Mark S Weber
- Robert A Wetherbe
- John B Win
- Robert A Wiseman
- Cynthia A Wistrum
- Larry R Ybarber
- Danny L Yarbrough
- Casey N Young

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Retired Club Officers

President: Jacki Bosshak 206-970-1099
Vice President: Helen Lowe 206-532-9536
Secretary: Son Lu 206-551-1371
Treasurer: Tom Lux 206-551-1371
Vice President: Helen Lowe 206-532-9536

Senator-at-Large: Verena Murphy 253-985-0951
Vice President: Helen Lowe 206-532-9536

Trusted: Michael Keller 206-723-4973
Johnwoman 206-768-3848
Jim Hutchins 206-369-2309

Unite Officer: (1-800-763-1301) or 206-766-1300

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Senior Lobby Day 2018

Despite a snowy morning, a van full of 751 retirees braved the icy roads to travel to Olympia and take part in the 2018 Senior Lobby Day. Armed with talking points on issues important to seniors and families, they visited legislators throughout the state capitol. Issues included: Opposing cuts to vital services for seniors, children and moderate income families; Supporting allocations of budget, housing, health care, retirement and climate justice.

The January meeting Minutes:

Roll Call: All officers were present or excused.

Minutes: The January meeting minutes were approved.

Executive Board: no action

Financial Report: none

Communications: none

Legislative Report: Carl Schwartz reported we recently wrote to 1st District Rep. Susan DelBene asking her to support the bill that would permit Medicare to respond and is supporting this.

New Business: None

New Member Recognition: Fred Smith introduced himself and said he worked at Boeing in Renton and Everett. The Fred Meyer gift card was won by Jim Hutchins.

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751 Retirees who braved the weather to take their message to Olympia. L to R: Tom Lux, Jim Hutchins, Verena Murphy, Mike Keller, Helen Lowe, Dick Volin and Larry Wade.

Long Time Officer Passes

Louise Burns, a long-time officer in our 751 Retirement Club, passed away in February. She hired into Boeing in 1951 and immediately joined the Machinists Union. She worked as a C5205 as a plastic bench assembler. She immediately joined the Machinists Union. She retired from Boeing in 1990, but didn’t retire from her union.

In retirement, she stepped up and served as a Retirement Club officer for decades. In Dec. 2015, the 751 Retirement Club presented her with an award to thank her for her service which read: “In recognition of your lengthy, dedicated involvement as a union leader by serving as Trustee of the 751 Retirement Club for 23 years. You have displayed your true commitment to the belief that ‘you may retire from your job, but you never retire from your union.”

Her smiling face, that had become a fixture at the club and annual luncheons, will be missed. She was a true trade unionist.
AD RULES
Each single ad must be 25 words or less. Use a separate piece of paper for each ad, as they are pre-classified physically. Ads are free only to members – active, lifetime, and retired. For best response, include phone number. Members “cottage industries” will be OK on ads, but no contact information using own paper for ads, include information required on regular ad blank.

Deadline For Next Issue: March 16th

Furniture
ETHAN ALLEN mid-70s queen piece bedroom set (pine) wood. Lacy boy sofa, (chair & half) with ottoman.

REC VEHICLES
TRAILMAINOR 312K (2005 model) pop-up camper. $8000.00 Ready for camp. Registered until October 2018. LED lights and 100 watts solar power. Email: memorts@gmail.com or 425-743-6777

Housing
2 BEDROOM, 1 bath, oversized garage, $1500 a month, new paint, carpet, fresh bathroom, unfurnished. Walk to Boeing Renton. 206-243-1278

FOR RENT: 2 BEDROOM CONDO. Peter’s Waterfront Resort, Lake Chelan time share, week 4 unit, 221, June 15-21, 2018. $2250-$3950. All or part. 509-682-440

KONA, HAWAII OCEANVIEW 2bdm, 2bath condo plus loft. www.konalodyssey.com. Ready for that month long vacation in paradise? Steps. 5 Minimum stay 30 days. 10% discount to Boeing employees. $2850-3500/mo. Discounts include designated parking, DSL for Wi-Fi, pool, Jazz, and much more. 206-896-7782.

VIEW HOME, 4 bedroom, 3 bath, fully basement, attached car garage, 3600 sq. ft. 4 acres. Culverton, MT plus 30x40 shop $470,000. Own 10 on more acres at 4433-774-524 or 470-709-0383.

Miscellaneous
CRAGSTRAF Felding folding ramps for ATV, lawn trucks, etc. $40.00 360-868-1016

For Good Van Mounted Car Pet Cleaning in South Puget Sound area please call or text 253-535-2433. Licensed and insured.


Home & RV Mattress Center - home, RV, special size mattresses. AeroMechanic’s discount. Call 425-640-7891 or hrvmc.com

Auto & Parts & Accessories
4 CHROME VOLKSWAGEN center cups fit Jetta or Camper Van. Possible old part number 2A45757 ten inch diam. - never used $100 253-350-9979

Boats
1966 CARVER LAPSTRAKE 20 1/2 camp- er model. Newer 400 HP GMC 1964 model. 21' 2.5 cubic feet ballast. The boat will be in the Seattle Union Hall at 5:30 p.m. March 20th and is for sale. 253-252-5753

EIDE ELECTRIC BOAT LOADER for 14’ aluminum boat or smaller - $400 OBO. Also, utility rack for loader or will sell separately - $300. Call 253-839-7937

Cottage Industries
FUNPIX – Seattle’s Premium Fun Photo- to- Station! We do all business and special events. We’re not your typical photo booth. Fresh water cooled. Call Booth anytime. 253-352-8216

Want a Fussy House Keeper? Call Barbara at Bellasys House Keep- ing in the late afternoon. Works morn- ings and early afternoon. 206-809-2195

You want the best NUTRITIONAL SUP-PLEMENTation you can get. No com- petitor has a more trusted name in the industry than us, since 1989. Call 509-756-7761.

NEED A REAL ESTATE AGENT? I would be honored to help you buy/sell a home. I’m pas- sionate and dedicated to helping with people they call “family” needs. Janie Hanson, Person Real Estate Group. Cell 253-332-3816 (call or text) JanieHanson@remax.com

JIM’S CUSTOM ROTOTILLING serving Marysville, Arlington, Stanwood. Large area tilling, blackberry removal, etc. email to jim@jimrototiller.com

DIPFLAW SERVICE Landscaping and yard maintenance. Serving Maple Valley, Cov-ington, Kent, Auburn and Black Diamond. Give me a call 253-246-6979 or dipflaw questionable@gmail.com

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

READY for A NEW CAREER AFTER RETIREMENT? Unable to advance in current job? Get your FCC commercial radio licenses. GRD, Radar, GMRS/HT, and GPS M0S - marine. Call 513-604-4054

Home & RV Mattress Center – home, RV, special size mattresses. AeroMechanic’s discount. Call 425-640-7891 or hrvmc.com

Buy - Sell - Close. Call your real es- tate professional! Von Provo is available to help you buy, sell or reserve. Call us at www.flylineproperties.com or email at von@flylineproperties.com

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Want a Fussy House Keeper? Call Barbara at Bellasys House Keep- ing in the late afternoon. Works morn- ings and early afternoon. 206-809-2195

You want the best NUTRITIONAL SUP-PLEMENTation you can get. No com- petitor has a more trusted name in the industry than us, since 1989. Call 509-756-7761.

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LABOR HISTORY HAP Pennings March Labor History Happenings

Information taken from the PNHLA Labor History Calendar.

Aeronautical Machinists Inc. Meets March 13, 2018
Aeronautical Machinists Inc. which owns and operates the Union’s buildings and property, will hold its annual meeting on Tuesday, March 13 in the District Council chambers in the Seattle Union Hall at 5:30 p.m. It is immediately following the 5:30 p.m. District Council meeting.

Every member of a Local Lodge affiliated with District 751 can vote on the business at the Aeronautical Machinists Inc meeting.
FINANCIAL SENSE: Four Things to Know About Risk

Whether you’re already investing or are just thinking about it, you should understand risk and the role it plays in your portfolio. And although it may seem simple enough on the surface, there can be one of the most difficult concepts to grasp—especially for new investors. To help clear things up, here are four things you should know:

1. Risk has many faces.

Usually when people talk about risk, they’re referring to investment risk: You purchase a stock at $50 a share, for example, and a year later it’s worth only $25. Investment risk is relatively easy to understand, and it’s measurable based on the ups and downs in an investment’s price. The more volatile it’s been, the more risky the investment is considered to be.

Unfortunately, investment risk is only one investors face. There are plenty of others that aren’t so easy to understand or measure. For example, there’s:

Market risk. While investment risk has to do with a specific investment, there’s also the risk that the entire market will decline—remember what happened to stocks during the Great Recession—and pull your investment down with it. That’s market risk.

Inflation risk. Inflation is the overall increase in prices in an economy. It creates the risk that an investment’s return won’t be enough to overcome its impact. For example, inflation runs 2% a year and your investment returns only 1%. That means you have lost “purchasing power.” As a result, even with your returns, it would be buy lower at the end of the year than at the beginning.

Opportunity risk. Some investors believe you can avoid risk by investing

Beckendorf Scholarship Accepting Applications

The Jerry Beckendorf Community Service Scholarship Fund is now accepting applications for 2018. 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 2018. Applications are available at www.scottwealthmgmt.com and must be submitted by March 15.

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

Officers Accept the Oath of Office at Local Meetings

Local F President Jim McKenzie administers the oath of office to Local F Trustee Travis Kendrick.

Local F President Terri Myette (l) administers the oath of office to Local F Trustee Kent Chappell.

Business Rep Ira Carterman administers the oath of office to Local E District Audit Randi Hamlin and Local E Trustee Von Kammraad.

Local F President Terri Myette administers the oath of office to Local F Educator Katie Eagleson and Local F Audit Tom Keller.

Pacific NW Labor History Conference April 6-8

“Honoring Our Past, Creating Our Future” is the theme to celebrate 50 years of promoting labor history by attending the Pacific Northwest Labor History Association’s Annual Conference April 6-8 at the Hilton Seattle Airport & Conference Center in SeaTac, WA. This is the 50th anniversary of the PNLLH.

Registration includes a Friday night social and movie co-sponsored with the United Association of Labor Educators (UALE). This year’s conference promises to be one of our best. We have two dynamic keynote speakers in Bill Fletcher Jr. and Kent Wong. Saturday evening we have our Annual Awards Banquet where we honor our own who are making labor history today. The featured speaker will be Nikkita Oliver, organizer, educator, teaching-artist, social justice activist.

We have sixteen excellent workshops as well as three movies: we are collaborating with UALE in premiering the new film 9ct525 Legacy which looks at the 40 year history of the National Association of Working Women and its sister union, SEIU 925 based in Seattle; Witness to Revolution on the 1919 Seattle General Strike; and the just-released Verona which explores the events surrounding the Everett Massacre.

The PNLLH brings a history of struggle for labor and human rights to the forefront of our consciousness. For fifty years, we have explored regional, national, and international issues, and used music, drama and re-enactments, talks and papers to highlight labor history. In this era of disaster capitalism and income inequality, we especially need to remember what working people and unions have done, and need to do, to make the world a better place.

You may register on-line at www.pnllh.org . For a paper registration form email pnllh2@gmail.com.

Photo right: Local F President Terri Myette (l) administers the oath of office to Local F Trustee Travis Kendrick.
Gearing Up for Contract at Kenworth Sales

Business Rep Steve Warren (l) meets with Stewards from Kenworth Sales (Paul Atkins, Joe Hoerl and Mike Nettles) to identify issues for their upcoming contract negotiations. The current contract expires November 30. Stewards will begin asking members to help identify priorities for the next contract.

Poker Tourney Deals a Good Contract

Eastern Washington's poker tournament to raise money for the 2020 Grand Lodge Convention was a fun deal for all participants on Feb. 24. Top five winners took home prize money and an assortment of prizes were raffled off, but the real winner was the 2020 Convention, as preliminary estimates show the event raised more than $9,000.

Just a few of the tables of the 45 players taking part in the tournament.

Gearing Up for Contract at Kenworth Sales

Time for 2020 G.L. Convention

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Thanks to all the participants and volunteers who ensured the event was a success. Thank you to Northern Quest Casino for hosting the event.

Above one of our members working on helicopters at Fairchild AFB.

Left: Business Rep Steve Warren held a lunchtime meeting with members from Akima to hear their concerns and answer questions.

Participants watched as the players were eliminated in the tournament.

Stewards meet every other week at Triumph and have searched for alternatives to keep the Rotomold work package from being moved to Mexico. To date, the package is still slated to move by end of 2018.

Triumph Intent on Offload of Work

In November, Triumph announced their plan to transfer all Rotomold production to their facility in Mexico, which would impact approximately 30 of our members. Per Article 20.6 of our contract, Triumph must meet and confer on work packages to be outsourced and evaluate whether to keep work at the Spokane plant in addition to providing 120 days notice to the Union.

Since the Company announced their decision to transfer Rotomold production to Mexico, our Union has met with the Plant Manager, Senior Production Manager and HR every other week along with our stewards in hopes of finding alternatives to transfering this work out of the facility. We applied pressure and tried to persuade top company officials to make the right business decision and keep this profitable work here in Spokane.

Beyond just meeting with stewards and management to brainstorm ideas, our Union distributed a survey asking members who work or have worked in Rotomold production area to give additional suggestions for productivity, efficiency, quality and production improvement.

Unfortunately, despite these meetings and suggested alternatives, the Company plans to move this production work to their Mexico facility before the end of 2018. In this instance, Triumph is moving equipment from the Spokane facility so if they run into production problems, there is no opportunity to return the work to Spokane without having to again move all the associated equipment.

It is clear that Boeing’s continued pressure to cut costs are having an impact on Triumph and other suppliers. We encourage Triumph to find new work to fill the facility because we all know when the plant is running at capacity, it is a stronger future for everyone.

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