

## Settlement delivers for URS members

More than 200 current and former IAM 751 Machinists will share in a \$165,000 settlement that has ended a long-running legal fight with their former employer at Joint Base Lewis-McChord.

“We got what we were owed,” said Union Steward Richard Moe. “To URS, it’s a pittance. To us it means something. We worked for it and were promised it.”

Individual payments, based on hours of vacation accrued in 2012, will range from \$19 to as high as \$2,570 per person, said IAM 751 Business Rep Joe Crockett, who represents workers at JBLM.

The settlement came after our union fought to ensure that the Machinists who had worked at URS were compensated for vacation benefits they had earned while working for the company.

“We’ve been sticking with this for more than a year and a half,” Crockett said. “The vacation issue was one of the major drivers that prompted them to vote for a union in the first place.”

The Machinists work on U.S. Army helicopters and do site maintenance at JBLM. They voted to join District 751

in December 2011 and ratified their first collective bargaining agreement in August 2012.

One of their major issues was the way their vacation time was accrued. Midway through 2011, URS had moved to a system whereby vacation time was paid out yearly on a person’s anniversary date; this in effect took vacation time away from them.

Workers wanted it converted back to the old method of biweekly “dumps,” which allowed them to use vacation time as they earned it.

The union’s bargaining team won that during negotiations, and it was included in the collective bargaining agreement to begin Jan. 1, 2013. It was intended that vacation earned under the old annual accrual through 2012 would be available for their use starting Jan. 1, regardless of their anniversary date.

However, URS managers and human resources refused to abide by the full scope of the language, instead continuing to pay the 2012 accruals as each member reached their anniversary dates in 2013.



*L to R: Members from URS Mike Springer, Dave Anderson and Jason Brill were glad to finally have their vacation pay after URS tried to delay it in court even though an arbitrator ordered URS to pay it in October 2013.*

In March 2013, they quit making vacation “dumps” for 2012 altogether, after URS lost its contract with the Army and was replaced by a new contractor, Defense Support Services.

Instead, URS tried to pocket the cash it

believed it already had received from the federal government to cover Machinists Union members’ vacation time.

Our union filed two grievances over the issue, and took them all the way to

*Continued on page 7*



*Tooling QA Steward Larry Hagen (l) describes new tooling installed in Renton by our members to Steward Coordinator Ed Lutgen and District President Jon Holden. The tooling is 420 feet long, 3 stories high and is being installed while machinists are building a record 42 737s a month.*

## The new “Incredibles” of Renton

Much like “The Incredibles” who built the first 747 simultaneously as the factory around them was built, a new generation of “Incredibles” is leaving a tremendous mark on Renton and the 737 line.

While production in the Renton plant is at a record 42 airplanes a month or 2.5 planes a day, tooling members are simultaneously reconfiguring the factory and installing huge new tools that will allow the plant to build 52 or more 737s a month in the existing space.

Keep in mind that the Renton plant has significantly reduced both building

and factory space in the last 15 years, meaning every square foot must be used efficiently to maximize production. The new production rates of 52 a month in 2018 will triple the rate of 737’s built just a decade ago.

Making sure these changes occur without disrupting historic production rates is even more amazing since Machinists are also preparing the new 737 MAX model. This alone is a testament to the skills, expertise and dedication of our members, who adapt and learn new

*Continued on page 8*

## Members stand their ‘ground’ to resolve risky electrical issues

Electricians in Everett held their ground and ensured an electrical issue was addressed to keep Boeing employees safe at their work stations on the 787 line.

Equipment Services (ES) Electricians Emmanuel Cruz, Tim Allen and Technician Mike Hill refused to compromise their electrical standards and insisted necessary modifications were made so Boeing employees were not exposed to additional risks.

But getting the proper resolution was not easy. These skilled electricians faced resistance from Environmental Health & Safety (EHS) and 787 management,

who insisted the wiring was fine and employees could continue working.

The issue began when Everett ES Electricians were asked to respond to an outage in the 40-26 building when a breaker tripped. As our electricians investigated the outage, they found a barge or portable office being used by 787 support staff next to the aircraft that had multiple electrical cords plugged into various power strips and daisy chained together.

The barge had been built by the “moonshine shop” on orders from 787

*Continued on page 8*



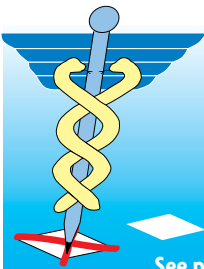
*Electricians Tim Allen, Emmanuel Cruz, and Mike Hill talk with Business Rep Jason Redrup about hazardous electrical issues they had to fight to make safe on a work barge (in background) that housed 10 workers, computers and printers.*



### Vacation Verification

Union ensures vacation accrual is correct; member receives 501.9 additional vacation hours

3



**Choosing  
Your Plan  
at Boeing**

See pages 6-7 for info

### Inside Index

President’s Message .....	2
Community Service .....	4
Retirement.....	9
Want Ads .....	10
Eastern Washington .....	12



REPORT FROM THE PRESIDENT

We must all be accountable to make our Union stronger

By JON HOLDEN  
District 751 President

November is going to be a busy month for our union, as we attempt to provide our stewards and our members with the tools they need to hold Boeing and other employers accountable for living up to their end of our collective bargaining agreements.



members, raised during the Town Hall meetings. Above all, we're going to talk about accountability. Stewards are accountable to members, and Business Reps are accountable as well. We must work with our stewards as a team to engage, educate and represent our members.

I've called our union stewards from Boeing to meetings that will take place this month and plan similar meetings for stewards at other companies.

Our stewards are the backbone of our union. They're the first person union members turn to when they have a question, and they're the first line of defense when managers try to infringe upon our rights in the workplace. We can't be an effective union without a strong corps of stewards.

At the steward meetings, we're going to talk about expectations and responsibilities. The most important of those is this: Our stewards must always – always – be advocates for our members.

We're going to have refreshers on processes, helping our stewards to sharpen the tools they use to protect your rights. We're going to talk about leadership, and about the topics you, as

Likewise, our District and Local Lodge officers, myself included, must stay engaged with our members and address their concerns. We have a responsibility to stay connected with the members who elected us, and to address their concerns.

However, union stewards and officers aren't the only ones with a responsibility to make our union better. That's a job for all of us. The true strength of our union lies with the membership.

That's a key reason why we are having the members' rights classes in November at all our Puget Sound union halls.

The classes build upon the presentations we had during our most-recent Town Hall meetings. We're going to talk about the rights all workers have under state and federal law – and how the fact we have a union contract with our employer gives us additional protection

from unfair treatment on the job. It's important for you, as a union member, to understand what your rights are, both under the law and under our collective bargaining agreements. If you understand what your rights are, it makes it easier for us, working together, to protect them.

It also is important for you, as a member, to become engaged with our union. Understanding your rights at work is an important first step, and each of us should try to learn the contract language and company policies that affect our working lives.

But beyond that, we have many opportunities to get involved in our union, our communities and our workplaces. Take advantage of those opportunities, and get engaged and involved at some level.

Some of those opportunities are in the legislative arena.

I'd like to thank everyone who took part in our Legislative Committee's activities during the elections this fall. As citizens of our state and our nation, we have a responsibility to take part in our democratic process, and those of you who actively campaigned for a candidate that supports working people deserve our thanks.

Now that the elections are over,

it's time to hold our elected officials accountable for doing the jobs we expect them to do.

As a union, we have a particular responsibility to make sure that any laws that are passed strengthen workers' rights, and raise the standard of living for all working people – aerospace workers have been our focus.

That's why we are continuing to work with SPEEA on legislation to hold Boeing and its suppliers accountable for using our state's \$8.7 billion tax incentive in the way it was intended – to create new, good-paying jobs in our state. Over the past month, we have continued to meet with key players in Olympia to

Continued on page 3

Bertucci appointed as Business Rep

November brought a new face as Business Rep Pat Bertucci was appointed to serve the membership. While Pat may be new as a Business Rep, he is a seasoned veteran among Union leaders and activists.

He worked for years as an intake mechanic on 737 final assembly, where he served as a Union Steward representing members with contract violations. He has worked his way up through the ranks of Local A leadership, serving as District Council Alternate, District Council Delegate, Local A Recording Secretary and Vice President of the District.

For the past 2 years he has served as a Work Transfer Investigator, challenging Boeing offload decisions, pushing his Company counterparts to justify any job movement with a sound business case and presenting alternatives aimed at keeping work inhouse for our members.

Prior to that Pat served nearly two years as a facilitator delivering training on LOU 28. This language gives members a voice and a way to effect change in their shop to make it safer and make their quality of work life better.

Pat is a charismatic leader that



Pat Bertucci is assigned as Business Rep over members at Frederickson and parts of the Auburn plant.

is passionate about representing the membership and promoting unionism to help other workers raise their standard of living. Yet he also has been a leader on other fronts.

Pat has served on the Legislative Committee for years, lobbying and testifying in both Olympia and Washington DC on issues important to workers.

Pat has also been a regular volunteer on community service projects – building wheelchair ramps, helping at area missions, Northwest Harvest and Salvation Army events. In addition, he has helped on various Guide Dogs of America fundraisers.

Pat has long been a fighter who speaks up for members.

"I'm honored to serve the members as a Business Rep and look forward to meeting the Stewards and members in my area of assignment," said Pat.

Pat is assigned to represent members at the Frederickson plant, as well as other buildings at the Auburn facility that were previously covered by Don Morris.

Several other Business Rep assignment changes will be effective Nov. 9.

• Tommy Wilson will move to Auburn and cover the building assignments that were previously Joe Crockett's.

• Don Morris will move to the Renton Hall and take Tommy Wilson's previous assignment.

• Joe Crockett will move to Seattle and cover Joint Base Lewis McChord, Hytek, Jorgensen Forge and pieces of the Seattle assignment.

OCTOBER LOCAL 751-C ELECTION RESULTS

Local 751-C officers election results from October 9 are listed below (winners are bold) Thanks to all the members who came out to vote and for the volunteers who helped at the polling sites.

<b>Local C President</b> <b>John Lopez Jr ..... 591</b> Ron Coen ..... 270	<b>Local C Vice President</b> <b>Andrew Schier ..... 562</b> Paul Burton ..... 284	<b>Local C Rec-Secretary</b> <b>Chris Schorr..... 536</b> David Henry ..... 314	<b>Local C Sec-Treasurer</b> <b>Andre G. Trahan.... 525</b> Joe Perry ..... 317
<b>Local C Conductor-Sentinel</b> <b>Mark Mason..... 513</b> Rob Curran ..... 330	<b>Local C Trustees (3 elected)</b> <b>Justin Bailes ..... 724</b> <b>Harold Ruffalo..... 710</b> <b>Rob Jones ..... 564</b> James Rice Jr. .... 332	<b>Local C Auditors (3 elected)</b> <b>Patrick White..... 757</b> <b>Gary Kiehl..... 757</b> <b>George Kip Wilson .... 757</b>	

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

**Jon Holden**  
*President, Directing  
Business Representative*

**Susan Palmer**  
*Secretary-Treasurer*

**Clark Fromong**  
*Sergeant-at-Arms*

**Tommy Wilson**  
**Heather Barstow**

**Don Morris**  
**Ray Baumgardner**  
**Brett Coty**

**D. Joe Crockett**  
**Ron Bradley**  
**Emerson Hamilton**  
**Charles G. Craft**

**Steve Warren (Eastern WA)**  
**Richard McCabe**

**Jason Redrup**  
**Wilson 'Fergie' Ferguson**  
**Dan Swank**  
**Dena Bartman**  
**Pat Bertucci**  
*Union Business Representatives*

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  - 8729 Airport Rd, Everett; 425-355-8821
  - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from:  
Nationwide 1-800-763-1301  
Tacoma 253-627-0822  
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751 AERO MECHANIC

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# Educator: Unions give workers ‘power and a voice’

A union contract gives workers the power to hold their managers accountable when they’re treated unfairly, IAM 751 members were told at the first members’ rights workshops in November.

“You guys have a much more-direct line for hand-slapping than someone who doesn’t have a union,” said Sarah Laslett, the director of the Washington State Labor Education and Research Center at South Seattle College. “Whatever’s happening in the shop, you have the voice and the power to respond to that.”

Laslett is leading the members’ rights classes, which will take place this month at all four Puget Sound union halls. About two dozen union members – some of them stewards – took part in the first class, which was held in Everett.

As a rule, Laslett said, union workers have more ability to address workplace issues they’re unhappy with than non-union workers.

Union contracts mean that managers have to treat workers with a basic level of respect – “not out of the goodness of their own heart” but because union workers have more of a voice on the job and are

less likely to be punished for speaking up, she said.

The most-basic rights involve workplace discipline. Laslett said most workers who don’t have union contracts are “at-will” employees who can be fired on a whim.

“If you don’t have a union, your employer can hire or fire you for any reason at all,” she explained – unless it represents a clear case of racial, sexual or age discrimination.

On the other hand, union contracts mean that workers can only be fired or disciplined “for cause,” which means “they actually have to meet a pretty strict standard in order to discipline or fire you, or change your working conditions,” Laslett said.

For example, a company has to inform union workers of its rules before it disciplines them for breaking them. Rules have to be reasonable and consistently enforced, and there has to be an investigation before any discipline can be handed out.

If there’s a dispute, union members have access to a network of stewards and



Union members in Everett discuss ways they could stand up to managers who overstep their collective bargaining agreement.

business representatives to help them reach a fair solution, she said.

Non-union workers are on their own, Laslett said. Their only recourse is to hire a lawyer and file a lawsuit, “and how often do working people have the money and time to do that?”

The Machinists Union’s contract with Boeing gives workers many more basic benefits than those simply required by law, Laslett said.

Take overtime pay, for example. State law says employers only have to pay time-and-a-half after 40 hours in a seven-day work week, she explained.

But the union’s contract with Boeing says workers get time-and-a-half after eight hours worked in a day, and double-time after 10 hours. There are also premiums for work done on holidays.

“Your overtime benefit under your contract is amazing, compared to what workers in non-union companies have,” Laslett said.

The education benefits under the contract are also top-notch, she said.

Look at Starbucks, which is “patting itself on the back” for offering its workers a chance to enroll in online college courses.

IAM 751 members at Boeing get benefits that can further their career, or even train for a new one, in any field at any accredited college or university.

“These are some of the very basic things you have because you have a union,” Laslett said. “A lot of workers think they get them because the company is just a bunch of good guys.”

While a union contract can grant rights, those rights “don’t stand up for themselves,” Laslett said. It’s the role of everyone in the union – stewards, officers and members alike – to ensure that management at Boeing and other companies live up to their commitments.

Laslett discussed specific tools IAM 751 members have to push back when management oversteps its bounds.

Collective action is one way. She praised the “We Cower to No One” t-shirts.

*Continued on page 11*



Union members listen as labor educator Sarah Laslett discusses the benefits of union membership during workers’ rights classes in Everett.

## Union helps member at Boeing win three months of paid leave

Thanks to assistance from his Union Steward Jim Roberts, IAM 751-member Juan Sosa recently received an additional 501.9 vacation hours and 2.7 sick leave hours. The additional time off corrected a problem with how Boeing payroll accrued his vacation since his last rehired date in 2006 and demonstrated the value of having a union contract.

Juan had worked third shift for years and was under the false impression that sick leave and vacation were accrued using different formulas for that shift. He transferred to first shift last year and expected to accumulate more vacation; however, on his anniversary date he only received 107.9 hours, which he believed was incorrect for a member with 17 years seniority.

Juan initially tried to correct the problem on his own. He talked to Human Resources who referred him to



751-member Juan Sosa (r) thanks Union Steward Jim Roberts for getting his vacation accrual corrected. As a result, Juan received 501.9 hours of additional vacation and 2.7 hours of sick leave.

to ensure he was getting the proper vacation credits. Jim said he would look into the matter.

Two days later Juan got an email from TotalAccess stating there had been an error in the tabulation of his vacation and that a review dating back to his rehired date of September 2006 provided an additional 501.9 vacation hours and 2.7 sick leave hours.

“I was so grateful to have the union to correct this issue. Union Steward Jim Roberts did an excellent job in assisting with my vacation accrual. I believe the issue would not have been resolved without Jim’s assistance,” said Juan. “After hearing the circumstances, Jim

didn’t give me false hope, but put me at ease assuring me whatever the outcome it would be correct and I would understand how it was calculated.”

“I appreciate the work Jim did in this case, along with our other stewards who work hard to make sure our members receive all the benefits they are supposed to as defined in our collective bargaining agreement,” said District 751 President Jon Holden. “Jim did a great job and ensured Juan’s benefits were correct.”

Every day Union Stewards throughout Puget Sound work similar issues for members. If members have a question on their benefits or a contractual issue, bring it to the attention of a Union Steward.

## We must all be accountable to make our Union stronger

*Continued from page 2*

explain our position – that aerospace companies shouldn’t be able to use our tax dollars to create high-paying jobs in other states and the need to address low-wage aerospace jobs here at home.

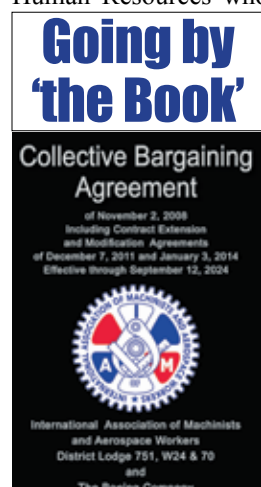
Again, it’s a matter of accountability. As union members, it is up to all of us to make our union stronger, and as Washington citizens, it is up to us to make our state – and nation -- better.

In the end, we are all accountable to each other.

While the following paragraphs do not fit smoothly into my column, the events of the past few weeks do not fit smoothly into our lives either. Having said that, it is important that as a union and as an integral part of this community, we acknowledge the tragedy where thousands of our members live. That is the shooting at Marysville Pilchuck High School.

These events always seem senseless and are incomprehensible, but we have to recognize the impact that it has on our communities, on our members and our children attending these schools.

If there is any activity that you can participate in or donations you can make to help the community around Marysville Pilchuck High School, please make every effort to do so.





COMMUNITY SERVICE



Team 751 poses for a group photo before the walk at the Seattle Center.

Team 751 helps make strides against breast cancer

Close to three dozen IAM 751 Machinists led by District President Jon Holden took part in this year's Making Strides Against Breast Cancer walk, which was held Oct. 18 in Seattle.

The annual event is a fundraiser for the American Cancer Society, which helps fund breast cancer research and pay for mammograms for women who otherwise couldn't afford them.

The union group raised more than \$2,500. Additional money was raised through the Boeing gift match program where participants were eligible for a \$100 contribution from Boeing.

Along with the cash, the walkers also helped raise breast cancer awareness, said Women's Committee chairwoman Grace Holland.

"Great strides have been made to ensure that more birthdays are celebrated each year," she said. "But the battle is not over."

The Cancer Society recommends that women older than 40 should get annual mammograms and breast cancer exams.



Team 751 members during the walk through Seattle Center.



Above: Steward Dave Hamre served as a route marshal.



District President Jon Holden (right) and retiree Ron McGaha cross the finish line.



Left: Debbie and Marissa Donnell make the walk every year. Debbie is a cancer survivor.

Machinists make a difference in our communities

Helping a brother



For years, Tom Lindberg (above left) has been one of the MVP Committee's top volunteers. He's been honored by the White House for his volunteer service, and he was the 2012 recipient of the MVP Committee's Bill Johnson True Trade Unionist Award for his service to the community. So when health issues made it necessary for Lindberg to have a ramp of his own, union volunteers didn't hesitate. "Tom's our brother and he's helped hundreds of people over the years," said MVP Chairman Rob Curran. "Of course we're going to help out."

Feeding the hungry



MVPs (above and left) prepared and served a harvest dinner for 350 homeless people at The Rescue Mission in Tacoma on Oct. 18. The union volunteers cooked a dinner of spaghetti, garlic bread, vegetables and hand-made apple crisp, and reached into their own pockets to buy pumpkin pie for everyone. A number of the volunteers spent their entire Saturday at the mission, after showing up at 6 a.m. to serve breakfast.



## COMMUNITY SERVICE

# Santa Claus is coming, thanks to IAM 751 volunteers

They're much too tall to be elves, but a group of IAM 751 volunteers put in a lot of time in a toy workshop year-round, so that several thousand underprivileged Pierce County children will get a visit from Santa this Christmas.

A core group of up to 10 MVPs volunteer once or twice a month at a charity called the Toy Rescue Mission. Last year, the Toy Rescue Mission provided Christmas presents, stockings – even wrapping paper and batteries – to 5,500 children in and around Tacoma.

"Helping children out, it's kind of a calling," said MVP Committee Chairman Rob Curran.

The Toy Rescue Mission takes donations of used toys, primarily, then cleans them up and repairs them good as new, then shrink-wraps them. Families that qualify, based on income, then can pick up toys – and wrapping paper – for their children.

Christmas is the busiest time of year for the mission; however, mission volunteers also help provide Easter baskets in the spring, backpacks filled with school supplies in the fall and birthday gifts year round – including balloons and mixes for a birthday cake.

In all, 1,300 children received something from the toy mission at some point in 2013.

Most of us have memories of favorite



*Cleaned up by Toy Rescue Mission volunteers and shrink-wrapped so that they're just like new, Mr. Potato Head dolls are ready to be given as gifts to children.*



*Toy Rescue Mission director Martha Davis watches as MVPs Rob Curran (left) and George Braun test GameBoys to ensure they're working.*

toys from our childhood. What we may not understand, however, is how important toys are in helping children develop into healthy, happy adults, said Martha Davis, who is the mission's executive director.

"Toys encourage creativity," she said.

"Toys teach children to share. There are a lot of skills you learn from playing with toys."

In addition, toys help build self-esteem, she said. If your family is poor, and can't afford the toys that other children have, that can lead children to feel ashamed of themselves, she said.

The mission's goal is to alleviate that.

The mission was formally organized in 1994. Davis wasn't involved at the start – she was working as a regional manager for a chain of auto parts stores. Her first involvement

came when the store got a request for 20 small bottles of automotive touch-up paint – all of it in different colors – from a non-profit she'd never heard of.

Curious, Davis said, she called to ask what they wanted the paint for. It was to repaint old Matchbox cars to make them look like new, she was told.

Touched, Davis authorized the donation and "I made the mistake of saying 'if there is anything else I can do, let me know,'" she laughed. "Within two weeks they were calling me, inviting me to a board meeting."

The MVPs got involved with Davis and the Toy Rescue Mission after meeting her at another Pierce County volunteer event.

"She's a go-getter," said George Braun, an MVP who regularly volunteers at the toy mission. "We love Martha."

The work the MVPs do varies. Some days they wash toys, or shrink-wrap them. Other days, they're helping out doing maintenance on the building.

### Here's how you can help

Here are three ways you can help the Toy Rescue Mission:

1) Volunteer with the MVPs – for details, call Kay Michlik at the Seattle Union Hall (206) 764-0355.

2) Donate used toys or games at the mission, which is open on Tuesdays, Wednesdays, Thursdays and alternate Saturdays, at 607 S. Winifred St. in Tacoma.

3) If you're a Fred Meyer shopper, designate the Toy Rescue Mission to receive donations through the Fred Meyer Community Rewards program. For details, go online at [www.fredmeyer.com/topic/community-rewards-4](http://www.fredmeyer.com/topic/community-rewards-4)

"A lot of it is counting parts and making sure it's bright and brand new, so that when a child opens it, it's all there," Braun said.

It's essential that every board game has all the pieces it's supposed to have, said Davis. Puzzles must have all their pieces as well. Everything is tested to make sure it works, and any battery-operated toys absolutely comes with the batteries included.

Families that can't afford toys to start with also can't afford batteries, Davis said.

Davis said more than 100 Pierce County people will volunteer to help at the toy mission during a typical year. But the Machinists stand out for the "level of professionalism they bring as volunteers," she said. They show up on time, and if they say they'll be there, then they'll be there.

As far as the MVPs are concerned, helping children have happier childhoods is simply the right thing to do, Curran said.

"It's part of what the union is here for – making the community better for all of us," he said. "We all need help from time to time, but children, they're relying on someone to help them out."

## 751 delivers sweet donation to Salvation Army White Center



*District 751 members again donated generously to the White Center Salvation Army's candy drive. Above: Local A President Les Mullen (l) and Business Rep Rich McCabe (r) did the honors of delivering the tons of candy donated. Special thanks to Union Steward Paul Richards and his crew who delivered more than 150 pounds of candy for the effort.*

## MVPs join KING-TV's Hometeam to fight against hunger

IAM 751 MVPs are once again preparing to do their part in the fight against hunger.

Members of the Machinists Volunteer Program – the union's community-service arm – are set to begin collecting donations of food and cash for KING-TV's annual Hometeam Harvest food drive to benefit the Northwest Harvest food bank.

In addition, as many as 150 District 751 volunteers are expected to be on hand for the Dec. 7 food drive itself, helping to load semi-trailers with donations of food dropped off by Channel 5 viewers from around Puget Sound.

The MVPs will collect food and cash at local lodge meetings during November. Individuals also can drop off donations of food or cash (check made out to Northwest Harvest) at any union hall in Puget Sound.

"We spend a lot of time volunteering in the community and we see too many hungry people, including many people who have jobs but don't make enough to feed themselves or their families" said Rob Curran, the MVP Committee's chairman. "We're committed to doing what we can to make

it better."

This will be the 12<sup>th</sup> year that District 751 volunteers will take part in KING-TV's annual winter food drive.

"Truly, the aerospace machinists union has become as much a part of Hometeam Harvest as anyone else," said Betsy Roberson, the community relations manager for the TV station. "You're the ones out there directing traffic and carrying those big bags of food from trunks to trucks."



*IAM 751 MVPs at the Everett Mall load crates full of donated food during last year's KING-TV Hometeam Harvest food drive.*



# CHOOSING YOUR COVERAGE AT BOEING

## Open enrollment for health plans at Boeing through Dec. 3

District 751 members working at Boeing will be asked to select their health and dental insurance coverage for 2015 during the annual enrollment period, which runs Nov. 7 through Dec. 3.

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



- IAM members at Boeing in Puget Sound can choose from the following medical plans:
- Selections Coordinated Care Plan (CCP)
  - Group Health Cooperative HMO
  - Traditional Medical Plan (TMP)

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

2015 contribution rates for Puget Sound are noted in the table below:

Monthly Employee Pretax Contributions Beginning Jan. 2014*				
Coverage Level	TMP	Selections CCP	Group Health	Kaiser Permanente HMO
Employee Only	\$24.20	\$54.45	\$54.45	\$24.20
Employee + spouse	\$48.40	\$108.90	\$108.90	\$48.40
Employee + child(ren)	\$48.40	\$108.90	\$108.90	\$48.40
Family	\$72.60	\$163.35	\$163.35	\$72.60

\*Amounts reflect completion of health assessment questionnaire.

Our contract with Boeing spells out your health care benefits, including deductibles, office co-pays and prescription coverage. You should be aware of several items:

- Complete the **Health Assessment Questionnaire** to avoid additional paycheck contributions in 2015 (NOTE: you must complete assessment each year to avoid additional charges in the following year). Taking the questionnaire is not mandatory, but it is a choice members and/or their covered spouse or domestic partner need to make to avoid additional monthly payroll contributions. Members can take the IAM Health Assessment Questionnaire until Dec. 3 by logging into TotalAccess and clicking “My Well Being” (spouses must visit [www.webmdhealth.com/boeing](http://www.webmdhealth.com/boeing)). Please note that when taking the Health Assessment Questionnaire, you can always select “Don’t Know” if you prefer not to answer a question, or enter “0” if you choose on applicable questions. There are also a number of questions that are optional and marked as such.

District 751 members at Boeing can also choose between two dental plans in Washington State: the Network Plan or WDS Prepaid Dental Plan.

Considering the 2015 benefit options – and remembering your benefit needs are unique and can change over time – annual enrollment is your opportunity to rethink your current plan. Be sure you’re in the plan that’s best for you and your family. An annual enrollment information packet has been mailed to each member’s home.

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

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

However, even if you are not planning to make a change to

### Comparing the Plans for Puget Sound

Service/Care	Traditional (TMP)	Selections CCP	Group Health HMO
Puget Sound Employee contributions required	Effective 1/1/15-12/31/15	Effective 1/1/15-12/31/15	Effective 1/1/15-12/31/15
Employee only	\$24.20	\$ 54.45	\$ 54.45
Employee & spouse	\$48.40	\$108.90	\$108.90
Employee & children	\$48.40	\$108.90	\$108.90
Family	\$72.60	\$163.35	\$163.35
Office Visits (network)	\$15 co-pay	\$15 co-pay	\$15 co-pay
Deductible	\$225 individual; \$675 family combined network/non-network	None if within network. \$400 per individual if non-network used	None
Most other network services	90% after deductible	100%	100%
Network hospital services	90% after deductible	100%	100%
Non-network services	60% after deductible	60%	60%
Retail Generic (up to 30 days)	\$5 co-pay	\$5 co-pay	\$5 co-pay
Brand name formulary	\$20 co-pay if no generic OR approved after review. If not, \$35 co-pay if no generic OR approved after review. If not, \$10 co-pay	\$20 co-pay if no generic OR approved after review. If not, \$35 co-pay if no generic OR approved after review. If not, \$10 co-pay	\$20 co-pay if no generic OR approved after review. If not, \$35 co-pay if no generic OR approved after review. If not, \$10 co-pay
Brand name non-formulary	\$40 co-pay if no generic OR approved after review. If not, \$70 co-pay if no generic OR approved after review. If not, \$10 co-pay	\$40 co-pay if no generic OR approved after review. If not, \$70 co-pay if no generic OR approved after review. If not, \$10 co-pay	\$40 co-pay if no generic OR approved after review. If not, \$70 co-pay if no generic OR approved after review. If not, \$10 co-pay
Mail Service Generic (up to 90 days)	\$10 co-pay	\$10 co-pay	\$10 co-pay
Brand name formulary	\$40 co-pay if no generic OR approved after review. If not, \$70 co-pay if no generic OR approved after review. If not, \$10 co-pay	\$40 co-pay if no generic OR approved after review. If not, \$70 co-pay if no generic OR approved after review. If not, \$10 co-pay	\$40 co-pay if no generic OR approved after review. If not, \$70 co-pay if no generic OR approved after review. If not, \$10 co-pay
Brand name non-formulary	\$40 co-pay if no generic OR approved after review. If not, \$70 co-pay if no generic OR approved after review. If not, \$10 co-pay	\$40 co-pay if no generic OR approved after review. If not, \$70 co-pay if no generic OR approved after review. If not, \$10 co-pay	\$40 co-pay if no generic OR approved after review. If not, \$70 co-pay if no generic OR approved after review. If not, \$10 co-pay
For more information	1-888-802-8776 <a href="http://www.bcbsil.com/boeing">www.bcbsil.com/boeing</a>	1-888-802-8776 <a href="http://www.bcbsil.com/boeing">www.bcbsil.com/boeing</a>	1-888-901-4636 refer to plan 0757 <a href="http://www.ghc.org">www.ghc.org</a>

\*MEMBER PAYS THE DIFFERENCE GENERIC INCENTIVE PRESCRIPTION PROGRAM. If you purchase a brand-name drug when a generic equivalent is available, whether at your request or your physician's, you'll pay the generic copayment plus the cost difference between the brand-name and generic drug.

## At Boeing - health assessment required to avoid added monthly premium surcharge; screenings optional with no impact on monthly premium

The health assessment questionnaire for District 751 members working at Boeing is now available through Boeing's TotalAccess. Keep in mind there are no wrong answers on the assessment. Also keep in mind that health screenings (mentioned in Boeing's mailer) have no impact on deductions from your paycheck for medical benefits. It is simply your choice whether or not to take the screenings.

Each year Union members and their spouses or partners covered by Boeing

medical plans have to complete the health assessment questionnaires or face higher monthly out-of-pocket costs for health care in the coming year (up to \$40 per month if both employee and spouse/partner fail to complete the assessment). This year's health assessment can be taken between Oct. 1 and Dec. 3.

The questionnaires are available online. Members can fill them out at work by logging on to the TotalAccess site and clicking the “My Well Being” tab. To answer the questionnaire at home,

members can log on to TotalAccess by going to [www.boeing.com/express](http://www.boeing.com/express), then entering their BEMSID and TotalAccess password, then clicking “My Well Being.”

Spouses or domestic partners enrolled in a Boeing-sponsored medical plan must go online at [www.webmdhealth.com/boeing](http://www.webmdhealth.com/boeing).

Union members who'd rather not answer the questionnaire online have the option of calling TotalAccess at (866) 473-2016 to request a paper form to be

mailed to them, or have a TotalAccess representative ask them the questions right there on the phone. Paper copies are also available at each of the Union offices.

REMINDER: IAM members and their spouses/partners are not required to get ANY screenings, and they are not required to report any numbers to Boeing on the Health Assessment questionnaires. Screenings and tobacco use have no impact on deductions from your paycheck for medical benefits.

### Things to Remember

- ◆ Make changes outside Boeing at [www.boeing.com/express](http://www.boeing.com/express), click TotalAccess or inside Boeing at <https://my.boeing.com> - click on TotalAccess. Or call 1-866-473-2016 and have your TotalAccess Password. Hearing-impaired callers can access TTY/TDD services at 1-800-755-6363.
- ◆ Review enrollment materials, examine co-pays and out-of-pocket expenses, check list of network providers.
- ◆ Any members who do not complete the health assessment by Dec. 3 will face an additional \$20-a-month paycheck deduction for health care in 2015. If a spouse or partner fails to complete the assessment by Dec. 3, there will be an additional \$20 a month. See article on below for instructions on completing the health assessment.
- ◆ After you enroll, print the confirmation and keep the copy until the hard copy comes in the mail; if you have an email address on file, you'll also receive an email confirmation.



## CHOOSING YOUR COVERAGE AT BOEING

# Medical plan update from Blue Cross and Blue Shield of Illinois: TMP & Selections

With Thanksgiving just around the corner, we are reminded that once again, Annual Enrollment is here!

At BlueCross and BlueShield of Illinois (BCBSIL) we strive to provide you with the information you need to make the best healthcare decisions for you and your family.

Please take the time to read those communications so you understand the plans before you make your decision that determines your coverage for 2015.

As always, if you have any questions about your plan you can talk with a Health Advocate at 888-802-8776 from the hours of 5:00 AM to 5:00 PM Pacific Time.

We also wanted to remind you about BCBSIL's online and telephonic resources available to you and your dependents at no cost. These resources can help you manage your benefits and get the most out of your benefit plan.

### Primary Nurse Program

The Primary Nurse Program provides members with access to a Registered Nurse who can assist you with managing your health care needs. A Blue Cross and Blue Shield of Illinois Primary Nurse can help if you are living every day with an ongoing health condition or have any health concerns or when you:

- Are going into the hospital to seek treatment

- Are being discharged from the hospital and need support

- Have any questions about your care or a medication you are taking

- Need assistance with any other health care concerns

- Need help understanding your benefits

Our Primary Nurses are trained to work together with you, your doctor and your caregivers to find the best ways to help you manage your health care and stay healthy. Working with a Primary Nurse is confidential and included in your medical benefits package at no extra cost. If you have questions about this program, please call Boeing Member Services at 888-802-8776 from 5 a.m. to 5 p.m. Pacific time and ask to speak to a Primary Nurse.

### Online Tools

BlueCross and BlueShield of Illinois is proud to provide you with a number of online tools that will help you become a better healthcare consumer. Blue Access for Members (BAM), is a secure website that provides members with a variety of features and allows you to do the following: check the status of your claims, print a temporary ID card and securely chat online with customer service.

You can also use BAM to locate a network doctor, hospital or urgent care centers. BAM is a great resource when you want to get personalized cost estimates for tests, treatments and procedures by providers. You can also access your

Estimated costs for Sarah Blue, Female, Age 34, 98101, CAT Scan Abdomen with Contrast (Facility)

**Review Diagnostic Radiology Estimates**

You've searched: CAT Scan Abdomen with Contrast (Facility) - [See Description](#)

Provider Location Within:  of 98101 Sort By:  [Update List](#)

Provider Name	Distance	Cost Estimates
Radiological Medical Group 1 1234 Main St Seattle, WA 98109 -4405 9 Procedures Performed	1 mile	Your Likely Cost: \$258 Your cost range: \$255 - \$261 Employer cost range: \$270 - \$327 Total cost range: \$525 - \$588 <a href="#">Cost Details</a>
Radiological Medical Group 2 1234 Main St Seattle, WA 98185 -0001 33 Procedures Performed	3 Miles	Your Likely Cost: \$300 Your cost range: \$295 - \$305 Employer cost range: \$632 - \$721 Total cost range: \$927 - \$1,028 <a href="#">Cost Details</a>
Radiological Medical Group 3 1234 Main St Seattle, WA 98133 -8401 6 Procedures Performed	7 Miles	Your Likely Cost: \$309 Your cost range: \$303 - \$325 Employer cost range: \$630 - \$718 Total cost range: \$933 - \$1,023 <a href="#">Cost Details</a>
Radiological Medical Group 4 1234 Main St Seattle, WA 98101 -2742 54 Procedures Performed	3 Miles	Your Likely Cost: \$308 Your cost range: \$295 - \$322 Employer cost range: \$634 - \$670 Total cost range: \$929 - \$1,162 <a href="#">Cost Details</a>
Radiological Medical Group 5 1234 Main St Bellevue, WA 98004 -4604 19 Procedures Performed	7 Miles	Your Likely Cost: \$310 Your cost range: \$304 - \$315 Employer cost range: \$716 - \$813 Total cost range: \$1,020 - \$1,128 <a href="#">Cost Details</a>
Radiological Medical Group 6 1234 Main St Seattle, WA 98122 -4379 7 Procedures Performed	7 Miles	Your Likely Cost: \$318 Your cost range: \$311 - \$322 Employer cost range: \$771 - \$874 Total cost range: \$1,082 - \$1,186 <a href="#">Cost Details</a>

[Export to CSV](#) [1 - 6 of 6](#)

[Back](#) [Start Over](#)

**Coverage Summary**  
Deductible Remaining: \$225.00  
\$0.00 \$225.00

Explanation of Benefits (EOB) online instead of having them sent to you in the mail. Just use BAM to sign up for

paperless EOBs. BAM is accessible at [www.bcsil.com/boeing](http://www.bcsil.com/boeing).

## Group Health: Our shared goal – Build something better

As a Boeing employee, you're doing your part to help build something better. We are, too. At Group Health our job is to build the best health plan possible to help you stay healthy and on the job. In fact, keeping you healthy is part of our plan.

### Convenient care and plenty of it

With Group Health Medical Centers' 25 locations statewide, there's probably one close to you. On top of that, Boeing members have easy access to the 16 locations that make up The Everett Clinic. Plus, we have another 9,000 community providers\* to choose from within the Group Health service area.

This year we entered into an affiliation with Bartell Drugs, resulting in the opening of three CareClinics at Bartells locations in Ballard, Bellevue Crossroads, and the University Village, with plans for more to follow. These neighborhood clinics provide after-hours access for minor medical needs such as sore throats, cuts, and more.

### Better care from better doctors

Group Health Medical Centers had 96 practitioners—from pediatricians to neurosurgeons—on *Seattle Met* magazine's Top Docs list for 2014.\*\* What makes this list significant is that nominees are voted on by doctors all around the region—peers judging peers. It's validation of the quality of care Group Health patients receive everyday—even for the most serious medical conditions.

### Care built to keep you healthy and save you time

Other health plans are concerned with treating you when you're sick. Thanks to our emphasis on preventive medicine, we work to keep you from getting sick in the first place. If by chance, you do need



Group Health has three CareClinics at Bartell Drug locations in Ballard, Bellevue Crossroads and University Village. These clinics provide after-hours access for minor medical needs such as sore throats, cuts, and more.

care, our evidence-based approach relies on the latest and most proven avenues of treatment to get you back on your feet as soon as possible.

We've even integrated care at our clinics. Office visits, lab, and pharmacy are all under one roof—with radiology at all but one of those locations. If you need to see an optician, physical therapist, or pediatrician, there's a good chance that he or she is right in our clinic. And with our coordinated care, your prescription could be ready before you even reach the on-site pharmacy.

### Online access that makes a world of difference

As a Group Health Medical Centers patient, you can easily manage your care at [ghc.org](http://ghc.org). You can e-mail your doctor as easily as you do a friend. Want to check out your online medical record or test results? You can do it anytime, day or night. Need a prescription refilled? Do it online and get free delivery. Make appointments, even check after-visit summaries or

immunizations. All from your computer or—with our free mobile app—your iPhone or Android smartphone.

### Simplified payments

Group Health care means predictable costs. Boeing members pay one, low copay for each office visit. Preventive care is covered in full. There's no deductible. There's no pile of bills to tackle.

### A better approach to care

We've made our health plan easier to use. Because the more you use your health plan, the healthier you'll be. And that's the shared goal we have at Group Health: better health for everyone.

To see how Group Health can help you live a better, healthier life, visit [ghc.org/onegoal](http://ghc.org/onegoal).

Reminder: Boeing's Annual Enrollment period is Nov. 7 through Dec. 3.

\*Source: OIC Network Provider Form A  
\*\*[ghc.org/topdocs](http://ghc.org/topdocs)

Coverage provided by Group Health Cooperative

## Settlement delivers for URS members

*Continued from page 1*

arbitration. In October 2013, Arbitrator Thomas Levak ruled that the language in the collective bargaining agreement was "clear and unambiguous" and ordered URS to compensate its former employees for the vacation time they'd earned "immediately."

But in January 2014, URS filed suit in U.S. District Court to try to overturn the arbitrator's decision.

After extensive negotiations, the two sides eventually agreed to a settlement, which resulted in our union winning roughly 75 percent of the cash the workers were owed.

"We strongly believe we would have won in court in this first round," Crockett said. "We had a good, hard case. But URS was signaling they were ready to delay in the courts with appeals for another three years."

Given that, "we continued to negotiate and we arrived at an equitable settlement to get the money now rather than make the members wait until 2017 for a new ruling," Crockett said. "We were prepared to do that, but this settlement puts an end to it."

Without a union, the workers couldn't have made the fight to get the money they were owed, several said. It would have been too costly for them to hire their own lawyers to fight it in court.

"To treat the workers the way URS did is morally reprehensible," said Moe at a meeting earlier this fall where Crockett explained the details of the settlement offer. "Now, we're looking forward to our payout."



# The new “Incredibles” in Renton

*Continued from page 1*

methods while still managing to build more planes in Renton than ever before.

To reconfigure the production lines to accommodate increased rates required the installation of new moving line tooling. The new tool is 420 feet long, three stories high and required pilings be driven 80 feet into the ground to accommodate the increased load.

Just assembling such a monumental tool, which is the largest ever on the Renton site, is a huge job, but accomplishing it while planes are being built on the new tool is even more impressive. The new tool will move the plane on rails and eliminate many of the previous airplane crane moves – again making higher production a reality.

The new tooling is so large the City of Renton considers it a building and must inspect everything. But as expected, our members built it right the first time and got the go ahead from the city to occupy the tool. Toolmakers had to use laser trackers for the tool to a tolerance of .010 of an inch. A human hair is .003 of an inch.

“The expertise and skills of our members cannot be understated. Not only is it an enormous tool, but it is built to precision specifications,” said District 751 President Jon Holden, as he toured the site. “Our production members should also be recognized for their ability to adapt to new processes, new configurations and ongoing construction in their work area while building 737s at record rates. It is a testament to the tremendous talents of our membership. I don’t believe it could have been done anywhere else in the world and had this success.”

Union Steward Larry Hagen, who is Renton Tooling QA, works closely every day with the toolmakers to document issues and find resolution.

“It is positive to see changes that

increase our capacity so we can build more planes per month. We are proactively looking at safety concerns and have had success addressing them,” said Larry.

Our tooling members are literally building the fixtures while engineers are still designing them with rotating decks. It has required tremendous commitment and dedication – not to mention a lot of overtime – for our toolmakers in Renton. The crew has increased to about 60 – pulling members from other plants to stay on schedule.

However, as you might imagine with such significant modifications and pressure, there has been some frustration – especially when toolmakers get a drawing and build to those specifications only to learn the configuration will not work. But members stick with it, making required changes and modifications while keeping production going.

“We have had instances that take more time to fix than to simply build it



*Above: Part of the second shift tooling group who have helped install the 420 foot, 3 stories high tool as design changes are made and while production workers are building an amazing 42 737's a month. These members are part of the new “Incredibles” that make Boeing successful.*

*Below: Some of the first shift tooling group that has taken on this monumental task.*



right the first time, but we have to build to the drawing specifications. I have volunteered for a lot of overtime because it is the biggest tooling job Renton has ever had. People are excited about new work, and it makes them want to do more,” said Union Steward Bill Young. “We work together as a team; utilize all our skills and expertise on this project to

keep production moving while we build new tooling around them.”

The ever-changing work environment in Renton demonstrates the flexibility of our members to adapt to change and show we are up to any challenge – proving these members are the next generation of “Incredibles.”

## Members stand their ‘ground’ to resolve risky electrical issues

*Continued from page 1*

management. Since the shop has no electricians, they built the requested structure without a plan on how to provide power to the barge that would house 10 employees with computers, printers, copiers and overhead flat screen display monitors. As a result, the barge had multiple electrical cords routed and clamped on the metal structure using various power strips. It was drawing so much electrical power, the breaker tripped and caused the outage.

Emmanuel and Tim instantly recognized the risks the barge presented, stated it was not wired safely and argued the barge needed to be locked out. Unfortunately, area management and EHS ignored the expertise of our electricians. Rather than accept management’s answer, our electricians contacted Mike Hill who is a Union Steward and a member of the Health & Safety Institute Site Safety Committee.

Multiple meetings were held; however, management refused to change their position on this safety issue because they wanted to keep the barge running. Our electricians knew it was a real hazard and proceeded to document the hazard on a SHEAR form and begin their lockout procedure. As they disconnected multiple extension cords from the power source under the aircraft, they discovered the plugs were extremely warm.



*Electrical issues stemmed from these barges or portable offices built to hold 10 computer stations, printers, copiers and flat screen displays with no regard on how to power the barge.*

“At least one plug had evidence of a burn starting in the translucent or neutral prong. This validated our position,” Mike said. “It shouldn’t have been such a fight to get management to listen to electricians who are trained in this field. We even called in an electrical engineer and the fire department. Both agreed the original wiring was dangerous and not correct.”

Our electricians installed proper temporary power which included, a transformer cart with GFCI protection, dedicated circuit breaker panel, as well as grounded the barge to make it safe for workers.

“We have found employees misusing

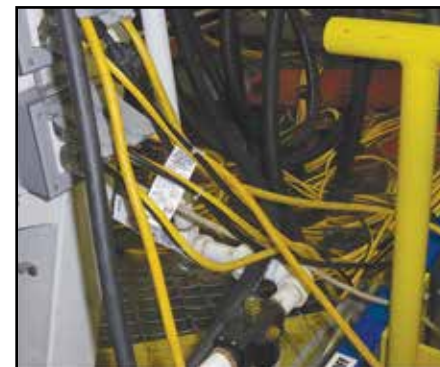


*Our electricians discovered one cord had already burned the neutral prong and could easily have caused a fire.*

extension cords in the place of permanent power. A lot of times these cords are not rated to carry the load. Wires are getting crushed and cut, which exposes members to shock hazards,” said Mike. “They go around our process in the name of being expeditious rather than using the experts and making it safe from the start. This is happening in other areas where they bring in tables and computers without proper electrical power.”

“It is common knowledge you can’t daisy chain electricity or use plastic power strips yet some employees simply looked the other way so management could have their barge under the airplane. The previous work stations were only 20-30 yards away in a safer environment,” said Business Rep Jason Redrup who is also the Everett Safety Focal. “It is hard to understand why they wanted to create these risks, and the barges provide more obstacles during airplane moves.”

Jason is working with the electricians to solve the bigger problem. “I applaud our electricians for insisting it have



*Just one of the jumbled mess of electrical cords initially on the barge that triggered a power outage. Only with insistence from our electricians was the proper power installed and grounded to make it safe for workers.*

proper power sources even though they had pressure to look the other way. We hope to get a checklist or process for how things are installed and implemented so this doesn’t happen in the future,” Jason said. “The good news is no one was injured or shocked and no fire resulted from the wiring.”

“If you speak up, you are seen as not working together when you are really doing your job. This is why it is so important to have a union because together we have a voice and can speak up,” said Mike.



# RETIREMENT NEWS

## Retired Club meeting minutes for October

The meeting was called to order by President Jackie Boschok on Oct. 13. John Guevarra led the attendees in a prayer which was followed by the flag salute and the singing of God Bless America.

**Roll Call of Officers:** All officers were present.

**Minutes:** M/S/P to accept the September minutes.

**Financial Report:** Tom Lux gave the report. He mentioned the bus trip to Leavenworth for the Leaf Festival was a success. The 31 people who attended the event had a great time. He thanked all the volunteers who helped prepare the continental breakfast and the lunches for the group.

**Communications:** None

**Health and Welfare:** Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Michelle Birchim, Dorothy Brown, Donald Clapp, James Fields, Billie Hamilton, Richard Robbins and Harold Switzer. Sympathy cards were sent to the next of kin.

**Legislative Report:** Carl Schwarz reported the general election is coming up. Ballots will be mailed to all registered voters this week. Be sure to fill out and mail your ballot early. Read the *Aero Mechanic* and take a look at your union's recommendations before you vote. Your District Legislative Committee has interviewed candidates and checked their records on senior and labor issues and noted which candidates are supportive of our concerns.

The District's lobbying for continuation of the Export-Import Bank has succeeded in gaining an extension of the bank. The issue will come up again next year.

The news media has reported that Boeing is continuing to move thousands of aerospace jobs out of Washington State, even after receiving considerable tax incentives from our state's taxpayers. We need to reemphasize the fact that the tax incentives were given to keep those jobs here. One of the real reasons for the moves is political, not economic. Top Boeing management doesn't like to deal with a united and aware work force. That is why they continue to split up and disperse the work all over the country and the world for that matter.

Drug corporations are continuing to raise the prices of cancer fighting drugs, to the point that lives are threatened for those who can no longer afford them. At the same time profits of those corporations are at an all-time high, as are the salaries of the executive officers. The



Retired Club Officers Lucia Raum (l) and Jackie Boschok (r) congratulate the birthday and anniversaries for October. Max Templin (birthday), George Braun (anniversary with Julie Braun not pictured), Mary Seibert (birthday).

unholy regulation that forbids Medicare from negotiating lower prices has to be repealed NOW.

The Social Security Administration is continuing to close offices and reduce staff. This is a serious impediment to the public that is supposed to be served by that administration.

Carl made a motion to send two delegates to Washington State Senior Citizens Foundation conference in Tacoma on October 29 at \$60 each. It was M/S/P.

**President's Report:** Jackie Boschok mentioned there would be a special German style lunch with bratwurst and sauerkraut to celebrate Oktoberfest.

She gave a report about a meeting she and Ron McGaha attended in Arizona to meet with District 751 retirees and other machinists retirees who live there. About 65 retirees attended the meeting and just less than half were District 751 retirees. They connected them to the ARA in Arizona and identified six retirees who will work to form a group to eventually create a retiree club like ours.

She said the Retiree Club Facebook page is up and running. The IAM Retirement Club will link the retirement site to the web site. Work has started to create a retiree email blast list. A signup sheet will be available at the next meeting. But we will still try to get information into the *Aero Mechanic* for those without a computer.

Jackie reminded everyone that Medicare open enrollment takes place October 15 through December 7. Call 1-800-562-6900 for information. She also reported that Secretary of Health and Human Services Sylvia Burwell announced "Thanks to slower health care

cost growth within Medicare since the passage of the Affordable Care Act, next year's Medicare Part B monthly premium will remain unchanged for the second consecutive year." That is a good thing.

**Old Business:** None.

**New Business:** None

**Good and Welfare:** Helen Lowe spoke about drug cost increases and mentioned that one of her prescription drugs went up \$400 per month. It will not become generic until 2020 when the donut hole is closed.

John Guevarra spoke about an opinion article in the *Seattle Times* stating that money is driving partisanship and only 15 percent are closely following the upcoming election. He also mentioned an article in the Friday Alert which touched on the drug cost issue that Helen mentioned. John said the United States is the only nation that does not allow negotiation of drug prices. Max Templin said he watched a 60 minutes show that reported physicians can negotiate the price of cancer drugs.

Mike Keller warned everyone about a scam related to the *Seattle Times*. People have received phone calls and are being told they are behind in their payment and asked to give their credit card information to pay. The *Seattle Times* stated they are not behind the calls.

Mike Warren, former president of the Washington State Chapter of the Alliance for Retired Americans, said that healthcare is a human right and the State of Washington should get ready for a single payer system but it will take years. He asked

## Annual Retired Club Christmas Party

Monday, Dec. 8, 2014

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

Seattle Union Hall  
9135 15th Pl. S., Seattle

\$10 for members  
and associate members  
\$15 for guests

Lots of fun and a chance  
to wish each other a happy  
holiday season

Purchase tickets by Dec.  
1 at Retired Club Meetings  
or send your check, made  
payable to:

District 751 Retirement  
Club, 9125 15th Place S.  
Seattle, WA 98108

the club to endorse the organization Healthcare is a Human Right. They believe in the following: 1) the human right to health guarantees a system of health protection for all 2) everyone has the right to the health care they need, and to living conditions that enable us to be healthy, such as adequate food, housing, and a healthy environment. 3) Healthcare must be provided as a public good for all, financed publicly and equitably. Carl Schwartz made a motion for the Retiree Club to endorse the organization, Healthcare is a Human Right. M/S/P

**Birthdays and Anniversaries:** Mary Seibert and Max Templin celebrated birthdays. George & Julie Braun celebrated an anniversary. The club sang Happy Birthday to them.

Jerry Seidl won the drawing for a Fred Meyer gift card

**Adjournment:** The meeting was adjourned at 11:55 p.m.

### RETIRED CLUB OFFICERS

<b>President</b>	<b>Jackie Boschok</b>	<b>206-890-1009</b>
<b>Vice President</b>	<b>Helen Lowe</b>	<b>206-523-9526</b>
<b>Secretary</b>	<b>Lucia Raum</b>	<b>206-772-5110</b>
<b>Treasurer</b>	<b>Tom Lux</b>	<b>206-551-1371</b>
<b>Srgnt-at-Arms</b>	<b>Mike Lough</b>	<b>253-371-4778</b>
<b>Trustees:</b>	<b>Louise Burns</b>	<b>206-242-5878</b>
	<b>John Guevarra</b>	<b>206-762-3848</b>
	<b>Michael Keller</b>	<b>206-723-4973</b>
<b>Union Office: (1-800-763-1301) or 206-763-1300</b>		

## RETIREES

Congratulations to the following members who recently retired from the Union:

Harry B. Allen	Gloria J. Cano-Wood	Kenneth Geschwint	Patricia D. James	Donald D. Mang	Debra J. Paine	Diane L. Stevens
Francisco C. Atalig	Benjamin S. Cool	Michael R. Gilmer	John M. Johnson	Shelly E. Maphet	Douglas A. Palmer	Gary L. Stewart
Emil Aranda	Cary G. Cooper	Roger J. Gray	Richard W. Johnson	Dorothy J. Masseth	William L. Perkins	James Y. Takei
John R. Basic	Donald C. Corp	Julie E. Greenhaw	Robert Johnson	Janice T. Mastriana	Jeffrey S. Presteen	Dorothy M. Taylor
Jack M. Benson, Jr.	Howard B. Cox, Jr.	George A. Greiner	Johnny E. Judie	James W. McBride	Cheryl A. Quinores	Jose Tello
James H. Bilby	Allan L. Cummings	Gregory D. Griffin	Larry M. Karppinen	Donald McCann, Jr.	Randall Reed	Alan D. Turner
Dennis C. Boisture	John C. Cunningham	Daniel Grundhauser	Henry C. Kelley	Kevin McCormick	Ritchie Ronnie	Jeffrey S. Turner
Thomas Bommarito	Steven L. Davis	Lee A. Hampton	Donita J. Kidd	Gerald L. McGinley	Thomas D. Robinson	Marco T. Vasquez
John A. Bowen	William V. Dean, Jr.	Dianna L. Harper	Roberta Knoblauch	Fehrat Mehmedagic	David D. Ross	Pedro G. Veal, Jr.
James P. Boyt	Gregory Dorsey	Richard H. Herrmann	Steven G. Knutson	Patrick C. Muttart	Keith P. Salter	Dale W. Vincent
Casey O. Braley	Robert H. Doyea	Robert E. Hooks	Richard Lamoureux	Jessie P. Nazareno	John W. Schuyleman	Terry A. Walter
Douglas J. Brown	Patrick C. Dunster	John C. Hubbs	Apolinario A. Leonor	Dennis Newton	Wesley J. Signaw	John T. Wetzel
Matthew E. Buckley	Donald L. Dvorak	Ronald J. Hundahl	William I. Lockhart	Dianne Norfleet	Ronald W. Smith	Randy L. White
Vann E. Bullock	Albert C. Fink	William C. Ide	Gilberto G. Lopez	Michael J. Olebar	Steven E. Smith	Christopher I. Wood
Jeanne R. Bybee	David W. Gall	Kiri M. Ingram	Richard G. Lusk	Christian D. Olsen	Charisse A. Spangler	Ramon S. Yato
Ted E. Cambouris,	James A. Gammel	Douglas J. Jacobsen	Agnes S. Mainar	Rodolfo Padero	Kent T. Sprague	Henry E. Zabel
						Carol A. Zornes



FREE

WANT ADS

FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

TOYOTA (4) FACTORY 17” TIRES & WHEELS, under 100 miles, taken off when brought home from dealer. Stored in garage. \$1,000. 425-931-1897

N.O.S. FORD BOSS 302 BLOCK, oil pan, windage tray & oil pickup tube, all still in Ford boxes, bought new from Klein Ford in early 70’s. 360-563-2422

4 SNOW TIRES on rims (signet winter trax) 265/75R16 was mounted on Tahoe aluminum rims. Price \$350. 425-413-2021

2007 FORD RIMS (4) spoke, 20”, \$200. Good shape. 425-420-8493

ALLOY WHEELS, 15” Saturn/GM 4-bolt teardrop style, quantity 4 with mounted Cooper M/S studded tires, \$120 for all, P195/60R15. 206-244-5401

BOATS

8’ FISHING BOAT with down-rigging. 206-783-1111

11 FOOT DRIFT BOAT, oars, anchor, extra seat with 10 foot utility trailer, spare and side rails. \$1700. 360-793-3868

19’ 2008 BAYLINER 192 Cuddy, V-6 Mercury, excellent condition. \$11,500. 425-488-4259

COTTAGE INDUSTRIES

ORDER NOW FOR HOLIDAYS SMOKE HOUSE & MORE. The best in the NW. Smoked turkeys, smoked ham, smoked prime rib and smoked salmon. Available custom smoking services also available. 32721 Railroad Ave, Black Diamond. 360-886-9293

YOUR “BOEING REAL ESTATE BROKER” is available to help you buy, sell or consult on your next transaction or local market conditions. Call, text or email. [von@skylineproperties.com](mailto:von@skylineproperties.com). 425-359-0165

FURNITURE & APPLIANCES

BEAUTIFUL DISPLAY CASE, could be used as china display case (oak). Must see to believe, \$275 obo. Call 206-523-9526

SEVERAL ANTIQUE DRESSERS, priced individually. 425-226-2385

LIFT CHAIR, maroon fabric with controls, no heat. Good condition. \$325 obo. 425-902-1399

SMALL FREEZER, 2 ft square x about 35 inches high. Good for garage or family room. 253-735-6290

HAND PAINTED FURNITURE, French country style, 7 dresser drawer, \$85. Little girl’s desk \$49. See picks at Craigslist, Sokane furniture, search box French country. 509-217-2021

WOOD BUNK BEDS & mattresses, \$200. 4 book shelves 6’ x 2’ Ikea Billie \$125. 2 glass iron end tables, round \$50 each. 1 tile sofa & 1 tile coffee tables \$100 each. 253-862-8191 Sat & Sun only please

LARGE MEAT SLICER, DELISIZE, excellent working condition. \$250 obo. 425-931-1897

FORCED AIR ELECTRIC FURNACE for 2600 sq ft home, complete, in excellent working condition, \$250 obo. (We installed heat pump). 425-931-1897

6’ COUCH & CHAIRS, etc. 206-783-1111

HOUSING

OCEANFRONT, 2 BDRM, 2 BATH CONDO, Kona, Hawaii. Enjoy luxurious view in top floor 2 bdrm, 2 bath fully equipped condo. See [www.banyantreecondo.com](http://www.banyantreecondo.com). Amenities: Parking, elevator, DSL for wi-fi, pool, Jacuzzi & much more. Sleeps 4. Discount to Boeing employee pays taxes. \$1050-\$1250/wk. Call Judy Peterson 206-459-3444

OCEANFRONT CONDO, Lincoln City, OR. Sleeps 4, 2 baths, “50 sprays of wave.” [www.seagypsyrentals.com](http://www.seagypsyrentals.com). Save 15% Nov. 1 through Feb. 28. Discount code Boeing. 541-921-3175

AD RULES

Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

Deadline For Next Issue  
Dec. 4th

PHOENIX AREA VACATION RENTAL, 3 bedroom, 2 bath house with pool, close to lots of golfing and spring training baseball. Oct.-May \$750 week. June-Sept. \$500 + \$125 cleaning. 425-271-8789

MISCELLANEOUS

TOYOTA (4) FACTORY 17” TIRES & WHEELS, under 100 miles, taken off when brought home from dealer. Stored in garage. \$1,000. 425-931-1897

OLD QUILT, over 100 years old. Good shape. \$100. 425-226-2385

2 OAK FRAMED, MATTED PIECES OF ART. Features ducks – great for hunters. Matted with burgundy and hunter green with nice oak frames. 2.5 feet by 2 feet. \$50 for both. 425-772-2917

SIX DRAWER METAL DESK, good condition. A good desk for shop or office. \$60 obo. 206-363-3054

WEIGHT LOSS COFFEE & TEA. Total Body Health in one cup. Burn calories focus/ clarity, earn money. Ask me how? [www.myjavita.com/notyouraverage](http://www.myjavita.com/notyouraverage). 206-679-4984

TWO 2-QT CANNING JARS with glass lids and rubbers. Tow old 2 qt canning jars with metal lids. Prices negotiable. 425-226-2385

TWO 1-QT OLD MEADOW GOLD MILK BOTTLES. Two 1-qt round milk bottles. Two 1-pint old milk bottles. Prices negotiable. 425-226-2385

TWO BRIDE’S MOTHER DRESSES, size 18. One beige and one light rose. Sleeveless with jackets. Two regular dresses, one floral and one coral. Call for price. 425-226-2385

LOTS OF OLD BOOKS. PRICED SEPARATELY. Some recent books. 425-226-2385

WOOD FIREPLACE INSERT with face plate. Asking \$400. Willing to negotiate. 425-226-2385

HANDMADE CEDAR CHEST. \$25. SMALL SILVERTONE ORGAN with owner’s manual, \$25 425-226-2385

SEVERAL ANTIQUE DRESSERS, priced individually. 425-226-2385

HEAVY DUTY 3/4 motor Craftsman table saw with cabinet and saw dust box and parts. #350. 253-852-6809

GREEN MARBLED FORMICA TABLE, 29.5 wide, 52” long with leaf which is 10” wide. \$150. 253-852-6809

POMPAS GRASS PLUMES 60, \$2 each. Log chains, heavy duty, various sizes \$12 to \$25. 253-852-6809

BEE SUPPLIES, 6 new, waqter bottle trays & regular covers for sugar water \$10 all. 253-852-6809

1974 5 SPEED GIRLS BICYCLE, J.C. Penneys nice, big padded seat, manual, water bottle, good condition, \$550. 253-852-6809

100 BAGS PACIFIC PREMIUM HEATING PELLETS. 100% Douglas Fir 40# bag, \$4 per bag. Minimum 10 bags. Firm. U-haul. 206-772-2999

GREEN FENCING 4’ x 40’ with 8 stakes, \$35. 253-838-7565 after 5 p.m.

TORKLIFT “SUPER TRUSS” HITCH EXTENSION. Mfg. #E1532, 32” model, 650# tongue weight. Like new. Asking \$350. Call Jim 253-486-2230

CUSTOM FLOW ORD DROP CENTER 5<sup>th</sup> wheel tailgate (Model #EL26). Fits Ford F250/F350 pcikups 1999 to present. Good condition. Asking \$150. Call Jim 253-486-2230 Federal Way

“PRO TECH” PICKUP “TOOLBOX” part #54-8480. 19” high x 63” wide x 24” across. New @ \$800+. Asking \$400. Call Jim 253-486-2230 Federal Way

5<sup>th</sup> WHEEL TRAILER PIN TRIPOD. Very good condition. Asking \$65. Call Jim 253-486-2230 Federal Way

PROPERTY

OCEANFRONT, 2 BDRM, 2 BATH CONDO, Kona, Hawaii. Enjoy luxurious view in top floor 2 bdrm, 2 bath fully equipped condo. See [www.banyantreecondo.com](http://www.banyantreecondo.com). Amenities: Parking, elevator, DSL for wi-fi, pool, Jacuzzi & much more. Sleeps 4. Discount to Boeing employee pays taxes. \$1050-\$1250/wk. Call Judy Peterson 206-459-3444

FOR SALE BY OWNER, 2.5 ACRES, 2005 built rambler, 1,700 sq ft, open floor plan/ unique woodwork throughout home. 3 spacious bedrooms/guest cabin/shop/outbuildings. 360-730-2245. 2411 Porter Rd, Langley

HALF ACRE, piped water, airstrip two boat docks, center island between Lopez and Decatur. Trees. No sewer. Quiet. Secluded. Clubhouse, Caretaker. Smile. 206-799-2656

2 CEMETERY LOTS in Greenwood Memorial Cemetery in Renton. \$5,000 a piece, lots 213 block 18, space 1 & 2. Rhodenenron Garden. 509-445-0337

2 CEMETERY PLOTS, Greenwood Memorial Park, Renton, WA. Veteran’s Garden next to flag, space 2 & 3, \$3,000 each. Contact 425-922-1541

TWO 20-ACRE DESIGNATED FOREST PARCELS, sub-dividable to 10 acre parcels on Anderson Island. One parcel borders Anderson Park with beach access by foot. Call or leave message, all inquiries will be answered. 253-863-8372

TWO CEMETERY PLOTS in Floral Hills Cemetery, Lynnwood, WA. \$5,000 or best offer. Call collect 480-983-0956 AZ

ONE ACRE, if you were waiting for the rock bottom price, here it is \$60,000. The lot is flat, sparsely treed. Power and phone already in ground. 260-458-3765

REC VEHICLES

‘85 WINNEBAGO 26’, new shocks, carb, radiator, brakes, 454 Chev. 63,000 miles. \$5,500 obo. 253-838-7565 after 5 p.m.

2004 MIRAGE CARGO TRAILER, wired for 110 and 12 volt. RV side door. Rear barn doors. Ramps. Flow thru vents. Tie downs. Shelving. \$2,450. 425-879-5097

5<sup>TH</sup> WHEEL OR MOTORHOME SPACE FOR RENT. 29020 1<sup>st</sup> S. #8, Des Moines, WA. Big lot & great sound view. 3 minutes to beach (50+ park). 253-839-9169

SPORTING GOODS

WANTED: ELLIPTICAL OR TREADMILL, reasonably priced. Call 206-713-2437

BIKE – MAGNA EXCITOR, 2X suspension, 24’K 2.10 21 speed \$35. Healthrider Exercise Cycle, H35xR model, herx 53409.0, computer control programmable \$200. 253-638-7193

DIAMONDBACK 910SR RECUMBENT CYCLE. New condition, rarely used. I will text image of cycle \$500. 253-381-4782

9 MM SEMI-AUTO SMITH & WESSON Model 469, 4 inch barrel, nickel finish with decocker, 4 clips, 1 nylon belt holster, 1 leather belt holster, 1 loading adapter for clip reloading, purchased in 1983. \$550. Estate sale item. 425-931-1897

TOOLS

21” SCROLL SAW “Excalibur” blades, books, magazines, wood. \$489. 425-226-5451

CRAFTSMAN 25 GALLON AIR COMPRESSOR. Unit in great condition. Used only a few times. Like new. Asking \$200 obo. 206-363-3054

VEHICLES

1971 DODGE CHARGER, LIKE NEW. 206-783-111

1966 FORD MUSTANG COUPE, rebuilt 289, automatic transmission, new interior, very little rust and fenders good, excellent for restoration, but good for daily driving. 253-770-0666

1990 4- WHEEL DRIVE JIMMY, runs great, always under cover. New tires plus spares, etc. Must sell due to illness. \$2,500. 253-531-5671

1998 DODGE RAM V10 LB, two package, \$6,200. 2005 Dodge Ram, ex cab, V8, \$14,000. Boeing employee discount. 253-875-7944 Graham

1999 CHEVY METRO HATCHBACK, 5 speed, 3 cylinder, rebuilt by GeoJeff in Marysville 2012. I’ve put 11,000 miles on it 42+ miles per gallon cross town. \$3,695. 360-668-2749

1997 TOYOTA RAV4 Limited, one owner, 203K miles, sunroof, dealer maintained records available, tow kit, additional studded snow tires, \$4,800 obo. 253-845-0897 (leave message)

Circle One:

ANIMALS  
BOATS  
TOOLS  
HOUSING  
AUTO PARTS & ACCESSORIES

ELECTRONICS & ENTERTAINMENT  
FURNITURE & APPLIANCES  
RECREATIONAL VEHICLES  
MISCELLANEOUS

PROPERTY  
RECREATIONAL MEMBERSHIP  
SPORTING GOODS  
VEHICLES  
COTTAGE INDUSTRIES

Ad (25 word limit. Please print).

Phone (or Address)

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

Name

Clock Number

Address

Shop Number

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



# Delivering the Green for Guide Dogs of America

Money continued to flow for Guide Dogs of America as fundraisers totaled their contributions and made check presentations.

Photo right: District Sec-Treasurer Susan Palmer (far left) and District President Jon Holden (far right) accept the proceeds from the Steel & Wheel SuperShow which brought in \$9,338.80. L to R: Wes Heard, Jason Chan, Joel Hetland, Brian Butler, Les Mullen, Levi Wilson, Karl Blom, Ben Riemann, Tracy Allan Moore and Eldon Smith.



Mark Clark (far left) and Lori Dorsey (not pictured) organized the golf tournament that delivered \$15,000.66 for Guide Dogs. Above: Mark presents the check to Susan Palmer and Jon Holden.



The Puppy Putt delivered \$3,479.00 for Guide Dogs. L to R: Patience Sarzynski, Susan Palmer, Rachel Sarzynski, Kenda McKenzie, Terri Myette, Jim Kakuschke, Jon Holden.

## 2015 IAM Scholarship Open

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

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

### Awards to Children of Members are:

College: \$1,000 per academic year. All awards are renewable each year, until a bachelor's degree is obtained or for a maximum of four years, whichever occurs first.

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

### Eligibility for Competition

Any applicant must be either:

- an IAM member, or
- the son, daughter, stepchild or legally adopted child of an IAM member.

Child of a Member Applicant--

- Must have one living parent with two years of continuous good-standing membership up to and including the closing date of Feb. 27, 2015.

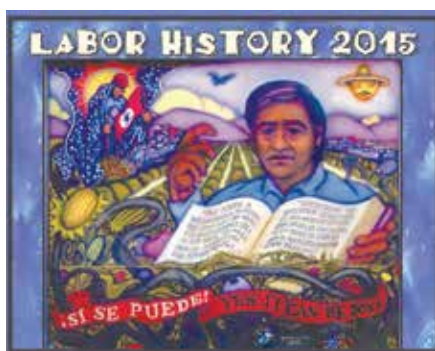
- Must be planning to graduate during the winter or by the end of the spring 2015 school year (i.e., normally a high school senior);

- Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;

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

For information on all rules of eligibility or to obtain an application form, visit [www.goiam.org/iamscholarship](http://www.goiam.org/iamscholarship). NOTE: Completed Application Packets must be postmarked no later than Feb. 27, 2015.

Obtain an IAM Scholarship application and guidelines online by visiting [www.goiam.org/iamscholarship](http://www.goiam.org/iamscholarship).



## Labor History Calendar \$5

You can get your labor history all year long by purchasing a 2015 Labor History Calendar for just \$5. Almost every day of this full-color calendar features photos of events from labor's history.

The District 751 Labor History & Education Committee has these educational calendars available for purchase at the Local Lodge meetings and the Everett, Seattle, Renton and Auburn Union Halls.

## Educator: Unions give workers 'power and a voice'

*Continued from page 3*

"This is a way of speaking back to management and showing your power," she said. "I just love this t-shirt. I bought one when I came into the hall."

The union also has ethics violations forms, which members and stewards can use to document instances of managers abusing members on the job floor, and SHEAR forms that can be used to force management at Boeing to address unsafe work conditions. "As working people, we can work to make our workplaces more just," Laslett said.

Unions give workers at Boeing and other companies the ability to make their workplaces better, Laselett said.

"You have a union. You have a powerful union. You have a great contract, even though I know it doesn't feel that way right now," she said. "It's about voice. It's about process and in the end, it's about power."



L to R: Business Rep Tommy Wilson congratulates our drivers at state: Mike Weinman, Kevin Jude and new state champ Omar Ornelas.

## Member wins forklift rodeo at state competition

Part of the Governor's Safety Conference each year involves a forklift rodeo to determine the best and safest forklift drivers in the state.

This year 751-member Omar Ornelas, who works at North Boeing Field, took first place against competition from across the state. Qualifying with Omar in the team competition representing Boeing were Mike Weinman and Kevin

Jude.

The competition consists of a precision driving test in which drivers had to move odd loads, navigate narrow passages, and weave their three-ton machines through a slalom of plastic pylons. Drivers were judged on smoothness and efficiency, safe operating speeds, hazard avoidance, and maintaining maximum safe visibility.

Congratulations to our drivers!

## Transferring out of hourly? Get a withdrawal

If you are transferring from hourly to salaried or supervision, be sure to contact the Union immediately. Per the IAM Constitution, dues must be paid through the month of request for withdrawal. Therefore, if you transfer, make the request for withdrawal immediately to avoid paying an additional month's dues.

Taking a withdrawal card, saves you money if you ever transfer back into the hourly bargaining unit. Members reinstating from a withdrawal card pay only \$10 plus one month's dues versus three months' dues for those who let their membership lapse.

## Correcting the caption

Jayzi Horton won best custom chopper in the 2014 Steel & Wheel show. Jayzi has customized his 2010 Road Glide over the years and includes a 30-inch Chip Foose wheel. The wrong name was printed last month.





EASTERN WASHINGTON

# Members approve 5-year contract with Penske

A stepped up solidarity plan starting early this year paid off for Machinists Union members working at Penske Truck Leasing Co. The effort culminated with members ratifying a new 5-year agreement on Nov. 1.

Capitalizing on the premise there is strength in numbers, the 18 members from Spokane joined forces with the 74 members working in Puget Sound to hammer out a fair agreement. Eastern Washington Business Rep Steve Warren led the talks and was assisted by District 160 Business Reps Melody Coffman and Bobby Joe Murray. Union Steward Pete Hedemark was the shop floor rep from Spokane and a number of Puget Sound Union Stewards also sat at the table.

The Automotive Pension, which is in critical status and in a recovery plan, has been a key issue in past talks and stifled attempts to make gains.

This year the solidarity efforts paid off beyond simply getting the company to pay the recovery plan for the pension



Left: IAM bargaining team from both sides of the state in their contract t-shirts face off with Penske negotiators.  
Below: Spokane Penske members discuss the proposal before voting on Nov. 1.

which is more than \$6 per hour.

Members will see a raise in each of the five years. A \$300 ratification bonus was also negotiated. Premium pay for second shift was increased from forty-five cents an hour to seventy-five cents an hour. Premium pay for third shift increased from fifty-five cents to \$1 per hour.

Language was added so that mandatory overtime must be assigned in the employee's preceding shift so members have advance notice to make arrangements for daycare, etc.

Personal time off is now front-loaded to be used during the calendar year.



New hires will be given their applicable benefit on their date of hire. In addition, personal time off is scheduled according to seniority. In addition, members can now take personal time off in eight hour increments; previous contract was in one week or 40 hour increments.

In bereavement leave, the definition of family members was extended to include current grandmother-in-law and current grandfather-in law.

Language was also added if a member has to travel to a Seattle-area location, the member receives four hours pay for travel time each way at straight time.

## Pexco members deliver solid strike sanction vote

Machinists bargaining committee at Pexco had their first meeting on Thursday, Nov. 6. The initial meeting centered mainly on non-economic topics that were identified as important by the membership. Prior to the meeting with company negotiators, the union side met with the shop floor committee to hear current issues, activities on the shop floor and additional input.

Machinists members there are using the "We Cower to No One" t-shirts as the theme for this round of talks. On Oct. 21, Machinists Union members came out in force to cast their strike sanction vote. The solidarity was evident as members cast an impressive 92 percent vote for strike authorization.

The high percentage vote sends a message to Pexco that these members are serious in their efforts to obtain a fair contract.

Additional bargaining sessions have been scheduled throughout November. The current agreement expires Nov. 30.

Check for negotiation updates by visiting [www.iam751.org/pexco](http://www.iam751.org/pexco).



The shop floor negotiations subcommittee met prior to the first bargaining session on Nov. 6.



Members from Pexco had a strong showing on Oct. 21 as they voted by 92 percent to authorize strike sanction. The overwhelming vote sent a message to the company that these members are determined in their efforts to obtain a fair contract.



Members brought their children to the vote. Obtaining a fair contract builds a stronger future for the next generation.



Members talked contract issues before they voted.



Casting his vote on Oct. 21.

## Yakima Valley gathers labor activists to set future goals

When labor gathered in the Yakima Valley to plan the future, the Machinists Union was there. Business Rep Steve Warren, Staff Assistant Ken Howard, and Union Stewards Dave Bailey and Jerry Phillips were Machinists who attended the meeting.

Jeff Johnson, President of the WSLC, and Jeff Bohlinger (NALC) President of the Yakima and S. Central Counties Labor Council, invited union leaders for a conversation about opportunities for Labor in the Valley. They also introduced Nicole Castro, who is the new Labor/Community Organizer that has been hired with the assistance of the AFL-CIO's Solidarity Grant program. Nicole is a lifetime resident of the Yakima Valley and graduate of Sunnyside High School.

Discussions centered on developing goals for labor's presence, in light of new court decisions, and renewed determination to bring a workers' voice to the community.

Participants then stayed for the Central Labor Council meeting to network with the broader Yakima labor community.



Machinist Union leaders joined other labor leaders led by Washington State Labor Council President Jeff Johnson in a meeting to develop new strategies to give workers a voice in the community.