

DISTRICT 751

AERO MECHANIC

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Unjust Termination Reversed

23 Months Back Pay and Benefits to Remedy Unjust Termination

The value of union membership is evident to 751-member Terry "Clay" Davis. Thanks to your Union challenging his unjust termination from Boeing, an arbitrator ruled in late September that Clay must be reinstated to his grade 5 painter job with nearly two years back pay and benefits under the make whole remedy.

When this 28-year member suddenly found himself facing an unjust termination, he knew to ask to have a Union Steward (Jim McKenzie) present at the discipline meeting (your federally protected right known as Weingarten Rights), and then promptly met with his Union Business Rep Brett Coty.

Our Union conducted a thorough

investigation that verified Clay was indeed unjustly terminated. When Boeing failed to agree with that conclusion, we proceeded to arbitration.

The arbitrator's decision was significant for several reasons and much of the decision was based on the "seven tests of just cause" (see related article on page 7) and has implications for

Boeing's new fact-finding teams and how they must do business going forward.

The arbitrator found:

- Management did not conduct a full and fair investigation and specifically failed to interview the grievant so he could tell his side of the story. The arbitrator cautioned Boeing that under the principles of just cause an employee has

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Learn more about your Weingarten Rights and 7 Tests of Just Cause, see page 7



L to R: 751 Attorney Spencer Thal, 751-member Clay Davis and former Business Rep Brett Coty acknowledge justice on the job for Clay whose unjust termination was overturned and included 23 months back pay and benefits. The case has ramifications for all future "just cause" discipline.



Thanks to work of our IAM Renton and Auburn Work Transfer Reps, our members will continue to build the 737 dorsal fin. The work recently moved from Renton to the 17-45 building in Auburn. IAM Auburn Work Transfer Rep Chris Schorr (far right) met with members at the new build location (L to R) Timmy Nguyen, Victor Hammond, and Sean Rooth.

Union Effort Stops Offload

IAM Work Transfer Reps continually question potential offloads. When Boeing proposed offloading the Renton 737 dorsal fin assembly, our IAM Renton Work Transfer Reps Bob Merritt and Jason Chan began asking questions.

Understanding that floor space is at a premium in Renton as the 737 rate increases, our reps began asking and searching for other Boeing locations in Puget Sound that could take on this work.

Our Renton Work Transfer Reps coordinated with the Auburn IAM Work Transfer Reps to find adequate floor space to accommodate the work package. Auburn Work Transfer Reps Chris Schorr and Dave Swan combed the Auburn site for a potential location.

After numerous inquiries and working with engineering and management in both locations, space was found in Auburn to accommodate the dorsal fin assembly. The Auburn area was cleared and prepped to accept the work.

The initial tool has been installed, our first crew of mechanics transferred to Auburn, and production began on the dorsal fins in the new shop on Sept. 25. The second tooling is slated to move to Auburn in the next few weeks with all of the build process and crew at the new location soon.

But the work did not simply pick up and move. A team of engineers, along with our talented mechanics, brainstormed to

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Union Ensures Retiree's \$46,000 Medical Bill is Paid

It pays to be Union is evident in the daily work of our Union's Health and Benefits Representatives.

District 751's Health and Benefits Reps continually work to help members with their medical, dental, pension, disability, and leave issues, as well as a multitude of other topics. These reps are also happy to help members fill out their retirement paperwork face-to-face so they get their questions answered and understand the various options. However, the assistance they provide doesn't end when a member retires.

Recently, Health and Benefits Rep Lester Mullen was able to ensure one of our retirees was not charged \$46,000 for his cancer treatment. Without the union's assistance, our retiree would most likely have had to pay this enormous bill himself.

The retiree, who has been a member for 35+ years, retired from Boeing in 2010.



Les Mullen ensured a \$46,000 bill for chemotherapy was paid for one of our retirees.

Rather than going on retiree medical, he elected to remain on his spouse's medical plan since she is an active Boeing employee (non-IAM member).

The issue in question arose when our retiree had to have cancer treatments.

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October Town Hall Meetings Explore Landing the 797 Here

In October, members again have a chance for candid, face-to-face two-way communication with union leaders through Town Hall meetings in Auburn, Everett and Seattle so mark your calendars and plan to attend.

These town hall meetings will start with a discussion on the 797 and tactics we can use to build pressure to land it here, and then we will open it up for candid discussion. Town halls offer a venue that is close to the workplace for members to air their concerns, vent their frustration, brainstorm new ideas, interact with union leaders and highlight contractual issues.

Town Hall meetings are one of the best opportunities for face-to-face communication with your union leaders and other union members. Plan to attend and don't miss the opportunity!

Town Hall meetings

Mark your calendar and plan to attend October Town Hall meetings:
Seattle Union Hall (9135 15th Pl. S.) --
 Tues, Oct. 24: 6 a.m., 11:30 a.m., 3 p.m.
Auburn Union Hall (201 A St SW) --
 Wed, Oct. 25 - 6:30 a.m., 11:30 a.m., 3 p.m.
Everett Union Hall (8729 Airport Road) -
 Thurs, Oct. 26 - 6 a.m., Noon, 3 p.m.

Help for Homebuyers

Unique program provides rebates to help union members and their family members with home ownership

5



VOTE
 in the General Election
 TUESDAY
 November 7th
 See Voting Recommendations, page 3

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REPORT FROM THE PRESIDENT

Just Cause Provision Ensures Justice on the Job

By JON HOLDEN
District President

Union members often focus mainly on their wages and benefits in their union contract. While economics are important, there are other provisions that are just as valuable that are often overlooked.

One of the most important aspects of union membership doesn't come in a paycheck and is known as the "just cause" provision. This ensures an employer must have "just cause" for discipline and cannot simply terminate you "just 'cause" they want to.

This month our union had an arbitration case that demonstrates the value of this "just cause" provision. This case was important not just for the member involved, but because the decision has ramifications far beyond to all members.

The basic underlying principle in disciplinary cases for union members is that the employer must have "just cause" for imposing the disciplinary action. In 1966 Professor Carroll Daugherty developed a seven-part "just cause" analysis; the concepts of those tests are still used today when arbitrators decide discipline cases.

These "just cause" tests protect you by mandating that you are aware of the rules, the rules are reasonable, an investigation is conducted where you can tell your side, discipline is progressive and corrective, and the burden of proof is on the employer.

As District President, I feel very strongly about making sure our union provides proper representation to address the issues affecting you, our members. This representation includes challenging of HR discipline, rule changes, potential offloads and contract enforcement. In October, our Union will be taking three cases to arbitration. This may seem higher



than ever before, but it is something necessary to defend our members' rights.

Many times when we are able to reach agreement with the Company to remove discipline, we are not allowed to publicize any details due to settlement and release agreements – that makes it even more important to highlight arbitration wins, which never contain a "gag order."

Effective representation means that not just our Business Reps and Stewards are engaged and informed, but every member is educated on their contractual and workplace rights.

Knowledge is power, so it is our job to educate our members. This *Aero Mechanic* has two very important articles every member should read. One explains the seven tests of just cause and the other reiterates your right to union representation in any situation that may lead to discipline – whether that is on the phone, by email or in an interview situation (see page 7).

While we have long taught these principles to our stewards, it is important for members to know and understand their rights. As Boeing is attempting to move away from having Local HR Reps and shifting to an investigation team located elsewhere, members still must always ask for a union steward in any instance that appears to be an investigation that could lead to discipline. This may be a casual conversation with HR, a phone call or an email from a manager asking for a statement – be aware and protect yourself by asking for union representation.

This month also brings additional opportunities at the Auburn, Everett and Seattle halls for members to take part in our town hall meetings. These meetings will start off with a discussion

on Boeing's next airplane the 797 and strategies we are working on to build it here. This is a very important focus for our future and something all members should be invested in.

The town halls also provide an open forum for candid face-to-face, two-way communication for members to bring up concerns, make suggestions, ask questions and highlight issues that need to be addressed.

In addition, we have scheduled another opportunity for members to interface with union leaders while gaining valuable insight on important workplace topics. That will be our Member Solidarity Conference scheduled for Saturday, November 11 at the Seattle Union Hall. The goal is to help build our strength for the future with an informed, engaged membership. There will be several educational workshops presenting important information that pertains to your job, career movement and more.

All of these activities are working toward building a stronger future for all our members. That is something that has been visible in recent months on our military bases. Our members working under the Service Contract Act at JBLM, NAS Whidbey, Fairchild AFB and the Yakima training center have recently experienced the benefits of union membership. In just the past month, new contracts were ratified for members working at L3T at JBLM, L3Doss at JBLM and Yakima, and a first agreement was secured for members working at Akima on Fairchild AFB. In addition, we were able to secure a bridge agreement when KAI lost its contract to Zenetex at JBLM, as well as for DRG workers at Whidbey now employed by LB&B Associates, Inc.

For our members working for contractors on the military base, joining a union is the only way to get higher wages and benefits along with protections when

and if the contractors change. That is why the IAM currently represents more than 22,000 Service Contract Act workers across the country and more are looking for IAM representation each day.

As the IAM flag states, our union motto of "Justice on the Job" and "Service to the Community" is more than a slogan, but a central theme in all our efforts. The more members we have actively participating, the more effective we are at succeeding. I hope many of you will take part in our October town hall meetings and in our Member Solidarity Conference, November 11. Together, we will build a better community for all our members.

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

Jon Holden
President, Directing
Business Representative

Jason Chan
Vice President

Susan Palmer
Secretary-Treasurer

Rob Jones
Sergeant-at-Arms

Steve Warren (Eastern WA)

Dan Swank

Paul Veltkamp

Dena Bartman

Greg Campos

Garth Luark

Richard McCabe

Spencer Burris

André Trahan

Ira J. Carterman

Wilson 'Fergie' Ferguson

Patrick Bertucci

Grace Holland

Robley A. Evans

John Lopez Jr.

Howard Carlson

Union Business Representatives

Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
 - 201 A St. SW, Auburn; 253-833-5590
 - 233 Burnett N., Renton; 425-235-3777
 - 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
Hotline: 1-800-763-1310
Web site: www.iam751.org



Save the Date for Membership Conference & Poker Tourney



Saturday, November 11 is a date for members to save for union activities.

First, we will be holding a Membership Solidarity Conference at the Seattle Union Hall from 10 a.m. to approximately 2 p.m. The goal is to help build our strength for the future by educating and engaging our members. There will be several educational workshops and important information presented. Watch for more information in a future mailing and on the 751 website at www.iam751.org.

Later that day Local C (with support from Locals A, E and F) will hold a poker tournament to raise money for the 2020 IAM Grand Lodge Convention. The poker tournament will be held at the Muckleshoot Casino in Auburn. Registration begins at 5 p.m. with the tournament running 6 to 11p.m. Cost is \$100 per player. Final table payout is \$3,500 split between the top 10 players. There will also be a \$5 per game slot tournament. Entry forms are online at www.iam751.org or at any union hall.

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

The health assessment questionnaire for District 751 members working at Boeing is now available through Boeing's TotalAccess. Each year union members and their spouses or partners covered by Boeing medical plans have to complete the health assessment

questionnaires to avoid 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 now and Nov. 28. Retirees do not need to take the health assessment.**

Keep in mind there are no wrong answers on the health assessment and to avoid the higher monthly cost, you DO NOT have to provide any numbers on the



Health Assessment. Remember: "I don't know" is a perfectly acceptable answer.

Health screenings (which Boeing implies must be done) ARE NOT REQUIRED for our members and have NO IMPACT on the deduction from your paycheck for medical benefits. Screenings are strictly

voluntary.

The health assessment questionnaires are available online. Members can fill them out at work by logging on to the TotalAccess site and clicking the "Take the Heart Assessment" icon.

To answer the questionnaire at home, members can log on to TotalAccess by going to www.boeing.com/express, then entering their BEMSID and TotalAccess password, then clicking "Take Health Assessment icon (blue with red heart)."

Spouses or domestic partners enrolled in a Boeing-sponsored medical plan must go online at 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 on the phone. Paper copies are also available at all union halls.

REMEMBER: IAM members and their spouses/partners are not required to get ANY screenings, and you are not required to report any numbers to Boeing on the Health Assessment.

751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild,
CWA #37082

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Facilities Members Save Boeing Both Time and Money on Crane Maintenance

Recently our Auburn crane maintenance demonstrated the tremendous value they bring to Boeing using their skills and expertise to complete a project ahead of schedule to ensure the 17-06 building cranes remained safe and efficient. Management allotted three weekends for the repair that was potentially contractor warranty work, and our mechanics completed the work in just one weekend – saving time, money and ensuring the safety of our members working below the cranes.

The issue involved overhead cranes in the 17-06 building. The more than 8.5 miles of overhead crane rails in this building are over 50-years old with more than 2000 attachment points, which means they must be maintained in tiptop shape for safety and efficiency.

When our members were performing preventive maintenance and changing guide rollers, they discovered an alignment issue that would cause crane parts to wear out faster and put additional pressure on the side guide rollers. In fact, one of the rollers had fallen from the overhead cranes – stepping up the urgency to correct the problem.

While calling in the contractor for “warranty work” might seem a logical solution since it was less than a year since the contract had done the work, it is never that simple. Often there are disputes on whether it is a covered item so Boeing supplier management becomes tasked with “proving” the contractor should perform the work. In addition, when a contractor is used, Boeing employees are still needed to validate the work, install and remove crane stops and perform proper lockout procedures. The result



Business Rep Wilson 'Fergie' Ferguson (center) thanks Steward Luke Schwebke (l) and John Lane (r) for ensuring our facilities crew performed crane maintenance instead of vendors which saved Boeing time and money.

is Boeing ends up paying its salaried and hourly employees to do some of the contractor’s work without being able to charge this cost back to the contractor. When our members perform the repair, we do the work and validation, install and remove crane stops and perform the required lockout procedure.

“No one cares about the plant or facilities like our members do. It is a pride issue. We take ownership, as if it were our own – not to mention ensuring that our fellow union brothers and sisters are safe in coming to work to perform their jobs,” said 751-member John Lane.

“Boeing needs to understand they are in danger of losing a valuable skill set. If their employees aren’t performing the work, you don’t build the skills required for the future,” said Business Rep Wilson ‘Fergie’ Ferguson. “If you consider all factors of the work, our members are the most cost and time effective.”

Our talented mechanics have

expertise beyond simply performing crane maintenance and repairs. John Lane created spreadsheets to track crane rail alignment. Boeing engineering is impressed with the data generated, which after taking measurements can show what parts of the building are out of specification and give good predictive data. Engineers prefer this presentation to the one used by outside contractors.

These mechanics also recently helped the Auburn automotive shop when three of their above ground lifts for trucks, forklifts and semis needed to be certified. John, along with Union Steward Luke Schwebke, performed the inspection and recertification ensuring our auto mechanics could continue to use the lifts safely – saving money again by not calling in an outside vendor and preventing a shutdown in that shop.

Just another demonstration of the value our members bring every day.

Union Officers Elected by Acclimation

Nominations for Local Lodge Officers in Locals 751-A, 751-C and 1951 resulted in no opposition at September meetings. Those nominated were elected by acclimation for a three-year term beginning January 2018; therefore, no elections are necessary in October. Below are the officers elected at their respective nomination meetings:

Local A Officers:

- President: Jason Chan
- Vice President: Paul Schubert
- Recording Secretary: John Kussy
- Secretary-Treasurer: Darry Woodson
- Conductor/Sentinel: Derek Gottschalk
- Trustees (3): Kent Christian, Cameron Griffin, Paul J Richards
- Local Audit (3): Brian DeRohn, Kevin Vazquez, Shane Schneider

Local C Officers:

- President: Andrew Schier
- Vice President: Jim McKenzie
- Recording Secretary: Chris Schorr
- Secretary-Treasurer: David Wyatt
- Conductor-Sentinel: Rob Jones
- Trustees (3): Michelle L. Jackson, John Orcutt, Duy-Jonathan Tran
- Local Audit (3): Jennifer Cesmat, Patrick White, Gary L. Naple

Local 1951 Officers:

- President: Jim Henle
- Vice President: Steve Ely
- Recording Secretary: Tommy Eldhardt
- Secretary-Treasurer: Merle Fowler
- Conductor-Sentinel: Mark Shear
- Trustees (3): Don Giese, Joe Jensen and Byron Johnson

751 Recommended Candidates

Vote in the Primary Election - Tuesday, Nov. 7th

<p>State Senate</p> <p>31st District ✓ Michelle Rylands</p> <p>45th District ✓ Manka Dhingra</p> <p>King County Executive ✓ Dow Constantine</p> <p>King Co. Sheriff ✓ John Urquhart</p> <p>King County Council</p> <p>Position 1 ✓ Rod Dembowski</p> <p>Position 4 ✓ Dave Upthegrove</p> <p>Snohomish Co. Council</p> <p>Position 4 ✓ Terry Ryan</p> <p>Mayor of Auburn ✓ Nancy Backus</p> <p>Auburn City Council</p> <p>Position 6 ✓ Larry Brown</p> <p>Bellevue City Council</p> <p>Position 5 ✓ Janice Zahn</p> <p>Position 6 ✓ Lynne Robinson</p>	<p>Bremerton City Council</p> <p>Position 3 ✓ Adam Brockus</p> <p>Burien City Council</p> <p>Position 1 ✓ Pedro Olguin</p> <p>Position 3 ✓ Jimmy Matta</p> <p>Position 5 ✓ Nancy Tosta</p> <p>Position 7 ✓ Krystal Marx</p> <p>Des Moines City Council</p> <p>Position 1 ✓ Anthony Martinelli</p> <p>Position 7 ✓ Chad Harper</p> <p>Edmonds Municipal Court</p> <p>Position 1 ✓ Judy Coburn</p> <p>Mayor of Everett ✓ Judy Tuohy</p> <p>Everett City Council</p> <p>Position 1 ✓ Paul Roberts</p> <p>Everett Municipal Court</p> <p>Position 1 ✓ Amy Kaestner</p>	<p>Mayor of Federal Way ✓ Jim Ferrell</p> <p>Federal Way City Council</p> <p>Position 2 ✓ Jesse Johnson</p> <p>Position 6 ✓ Roger Flygare</p> <p>Mayor of Kent ✓ Dana Ralph</p> <p>Kent City Council</p> <p>Position 2 ✓ Satwinder Kauer</p> <p>Position 4 ✓ Toni Troutner</p> <p>Monroe City Council</p> <p>Position 1 ✓ Kevin Hanford</p> <p>Puyallup City Council</p> <p>Position 2 ✓ Julie Door</p> <p>Renton City Council</p> <p>Position 6 ✓ Ruth Perez</p> <p>Seatac City Council</p> <p>Position 2 ✓ Kathryn Campbell</p>	<p>Mayor of Seattle ✓ Jenny Durkan</p> <p>Seattle City Attorney ✓ Pete Holmes</p> <p>Seattle City Council</p> <p>Position 8 ✓ Teresa Mosqueda</p> <p>Position 9 ✓ M. Lorena Gonzalez</p> <p>Spokane City Council</p> <p>District 2, Position 2 ✓ Breean Beggs</p> <p>District 3, Position 2 ✓ Candace Mumm</p> <p>Mayor of Stanwood ✓ Leonard Kelley</p> <p>Mayor of Tacoma ✓ Victoria Woodard</p> <p>Tacoma City Council</p> <p>Position 4 ✓ Catherine Ushka</p> <p>Position 6 ✓ Lillian Hunter</p> <p>Appeals Court</p> <p>Division 1, Position 1 ✓ David Mann</p>	<p>Port of Olympia Commissioner</p> <p>Position 2 ✓ Bill McGregor</p> <p>Position 3 ✓ Gigi McClure</p> <p>Seattle Port Comm</p> <p>Position 1 ✓ John Creighton</p> <p>Position 3 ✓ Stephanie Bowman</p> <p>Position 4 ✓ Preeti Schridhar</p> <p>Tacoma Port Commissioner</p> <p>Position 1 ✓ John McCarthy</p> <p>Vancouver Port Commissioner</p> <p>Position 1 ✓ Kris Greene</p> <p>King County Prop 1 Veterans Levy ✓ YES</p>
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New Contracts at JBLM & Bridge Agreement for Whidbey

Machinists Union members working at Joint Base Lewis-McChord and NAS Whidbey for several employers have a brighter future thanks to union representation with the IAM.

Business Rep Pat Bertucci and Chief of Staff Richard Jackson have been working on new contracts and a bridge agreement for these dedicated workers.

L3 Doss (formerly Doss Aviation)

On September 18, members at L3 Doss (formerly Doss Aviation)



Jennifer Rainey, a member at L3T, casts her vote on a new one-year contract.

overwhelmingly ratified a new three-year agreement. These members serve as military fueling specialists working at JBLM and the U.S. Army's Yakima Training Center.

Under terms of the agreement, the workers will receive:

- Raises of 2.25 percent in each year;
- Pension contributions increased 5 cents an hour in each year;
- Increases of 5 cents an hour each year to the company's health and welfare benefit;
- Increased shift differential 5 cents an hour; lead pay increased 10 cents an hour at JBLM and 5 cents an hour at Yakima;
- Expanded family definition for bereavement leave; and
- Improvements to paid time off.

L3 Technologies, Link Simulation & Training

Machinists Union 751 members working at L3 Technologies ratified a new one-year agreement on September 27. L3T requested a one-year contract in hopes of retaining the bid for this work.

These members are instructors who



L to R: IAM Negotiation Committee members Jim Schneller, Mark Lewis, Chief of Staff Richard Jackson and Business Rep Pat Bertucci discuss proposals for L3T negotiations.

train U.S. Air Force C-17 pilots and loadmasters, as well as administrative assistants on the C-17 training system.

The new one year agreement included a 2.5 percent General Wage Increase and increased health and welfare from \$8.75 an hour to \$8.92 an hour. The agreement also increased vacation carryover hours from 60 to 64 hours a year.

At NAS Whidbey, members who formerly worked for DRG are now covered with a new one-year bridge agreement with their new employer

LB&B Associates Inc. which expires Sept. 30, 2018. Since the agreement with the new employer was the same or better, there was no need to vote. This group maintains flight simulators used to train crews of P-3 Orion maritime patrol aircraft based at NAS Whidbey.

"We've been able to make some very real gains for defense workers at JBLM, Whidbey Island Naval Air Station and Fairchild Air Force Base," said District President Jon Holden. "We're proud to have them as part of our union."

Zenetex Bridge Agreement Secured for former KAI members

Earlier this year, Machinists Union members who maintain helicopters used by U.S. Army Special Forces based at Joint Base Lewis-McChord overwhelmingly approved a three-year contract with Kay and Associates. When their employer changed on August 1st, the Machinists Union was there to ensure their pay and benefits were protected going forward.

Machinists Union Business Representative Pat Bertucci and Chief of Staff Richard Jackson immediately contacted Zenetex (the new employer) to enter into talks with the goal of securing a "bridge agreement" that was equal to or better than the contract ratified in March of this year.

After several rounds of talks, union negotiators reached agreement on improvements in the majority

of provisions in the contract; however, health care remained a sticking point since Zenetex initially offered a plan that had no hospital and very few doctors in their area, plus the cost was higher for lesser coverage.

Members there understood solidarity was needed to ensure their health care was protected. The Union members united and sent the message at work that they were going to support each other in efforts to secure a health care plan that worked for all members.

In addition, the group took a strong strike sanction vote, preparing to strike if necessary. This union solidarity paid off. Negotiators secured a better health care plan and ensured opt out reimbursement money was retroactive to August 1.

The bridge agreement will remain in effect until March 1, 2020. Union Representation ensured the members'



Above: (right side of table) IAM Negotiating committee Nate Rutz, Pat Bertucci and Richard Jackson meeting with Zenetex negotiators.



Members working at JBLM for Zenetex (formerly Kay & Associates Inc) get an update on proposed health care plans from Business Rep Pat Bertucci.

Union Effort Stops Offload

Continued from Page 1

generate new ideas to build the dorsal fin with additional efficiencies. In November, they will reduce fasteners on the dorsal fin for both the NG and MAX models.

The end result is this work will remain in our members' hands with simply a location change and a process that takes less time to build.

But this isn't the first time the dorsal fin was slated for offload. When Business Reps Rich McCabe and later Pat Bertucci were Renton Work Transfer Reps, they faced the same issue and found temporary moves to keep the work in-house. With the new location and a more efficient build process, hopefully, this ends the discussion once and for all so the work remains in our members' hands for years into the future.

"It was great to know our Union was fighting to keep our work in-house and protect our jobs," said 751-member Timmy Nguyen who has been building

the 737 dorsal fins for 11 years and is a resident expert. "By moving the shop and keeping it inside Boeing, I'm hoping I can work 9 more years to reach my targeted retirement date doing my current job."

"I'm thankful our Union was there to find an alternative to keep this work at Boeing and provide me added job security," said 751-member Victor Hammond. "A bonus is the fact that the Auburn plant is closer to my house, giving me a better commute."

"I hope more members will question Boeing when they learn even a small part of their job is potentially being offloaded. If they have an idea of where it might fit better in the installation process or how to do that work more efficiently, call us and we will come out, investigate and use that information to formulate a viable proposal to ensure our members continue to perform that work," said IAM Work Transfer Rep Chris Schorr. "Every job is important - especially since Boeing began issuing WARN notices earlier this year."



Thanks to work of our IAM Renton and Auburn Work Transfer Reps, our members will continue to build the 737 dorsal fin. IAM Renton Work Transfer Reps Bob Merritt (far left) and Jason Chan (2nd from right) talk to members Kyle Kester and Jon Kruse who currently build the dorsal fin in Renton. The work is moving to Auburn and will incorporate process improvements in the build process. This wasn't the first time our Work Transfer Reps have stepped up and ensured this work remains inside Boeing.

rights, wages and benefits were protected throughout the process.

Member Buys Home With Help from Union Home Services

751-member Bob Allison is a proud homeowner thanks to help from Union Home Services and the Union Advantage Program of Cherry Creek Mortgage. These two organizations provide unique assistance for union members and their families in purchasing and selling homes AND provide a substantial rebate.

Bob's story began when his landlord of six years got him to sign a month-to-month contract. A week later, Bob was served an eviction notice because the landlord needed to move his grandchildren into the rental house.

At the peak of the current rental and housing frenzy, Bob suddenly had to find a place to live. Bob remembered his friend and fellow union member, Ted Leutschaft, had a similar situation that had been reported in the Union paper. Bob had cut out and saved that *AeroMechanic* article about Union Home Services.

The night he was served notice, at 1 a.m. in the morning Bob sent an email explaining his situation to Union Home Services. Much to his surprise, 5 minutes later he was speaking directly with Dave Cornelson. Within a few days, he was looking at houses with Roberta Cornelson. In that same few days, Todd Kentnor at Cherry Creek Mortgage got him prequalified for a loan, with preapproval following shortly thereafter.

"I can't even begin to express how grateful I am for all that Roberta, Dave and Todd have done for me. Trying to find the right house, at a reasonable price, with only two months to be moved in, was certainly a tall order," Bob said. "They all worked literally around the clock to make this happen. I was able to find the perfect home, just in time."

"Roberta and Todd did an outstanding job negotiating and creating the best deal for my circumstances. In the end, I feel I got a better deal than if I had went through a traditional agent/office," Bob added. "An added bonus is the 6 month layoff benefit, which I didn't learn about until it was all said and done. That instilled even more peace of mind. I have absolutely no regrets, well maybe one, I should have given them a call much sooner!"

Bob used his rebate of \$1,792.20 from Union Home Services and \$500 VISA



751-member Bob Allison proudly stands outside his new home on Camano Island. With help from Union Home Services and Cherry Creek Mortgage, he was able to purchase and close the deal in two months AND received a \$1,792.29 rebate check and a \$500 card he used for landscaping and other items for his new home.

card from the Union Advantage Program of Cherry Creek Mortgage to help with items for his new home on Camano Island, including landscaping.

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.
 - A donation in your name of \$250 - \$1,000 to a qualifying charity of your choice
- Union Home Services offers a national

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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.



Cherry Creek Mortgage Rep Jack Thompson (l) and Union Home Service Rep Roberta Cornelson (r) congratulate 751-member Bob Allison on his new home he purchased using their services. He received a \$1,792.20 rebate from Union Home Services and a \$500 VISA gift card from Cherry Creek Mortgage. All union members and their families are eligible for these unique services.

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 877-442-0822. Your Union, it's not just for work anymore; it's also for home!

Career Advisor Helps Member with Education/Career Goals

If any members are interested in changing jobs within Boeing or going back to school, their first call should be to an IAM-Boeing Joint Programs Career Advisor. These dedicated advisors possess a vast wealth of resources to help our members.

751-Member James O'Connor has utilized their services multiple times in his career at Boeing and wants others to know the advantages of using these advisors.

When James hired into Boeing, he already had his Airframe and Power Plant (A&P) license and an Associates degree. When his daughters were both in college, he looked for a path to move to a job on the flightline. He met with Career Advisor Lindsay Ruf and set up a program to turn his lights green and left with a list of required classes. After taking weekend classes for about three months and testing for avionics, he filed an ERT for a preflight job on June 1, 2010. The next day, he got an offer for a flightline QA job.

"Lindsay has been fabulous and really helped me. I couldn't have done it without her and it would have been a much longer haul," said James.

James spent the next three years working on the Renton flightline before accepting a position as a Field



James O'Connor thanks IAM-Boeing Joint Programs Career Advisor Lindsay Ruf for her help in obtaining a flightline inspection job, as well as a Bachelor's degree. Call 1-800-235-3453 to schedule an appointment with advisors who can help members with career and educational goals.

Service Rep in Ramstein, Germany on the 737 C-40 program. In this capacity, he worked with and trained crew chief mechanics for the U.S. Air Force on the maintenance of the 737 jet.

However, after 18 months in Germany, his wife contracted Lyme disease so he returned to the states and his flightline QA inspector job.

Wanting to continue learning and open additional career options, James again turned to our rich educational benefits. This time he focused on getting his Bachelor's degree. With help from Lindsay he formulated a plan and attained his Bachelors of Applied Science in Technical

Education & Instructional Design degree from South Seattle College.

"Lindsay gave me encouragement to go for it. Without her, I wouldn't have been qualified for the flightline job or received my Bachelor's degree," said James. "She even recently helped me apply to receive stock awards after earning my degree."

While helping him apply for his stock awards, Lindsay also referred James to a resume writer, which he utilized to update his resume and is now applying for a

customer maintenance training instructor position. IAM members at Boeing are allowed to use resume writers for up to two resumes each year.

"Every member should visit the Career Advisors to explore other jobs and training available," James added. "I would encourage more members to get their A&P license from South Seattle College. It will open doors to go places, give you many options and the schooling is paid for."

To contact a Joint Programs Career Advisor and schedule an appointment, call 1-800-235-3453.

Machinists Volunteers Help Throughout the Region

Machinist volunteers were busy throughout the region helping others over the past month building wheelchair ramps, preparing and serving meals at area missions, repairing toys at the Toy Rescue Mission, helping Northwest Harvest and taking part in the King

and Snohomish County United Way Day of Caring events. If you would like to volunteer for events, please check our online calendar at www.iam751.org or email kaym@iam751.org or call 206-764-0335 to get on our volunteer calendar mailing list.



Volunteers build a ramp for a retiree in Lake Stevens.



Rob Curran and George Braun collect donations for NW Harvest at a Tacoma Rainiers game.



L to R: Derek Gottschalk, Levi Wilson, Jeremy Ritchie (Adrian Camez and Garth Luark not pictured), pose with retiree John Percy and his mom.



L to R: Rob Curran, Vennie Murphy and George Braun prepare meals at the Rescue Mission in Tacoma.



Union Steward Ezra Wagner and MVP Chair Princie Stewart volunteered for King County's United Way Day of Caring at Neighborhood House.

Not pictured, but volunteering at Snohomish County Day of Caring Clothes for Kids: Adam Wagner, Karen Kussy, John Kussy, Paul Schubert, Adrian Camez, and Amanda Picard.



L to R: Brenda Curran, George Braun and Rob Curran help at the Toy Rescue in Tacoma.

Machinists to Make Halloween Sweeter in White Center

District 751 is once again teaming up with the Salvation Army to make Halloween sweeter for the children of White Center. Union members are collecting candy for the Salvation Army's annual Halloween party in White Center, which provides a safe alternative to trick-or-treating for children in that community. Donations of unopened, individually wrapped candy can be dropped off at any IAM 751 union hall in Puget Sound through Friday, Oct. 27.

Last year, union members collected hundreds of pounds of candy, which provided plenty of treats for the Halloween party with enough left over to cover their Christmas party too.

Join Team 751 on Oct. 21 to Fight Breast Cancer

One in eight women will be diagnosed with breast cancer during their lifetime. Chances are high that breast cancer will affect you or someone you know! That is why the 751 Women's Committee is participating in the Making Strides Against Breast Cancer event on Saturday, Oct. 21st at Century Link Field in Seattle (800 Occidental Ave). All members, their family and friends, are invited to join in the fun and walk with us.

Registration begins at 8 a.m.; the walk

will start at 9 a.m. Team 751 will meet for a group photo at 8:30 a.m. at the stairway on Occidental Avenue between the stadium and Century Field Event Center.

Team 751 will have a sponsor page if you would like to make a donation, a link will be on our website www.iam751.org. Team 751 is also selling limited edition long-sleeve t-shirts at the Seattle Hall and union meetings for \$20 with proceeds going to the American Cancer Society.

Unjust Termination Reversed

Continued from Page 1
a due process right to be heard prior to the issuance of discipline.

- Management was inconsistent about enforcing its rules about how the work was to be completed.

- Company policies do not trump clearly stated provisions of a contract requiring just cause to uphold a termination.

- Management made a decision that contributed to the problem.

- The discipline was not appropriate – terminating a long-term employee for his first work performance issue without giving him an opportunity to change his behavior (Arbitrator determined a 30-day suspension was appropriate).

"It is very important to have a union. Without the union I wouldn't have my job back or a way to question the decision. Our family's prayers were answered, and we are grateful and overjoyed beyond words," said Clay. "Even though our union was going up against a huge corporation, we couldn't have received better representation than our Union's legal team. While this was the worst situation my family could be in, having the backing and support of our Union Attorney Spencer Thal, Grievance Coordinator Dan Swank and Business Rep Brett Coty, somehow made our day in court enjoyable."

"I also want to thank the five co-workers who came forward to provide valuable testimony so the truth could



District 751 President Jon Holden (r) and Grievance Coordinator Dan Swank discuss implications from the arbitrator's decision on Boeing's new HR fact finding team investigations.

as Boeing is attempting to move away from having Local HR Reps and shifting to an investigation team located somewhere else.

"By hiring an in-house attorney, we can more readily challenge Boeing's unjust discipline and attempts to change their investigation procedure. In the month of October alone, our attorney will be trying three separate arbitration cases," said District 751 President Jon Holden. "Members knowing their rights and asking for union representation is important; therefore, we are also working to educate members on their rights so Boeing's actions do not go unchallenged."

"After this ordeal, I'm thinking of becoming a Union Steward so I can help other members. I've learned so much about federal laws and our contract," Clay added. "We need all members to understand our union is the key to better wages, benefits and rights on the job – and to know how valuable those rights are."

be revealed. I can never thank them enough," Clay added. "We have a union for many reasons, and this victory was for all my sisters and brothers in District 751."

The decision and reference to the seven tests of just cause has future implications

Union Ensures Retiree's \$46,000 Medical Bill is Paid

Continued from Page 1

Understanding the importance of following the process to ensure coverage, he first got preapproval for the cancer treatments. He was shocked months later when the treatment coverage was denied even though he had preapproval, and he was notified his out-of-pocket expenses for the treatment would be \$46,000. The retiree initially reached out to the insurance company but had no luck in reversing their decision.

It was then that he called our Union hall. Our Union's Health and Benefits Office reached out to check on the reason for the denial and to make sure the time frame for an appeal had not passed. In just two days, our Union was able to get the bills reprocessed and approved – leaving a zero patient share relieving our retiree of the \$46,000 bill.

"I want our members to know that we may not win every claim, but when we win one like this, it makes me proud to be part of our Union that stands up for our members both active and retired," said Les. "Helping our members is why I became active in our Union."

If any member has a medical or dental bill that is denied coverage or a question on one of their claims, contact our Health and Benefits Office at 206-764-0350 and our reps will do their best to ensure proper coverage is provided and members do not pay any unnecessary out-of-pocket expenses.

No Matter How You're Contacted Always Ask for a Steward

One of the most important rights of a union member is the right to representation in any meeting that may result in discipline. This applies to meetings with a manager, HR, security or other company representative. In addition, no matter how you are contacted by a manager, HR or security – whether it is in person, on the phone or by email asking for a statement – the answer should always be the same: “I want a Union Steward!”



L to R: District 751 President Jon Holden, Stewards Robin Skidmore, John Orcutt and Sophan Nhan, and Business Rep John Lopez Jr. discuss Boeing's new HR Fact Finding Team and emphasize members must always ask for Union representation whether they are contacted in person, by phone or by email.

The Supreme Court ruled in the Weingarten decision that an employee is entitled to have a union representative present during any interview, phone call or email statement that may result in discipline. However, you **MUST ASK** for a Union Steward.

Earlier this year, Boeing began implementing in Everett an HR Fact Finding Team that changes the process for investigations. This fact finding team has now been expanded to Renton, Auburn and Seattle. As part of this new fact finding process, Boeing has started calling members on the phone for these “interviews” rather than calling members into an in-person meeting while at work. These phone calls

catch members off guard and without having the benefit of union representation. If you get this phone call, your only response should be “I prefer to meet face-to-face with my Union Steward present.”

While Boeing has the right to conduct the investigation by phone, if a member asks for union representation, Boeing or any other employer must comply and provide representation - that is a guaranteed federal right. While the interview may still

happen over the phone, the employer must ensure you have a Steward present and provide a room at work with the phone for the interview to take place.

Keep in mind your employer does not have to offer you union representation - it is something you, as a member, must and always should ask to have.

If you received this phone call outside of your shift and decided to take part without the benefit of a Steward, remember you should be paid for all time spent on work related activities. Let your Union Steward know about the call and look at phone records to ensure you receive the proper pay for taking part in

such a call that should have been done during working hours.

However, again we advise whether on the phone or in person, you should not continue any investigatory interview without a Union Steward.

In addition, if management asks you to give a statement or sends you an email asking for a statement - you have the same rights. Talk to your Union Steward before you draft and turn in any written statement. Keep in mind: it is acceptable to state “I need more information on the situation you are asking about, and I want a Union Steward present.”



Members should carry a Weingarten “It's My Right” card to give management or HR if they are called into a meeting that may result in discipline.

Unions Ensure Discipline Meets Seven Tests of Just Cause

One of the main reasons workers join unions is to gain protection against unfair and unjust discipline. This is known as the “just cause” requirement where an employer must show “just cause” when issuing discipline. This is one of the most important rights of union membership and one that our Stewards use every day to protect our members. Our Stewards receive training in this “just cause” test so they can more effectively challenge management on unjust discipline, but it is something that members should know as well.

But, what is “just cause”? Simply put: it means the employer must have a reason or “cause” for imposing discipline and the reason must be fair and “just.” It is commonly accepted that there are seven tests as to whether the boss used “just cause” in handing out discipline. Below are the “Seven Tests of Just Cause:”

1. Was the employee adequately warned of the consequences of his conduct?

The employer is responsible for warning employees of acts of misconduct that can lead to discipline. A warning may be given verbally or it can be written. In either case, it should be clear, unambiguous and include any possible penalties.

An exception may be made for certain conduct, such as insubordination, coming to work drunk, drinking on the job, or stealing employer property, that is so serious that the employee is expected to know it will be punishable.

Example: If an employee is told to stop using vulgar language and told that if he continues he will be disciplined, that may be adequate warning. However if a boss comes up to an employee and says “I’m tired of your swearing, cut it out,” and then the next day fires the employee for swearing again, that may not be adequate warning.

But the rule of thumb is that employees need to have known in advance that their conduct would result in discipline. This is especially true in suspension and termination cases.

2. Was the employer's rule or order reasonably related to efficient and safe

operations?

Rules or direct orders must not be arbitrary, capricious or discriminatory.

Example: A boss makes a rule that all employees must wear red tee shirts and they must be tucked in so they don't get caught in machinery. An employee is fired for wearing a blue tee shirt that was tucked in. Making a rule that tee shirts must be tucked in so they won't get caught in machinery may be reasonable and related to safety, but demanding the tee shirt be red isn't related to safety or efficiency.

3. Did management investigate before administering the discipline?

The investigation normally should be made before the decision to discipline is made. Where immediate action is required, however, the best course is to suspend the employee pending investigation with the understanding that he will be restored to his job and paid for time lost if he is found not guilty. The employer is responsible to get all the facts before making the decision to discipline an employee.

When conducting an investigation, an employer must actively search out witnesses and look for evidence. Failure to investigate before handing out discipline violates just cause.

Example: The boss fires a worker for stealing and then demands evidence from the union that the worker isn't guilty. At the grievance meeting the boss admits he never investigated the incident, just took another employee's word. This probably wouldn't hold up. If the union has facts to prove the employee's innocence they should be presented to the boss, even though he failed to properly investigate the case.

4. Was the investigation fair and objective?

A fair investigation must be timely and thorough. Members' right to union representation and due process must be respected in the investigation. The employer must evaluate the facts fairly and

objectively without a rush to judgment. If the employer disciplines first and investigates later, they have likely violated just cause.

Example: If an incident happened the employer interview everyone present or only management people who were present? If the employer refuses to interview non-management workers, it is not a thorough investigation or a fair investigation.

5. Did the investigation produce substantial evidence or proof of guilt?

In all cases, arbitrators will require substantial proof of guilt. The exact measure of that will depend on the facts of each case, but it will never be less than a preponderance of evidence and it may be as high as “beyond reasonable doubt.” The good news for employees is that whatever standard is applied, it is a high burden the employer must meet. Speculation doesn't cut it.

Example: Here it is obvious that workers have less rights inside the workplace than they would have in civil court, but still the boss must have real evidence, not guesses. Again the boss cannot just try to make a worker prove his or her innocence, without presenting proof of guilt.

6. Were the rules, orders, and penalties applied evenly and without discrimination?

If enforcement has been lax in the past, management cannot suddenly reverse its course and begin to crack down without first warning employees of its intent. The union has the right to do an information request and obtain employer records of all employees who have been disciplined for



the same offense in a given time period. If other employees who commit the same offense have been treated differently, this may constitute “disparate treatment” which violates this test.

Example: This is the most common form of discrimination. An employer decides to suspend Mary for taking too long at lunch, but lets the employees who eat lunch with a supervisor take extra time every day. This would not hold up. However, if the employer tells everyone that starting on Monday employees will be disciplined for taking too long at lunch and on Tuesday Mary comes back late and everyone else has been on time, she may be disciplined.

7. Was the penalty reasonably related to the seriousness of the offense and the past record?

In other words, does the punishment fit the crime? Discipline should be progressive and it should be corrective. The goal should be to get an employee to understand and follow the rules—not to run them out the door.

If employee A's past record is significantly better than that of employee B, the employer properly may give employee A lighter punishment than employee B for the same offense.

Example: The classic example is two employees get in an argument and shove each other. One has 25 years service with a clean record. The other has 3 years service with lots of warnings and discipline. Based upon the workers' seniority and records, the employer may give the older worker less punishment than the other worker.



Seven tests of just cause

- 1) Notice
- 2) Reasonable rule or order
- 3) Investigation
- 4) Fair investigation
- 5) Proof
- 6) Equal treatment
- 7) Penalty

Right: Racers had a crowded field in the straight away at the start of the race.

Below: The first corner was crowded as drivers jockeyed for position.



Driving the Green for Guide Dogs

On Saturday, Sept. 9, Machinists took over the track at PGP Motorsports Park for a two-hour endurance race in Local 751-F's Annual Karting Challenge. The first rain in months couldn't dampen the spirit of the drivers, who were raising money for Guide Dogs of America. Preliminary indications were the event raised more than \$7,500.

Starting positions were determined by the money raised for Guide Dogs. In the end Team Lem took first in the race while Bad Axes took first in fundraising.

Thanks to the volunteers, sponsors and folks at PGP Motorsports. Everyone had fun while raising money for a worthwhile cause.



Team Lem took first place in the race: Top row L to R: Ken "Speed" McMahon, Ryan Doherty, Austin Wise, Russ Wise, DiAndre Davis. Bottom row L to R: Kim Wise, Noah Charleston, Lemuel Charleston, Nigel Charleston, Maureen Charleston and Joey Kittridge.

Thanks to the following sponsors:

- | | | |
|--|---------------------|----------------|
| Union Home Services | Jason Chan | Garth Luark |
| Cherry Creek Mortgage | Jesse Cote | Mark Mason |
| Jon Holden | Brett Coty | Richard McCabe |
| Susan Palmer | Jeremy Coty | Donovan McLeod |
| Dena Bartman | Robley Evans | Les Mullen |
| Larry Brown | Christine Fullerton | Spencer Thal |
| Greg Campos | Loren Guzzone | Andre Trahan |
| Howard Carlson | Grace Holland | Paul Veltkamp |
| Ira Carterman | Richard Jackson | |
| The Cesmat Family | Connie Kelliher | |
| Tommy Wilson/JC "Zack" Zaratkiewicz/Spencer Graham/Roy Wilkinson | | |



Drivers meeting listen to the rules before taking the track to start the two-hour race.



The "We Tried" team had plenty of fun: L to R: Melissa Jolivet, Rogelio Garcia, Roy Garcia (standing in back), Joshua Santos with daughter Azalea, Mireya Sonora, and Desirae Garcia.

Above: Ron Jarvis and Sean Lambert of team "Bad Axes" finished second place in the race and first in fundraising.

Chipping in for MNPL

The Local C Golf Tournament on Saturday, Sept. 23 proved to be a day of fun for all participants while raising more than \$16,000 for the Machinists Non-Partisan Political League (MNPL) – the political arm of our Union. This year's tournament was named the Larry Brown Tournament after our Political Director who contributed \$600 for naming rights for the tournament.

Seventeen teams of golfers spread out across Auburn Golf Course for a shotgun start that featured a best ball format. The top three teams were honored. Closest to the pin on various holes were won by Tom Baker, Charlie Foster, Linda Madigan, Jason Wobbrock, and Mason Miller. The longest drive was won by Daniel Campos.

All participants enjoyed a delicious lunch from Longhorn Barbecue while getting a chance at the many raffle prizes. Thanks to all the volunteers and donors who helped ensure the event was a success.



Above: Daniel Washburn. Below: Matt Hardy.



Soo Hwang lines up a putt.



Elias Quintana attempts a putt as Jeremy Davidson and Rick Quintana look on.



Local C Recording Secretary Chris Schorr (far right) congratulates the first place team that delivered an impressive score of 58. L to R: Jason Wobbrock, Stosh Tomala, Ken Lorentzen and Jeff Johnson.



Second place with a score of 61 went to L to R: Rich Bach, Robb Lindell, Bill Herrmann, and Stan Sawhill.



Third place with a score of 63 was won by L to R: Tom Baker, Brandon Sellinger, Allen Sellinger and Kevin Garrison from Machinists Local 289.

RETIREMENT NEWS

September 751 Retirement Club Meeting Minutes

President Jackie Boschok called the meeting to order and led the flag salute and singing of God Bless America and then a moment of silence was held in remembrance of the 16th anniversary of 9/11.

Roll Call of Officers: President Boschok read the roll call. All were present or excused.

Minutes: The July meeting minutes were approved.

Executive Board: President Boschok spoke about our International's disaster relief program and made a motion to donate \$100 to that program to help our members impacted by Hurricanes Harvey and Irma. She's looking into ways for individuals to donate as well. **M/S/P**

Financial Report: Tom Lux gave the report and it was approved.

Communication Report: none

Legislative Report: T.J. Seibert gave the report on behalf of Carl Schwartz. We support Congress and the President's efforts to provide aid and support to those injured and displaced by Hurricanes Harvey and Irma.

General election ballots will be mailed mid-October and must be returned by November 7. We are making a special effort to support Democrat Manka DHINGA our District endorsed candidate for the 45th district in the state Senate. Her win will give us a pro-labor, pro-senior majority in our state senate.

We are urging members of our state's congressional delegation to support House Bill HR242. This measure will permit Medicare to negotiate for lower drug prices. There are about 60 co-sponsors so far, not all of our state's Congressional Reps have signed.

Call your representative and ask them to sign on to this bill if they have not done so already and thank them if they have already signed on.

President Boschok added that NAFTA is currently being renegotiated behind closed doors. We want to make sure it has protections for workers and seniors.

She also spoke about new ways to get out the vote. One new way is to hold "postcard parties" where people get together to address postcards to support candidates. In conjunction with the Alliance for Retired Americans, we will be hosting a postcard party to support Manka DHINGA at the Seattle Union Hall

on Tuesday, October 17 from 5 to 8 p.m. We will be joined by Young Machinist members. Food and beverages will be served. Please consider joining us for this worthwhile event.

Health and Welfare: Vice President Helen Lowe read the following list of deceased members: Local A retirees – David Ayling, Gene Bacon, Robert Bean, Jr., D J Braunagel, Dennis Brevik, Ernest Conner, James Curtis, David Davis, Gerald Duim, Dorothy Forsythe, Dwine Funston, John Gonzales, Joe Hands, Kay Hogan, James Horton, George Howell, Charles Huizenga, Gerard Jones, Roger Klindtworth, Elmer Matthews, Charles McAllister, James McBride, Clarence Mertz, Robert Moroso, Edith Murray, Hoang Nguyen, Janice Olson, Mitchell Purdy, Robbin Richardson, Michael Sanchez, Eva Smith, John Steele, Marvin Vajgrt, Jr., Mercedes Vincent, Richard Wells, Roger Wentz, Delbert Williams. Local C retirees – Jack Anderson, William Anderson, Sydney Berkman, William Callahan, Larry Carl, Richard Christoph, Robert Cole, Brenda Corfield, James Croissant, Mattie Delgado, Donald Dickson, Raymond Edwards, Margaret Ehlke, Harry Everett Jr., Bruce Farrell, John Flaherty, Darcia Flinkman, Donald Harjulin, Douglas Henderson, Robert Herrett, Aloysious Ivanic, Louis Jackson, Leroy Jaques, Carl H. Johnson, William E. Johnson, John Kanta, Wesley Kazen, Joseph Kelly, Eugene King, Glenn Lampert, Robert Long, Edgar Magee, Joann Magee, Floyd Martin,

Ramon Maylum, Charles McAllister, Jean Miller, James Morgan, Emmitt Nelson, Anna Nordquist, Raymond Pakul, Billy Reams, Michael Rossi, Sherman Schrum,

Thomas Stevens, Donald R. Thompson, Alfred Torgerson, Marion Triplett, Herbert Ulsch, Jerry Webber, Dorwin Wilson, Roy Woodbury, Roland Wright. Local E retirees – Barbara Durham, Alvin Jensen, Dorothy Mackey, Salvador Rivera. Local F retirees – Nora Anderson, Ronald Avery, Robert Bauer, Gordon Bliss, Joseph Cadwell, Michael Casey, Donald Chene, JoAnne Couch, Robert Cowne, James Crook, Frank Dispenza, Thomas Donnelly, Olaf Eriksen, Jr., Boyd Evans, Mildred Evans, Michael Gilbert, Darrel Gladue, Earline Green, Roy Guerrero, Thomas Hale, Bruce Halford, Michae Hickey, Darlene Jensen, Adeline Johnston, Jeff Katzele, Melvin King, Shirley



September birthdays include L to R: Larry Wade, John Mah, Louise Burns, Vennie Murphy, Robert Smythe, Ruth Render.

Klingler, Lauren Lamb-Edison, May Lantz, Genevieve Lewis, Samuel Marthaller, Jr., Evelyn Martin, Alan Mather, Dennis McNally, Mary Mosely, Elizabeth Nelson, Arlyn Nygren, Colleen Omli, Virginia Osborn, Alice Peterson, Carl Pierce, Roger Poortvliet, William Prain, Patricia Reeder, Ralph Roberti, Bonnie Rude, Melvin Schleich, Charles Schulz, Anna Stringer, Loren Strong, Connie Weigand, Dolores Wilkening, Richard Yingling. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Good & Welfare: none

President's Report: President Boschok thanked everyone who helped at the 60th Anniversary luncheon in August. She noted Ed Manhart, Retirees and EAP Director at the International office, spoke at the luncheon about the history of retirement clubs and efforts to recognize members who are veterans. Any veterans can call 1-800-763-1301 and provide the Union with information to register as a veteran with the union. We would like to honor those veterans at our November meeting and present them with a pin as well.

On Thursday, October 26 we have an outing to the LeMay Car Museum in Tacoma. The District vans will transport us from the Seattle Union Hall leaving around 9 a.m. There is a café there for lunch, and we will return in the afternoon. Cost for admission to the museum is \$12.

Unfinished Business: None

New Business: The 2017 WSARA Senior Champion Awards Banquet will be held

Saturday, October 21 from 6 to 8 p.m. at the Seattle Union Hall. President Boschok made a motion to purchase tickets for a table of 8 at the cost of \$400. Attorney General Bob Ferguson will be honored at the banquet and given the 2017 Senior Champion award. The keynote address will be given by Alex Lawson, the Executive Director of Social Security Works. The motion was seconded and passed. Jackie said to let her know if you are interested in attending the banquet.

Guest: Benjaneen Easter was welcomed. She is a District 751 retiree (Local F) and was visiting Seattle traveling from her current home in Kansas.

September Birthdays: Louise Burns, John Mah, Larry Wade, Vennie Murphy, Ruth Render and Robert Smyth celebrated birthdays in September. There were no anniversaries. The club sang Happy Birthday to them.

The Fred Meyer gift card was won by Jerry Seidel.

Larry Wade asked for an explanation of the term Right to Work. Jackie gave an explanation and a lively discussion followed about the negative impacts of right to work on workers and communities.

Meeting was adjourned at 11:47 a.m.

RETIRED CLUB OFFICERS

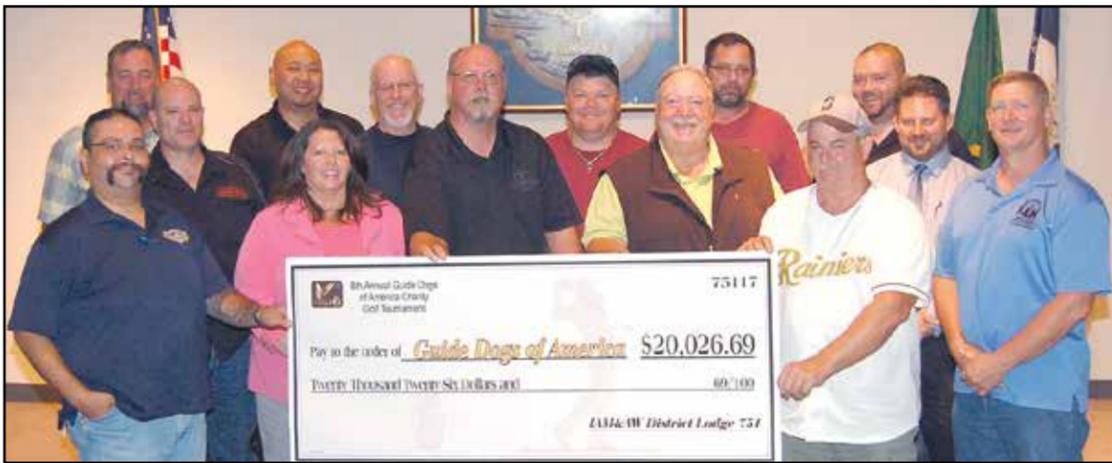
President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	vacant	
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Vennie Murphy	253-985-0951
Trustees:	Michael Keller	206-723-4973
	T.J. Seibert	
	Jim Hutchins	206-369-2309
Union Office:	(1-800-763-1301) or 206-763-1300	

RETIREES

Congratulations to the following who retired from the union:

Catherine Allen	Anita Burnham	Christine Emery	Teresa Grooms	Kenneth King	William Pearson	Myron Sherrard	Kyesun Tunnell
Terry Allen	Thomas Burt	David Emmerton	Aaron Gross	Joseph Kubin	Brian Peterson	Marilyn Sieg	Paul Tuurie
Ruben Almario	William Byers III	Kenneth England	David Haberlach	Neil Logerwell	Kenneth Pettit	Daniel Sinnes	Tommy Walker
Alberto Amaya	David Carr	Lucila Eshelman	Scott Hagan	Gregory Lopez	Daniel Potier	Carletta Skinner	Brian Watkins
Owen Anderson	Xiao-Ling Chan	Sherman Estes	Keith Hagen	Debra Luttrell	Carl Prats	David Slater	Terry Wilhelmsen
Jodi Arnold	James Clark Jr	Christopher Farmer	Tracy Hamilton	Steven McCorkle	Carmelita Pusateri	Linn Smith	Brett Williams
Sampson Awuah	Kevin Cleveland	Sonja Fryberger	David Haverberg	Kevin McFarlane	Jody Raymond	Robert Smith	James Wilson
Stephen Battershell	James Congdon	John Furber	Daniel Heichel	Marlowe Melonson	Rex Reifschneider	R M Spears	Michael Wilson
Robert Belles	Michael Cox	John Gan	Alexia Hemmann	Kathleen Mesaros	Rip Riffle	Clara Steelsmith	Jerry Wood
Richard Bidwell	Vance Crumpler	Lawrence Garcia	Robert Hougardy	David Minor	Randysue Robbins	Donald Stemple Jr	Laurens Wood
Broderick Bohls	Percy Davis	Frank Garris	Bernard Huber	Daan Mulder	Milton Roberts Jr	Renee Stueber	Gary Wrobbel
Michael Bolam	Shauna Dean	Jon Gibson	Michael Ice	Phong Nguyen	Colleen Robey	Brian Talley	Bruce Yeager
Michelle Bosshart	Wayne Dembowski	Lorraine Gibson	Michael Jackson	Elisabeth Norfolk	Lloyd Rosenthal	Mark Testroet	Vladimir Zvak
Eugene Brandt	Jeffrey Detwiler	David Giessen	Richard Janes	Charles Nolze	James Ross	Loi Thai	
John Brandt	Lavonne Deveraux	Laurie Gochanour	Dennis Johnson	Mark Northup	Llane Rusnak-Burt	Jamie Thompson	
Norman Brelsford Jr	Helen Durkin	Barry Gresham	James Johnson	Woodrow Orr	Kenneth Schlegel	Henry Tran	
James Buerger	Carl Eaton	Barry Griffin	Kathryn Johnson	Michael Palomino	Scott Schuler	Brian Troxel	
Charles Burden	Pamela Ellis	Gary Groat	Robert Kennett	John Patterson	Thomas Schultz	Nick Trytiak	

Golf Tournament Delivers \$ for Guide Dogs



District 751's Annual Golf Tournament delivered \$20,026.69 for Guide Dogs of America. Presenting the check at the Sept. 12 District Council meeting L to R: Adrian Camez, John Kussy, Paul Schubert, Susan Palmer, Jason Chan, Jerry Banks, Les Mullen, Wes Heard, Mark Clark, John Coolidge, Chris Schorr, David Wyatt, Jon Holden and Jim McKenzie.

LABOR HISTORY HAPPENINGS

October Labor History Happenings

- October 3, 1915 – World Federation of Trade Unions
- October 6, 1918 – First National Conference of Trade Union Women
- October 7, 1992 – IBEW 483 strikes City of Tacoma
- October 18, 1919 – Canadian Women became legal "persons"
- October 24, 1940 – United States 40 hour work week takes effect



Information taken from the PNLHA Labor History Calendar.

NOTE: 2018 Pacific Northwest Labor History calendars will be on sale for \$5 at Local Lodge meetings starting in November.

FREE WANT ADS FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

TOYOTAVAN 3rd Row Seats. Never used, new condition. \$600 for both OBO. 360-579-5436

BOATS

1962 LARSON 14" Playboy boat, big twin 40 HP Evinrude motor and tilt bunker trailer. Needs work to restore. \$1,000 OBO 206-295-7040

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GROUP OR CLUB GET-TOGETHERS, I'll cater your event for a great price. Call 360-531-7061 Long Beach

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

JIM'S CUSTOM ROTOTILLING serving Marysville, Arlington, Stanwood. Large area tilling, blackberry removal, etc. email to jcrotogetz@yahoo.com. 425-971-4764

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

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

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

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

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

FURNITURE

CHINA HUTCH \$40.00 253-350-9864

BEAUTIFUL SOLID OAK DINING ROOM TABLE with 8 upholstered chairs, 2 leaves; \$600. Dark brown leather rocker-recliner has cat scratches; \$50.00 Puyallup area. 253-677-4857

HOUSING

VIEW HOME, 4 bedroom, 3 bath, full basement, attached 4 car garages, 3600 sq. ft. 4 acres. Culbertson, MT plus 30x40 shop. \$450,000. Opt. on 10 more acres attached. 406-787-5242 or 406-790-0383

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 Oct. 23rd

REC VEHICLES

Get your 2005 SCREAMIN EAGLE FAT BOY "CVO" for next year's ride. Only 18,000 miles, only rode in good weather. Garaged, perfect show room condition. \$15,000.00 firm 360-652-3650

MISCELLANEOUS

SINGLE AXLE 5x9 tilt trailer w/steel bed. Nice trailer. \$800.00 253-350-9864

WOMAN'S DRESS SLACKS sizes 22W, 24W, 26W inseam 28", 29". 10 pair for \$20.00 Blouse sizes 3X and 4X. All from Woman Within catalog. 206-713-8833

DYSON DC40 Floor upright Ball vacuum w/l accessories \$100.00 206-242-0153

ANTIQUES & COLLECTIBLES many items for Christmas and holidays. Moved from Auburn to Yard Birds in Chehalis #105. Dishes, vases, stamps, jewelry. Open Sat & Sun 253-735-1832 or 253-569-4532

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

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

FORD AND LINCOLN 8 34" AND 9" third members and housings for pick ups and cars, some complete units. \$75.00 each 206-295-7040

WANT TO LIVE CHEMICAL FREE and get healthier? 90-95% of cancers are caused by environment. Try the best essential oils on earth! Details at YLessentials4u@gmail.com

IRC RETIREES meet for breakfast on the 2nd Wednesday of each month at 10 a.m. at The Stump restaurant in Arlington. Come and join us.

NEED AN AWNING COVER for your wood deck, concrete patio, carport for your car or truck, front or back porches? Call Awning Buildings 206-250-7139

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

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CHILDCARE AVAILABLE IN MARYSVILLE Building Blocks Daycare and Pre-school. Educating the next generation. I have 15 plus years' experience and love watching children learn and grow. 425-244-0230

PROPERTY

ONE ACRE \$52,500 ready for whatever you want to build on it. 360-458-3765

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaalicoove.com. Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 30 days. 10% discount to Boeing employees. \$2850-\$3500/month. Amenities include designated parking. DSL for Wi-Fi, pool, Jacuzzi and much more. 206-459-3444

10.27 ACRES w/HUGE DETACHED SHOP/GARAGE complete w/ Upstairs Loft ready for future expansion! Spacious Great Room w/ Vaulted Ceiling & designed w/ Wall of Windows. MLS#1181055 30 min to boeing EVT. 425-397-4047. <https://www.youtube.com/watch?v=uod8Kn2ozDw&t=161s>

SPORTING GOODS

WEIDER PRO 9940 home gym with exercise guide. You disassemble and remove. \$275.00 253-839-1494

2 PAIR CROSS COUNTRY SKIS \$20 each. 206-242-0153

VEHICLES

2009 H-D DYNA FAT BOB, stage - 1 tuned, oil cooler, Vance and Hines pipes, K-N filter, security, leather bags, luggage rack, lower bars, windshield. \$8,000 OBO call 360-929-3729

DODGE DUALY 3500 Laramie SLT diesel, leather seats, power everything. Need to call for full info. 75,000 original miles, mint cond. 425-327-2514

2007 H-D WIDE GLIDE 96 C.I. with Vance & Hines pipes, Mustang seats with backrests. There are extra bags, parts, new rear tire + service. \$8,750 firm. Arlington area. Cast talks. 425-876-1365

1991 CAMARO RS - 3.1L V6 - 166K miles. Blue and grey paint job. Runs great, dual exhaust, bucket seats. Text for more info or pictures. \$2,500 cash only. 425-501-2748

2008 CHEVY EQUINOX only 69K miles. Equipped with Hankook studded radial tires and stereo and LS. Ready for winter? \$7,800.00 253-334-9066

1969 to 1973 OPEL GT's 6 cars and lots of extra parts. All cars need work and are on tires. \$2,500.00 OBO 206-295-7040

Circle One:	ANIMALS BOATS TOOLS HOUSING AUTO PARTS & ACCESSORIES	ELECTRONICS & ENTERTAINMENT FURNITURE & APPLIANCES RECREATIONAL VEHICLES MISCELLANEOUS	PROPERTY RECREATIONAL MEMBERSHIP SPORTING GOODS VEHICLES COTTAGE INDUSTRIES
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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 Oct. 23rd!

FINANCIAL \$ENSE: Involve Your Child in the Finances of College

The cost to attend a university continues to increase: between the 2011–2012 school year and the 2016–2017 academic year, tuition and fees rose by 13 percent at private, nonprofit, four-year institutions, reaching an average of \$33,479, according to The College Board.*

If you've diligently saved over the years to help pay for your child's education, now is the perfect time to bring him or her into the equation. "When it comes to financing school, students need to be involved in the process," explains Tracy Green, a Life Event Services consultant at Wells Fargo Advisors.

By walking through the financial steps of paying for college together, you'll help your son or daughter understand the overall expenses and learn valuable fiscal skills for the future, especially the importance of goal-based saving.

Green recommends following these five steps to get your child involved before mailing in that acceptance notification and deposit.

1. Start with a conversation. Before your child even begins applying for college, have a discussion about finances, suggests Green. A good time to have this conversation tends to be during the student's junior year of high school.

When you sit down together, ask your child about his or her upcoming goals. Talk about expenses for school, as well as who will be covering costs or how they might be split. If you or other family members have contributed to a 529 plan, show it to your child and go through the details of how it can be used.

2. Set a budget. As a family, consider setting certain guidelines and limitations for the college experience. Perhaps you agree to cover the cost of tuition and room and board, but ask your child to pay for his or her entertainment expenses while on campus.

"Having those discussions may prevent future disappointment," adds Green. If your son gets accepted into his dream school, for instance, but later learns the family won't be able to pay for it and he doesn't want to take out his own loans, the reality could be difficult to face.

3. Look at financial aid packages together. With your child, fill out and submit forms for financial help, such as the Free Application for Federal Student Aid (FAFSA). Learn more at <https://fafsa.ed.gov/>. To identify additional types of financial aid that may be available, visit <https://studentaid.ed.gov/sa/>.

Some universities have a net price calculator on their websites. With this tool, you'll be able to see what the overall cost for the school is and then subtract any financial aid packages available to identify what your expected expenses will be. Once you start receiving acceptance notifications, go through aid packages with your child to compare and contrast them so that you

and your child have a clear vision of what the bottom line is and how different aid options are treated.

4. Think about work. If you want your child to be responsible for paying for part or all of their schooling, a part-time job may be a good fit.

As a family, you'll want to decide if it makes sense for your child to work while he or she is at school, or only during summer and winter breaks. "Some kids may have a heavy class load or extracurricular activities," notes Green. If certain scholarships require your child to attain or keep a certain GPA, you'll want to weigh the time spent away from academics against the amount of money your student will be earning from a part-time job.

In addition to helping cover college expenses, employment can offer other key benefits for your child, including the chance to manage an income, build a strong work ethic, and grow in self-worth. If working during the school year will put too much of a strain on your child, set savings goals together for his or her summer job.

5. Understand scholarship possibilities. If your child wants to attend a school that doesn't fit into the budgeted amount you planned to spend, consider sitting down to talk about the situation. It may be time to look at other options, or your child may want to increase his or her efforts to identify and apply for scholarships to help cover some of the costs.

The site TuitionFundingSources.com, sponsored by Wells Fargo, provides a database of scholarships available. After looking through the options together, help your child set up a schedule to apply for ones that are the best fit, paying close attention to deadlines and other requirements. Some scholarships involve writing an essay, but the rewards offered could make the effort worthwhile.

*<https://trends.collegeboard.org/college-pricing/figures-tables/tuition-fees-room-and-board-over-time>

SCOTT
WEALTH MANAGEMENT GROUP
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Please consider the investment objectives, risks, charges and expenses carefully before investing in a 529 savings plan. The official statement, which contains this and other information, can be obtained by calling your Financial Advisor. Read it carefully before you invest.

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This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group in Portland, OR at 1-800-923-6399 or www.scottwealthmgmt.com.

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Tim Crain Honored as a Hero

Recently, 751 member Tim Crain was honored as a hero for his actions over the past year. While he downplays the significance of his actions, his wife tells quite a different story and recently others took note of his tireless efforts. Tim was honored with the Stroke Hero Award from the American Heart Association/American Stroke Association for his role in his wife's recovery after her stroke in 2016.

The award recognizes individuals who have shown incredible strength and perseverance in dealing with a stroke and identifies heroes among us who inspire others.

His wife, Louise, suffered a debilitating stroke in May of 2016. With no other family in the area, this left the burden of care on Tim.

Without hesitation, he stepped up to take on the added duties required and continues them today while working full time at Boeing as a Modification Electrician Field and Hangar at the Everett plant.

Initially, Tim took a leave of absence for two months to take on the extra duties in caring

for his wife. When Louise was discharged to come home, Tim prepared the house with everything she would need since she was initially wheelchair bound. His goal was to give her the best possible chance for recovery.

With Tim by her side the whole time, Louise continues on the road to recovery, learning every day tasks again. She only recently began walking short distances and has been able to shower herself. Tim has been instrumental in her progress - playing not only the role of loving spouse, but caregiver, physical therapist, cheerleader, housecleaner, cook, and so much more. Every step of the way he has been there to ensure she gets a little more independent each day.

"I have got to the point where I am today because of the wonderful care that my husband gave me and still does to this day. He has been my loving, caring husband and my hero," said Louise. "Our neighbors, my doctors and the stroke association are amazed that he has been able to keep up this pace and level of care while working full time. He calls on his breaks and lunch every day to check-in and reminds me to take my medicine. His efforts are certainly worthy of recognition."



751-member Tim Crain was honored as a stroke hero for his efforts in his wife's recovery.

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EASTERN WASHINGTON

First Contract Approved for Members at Akima

IAM members working at Akima Technical Services at Fairchild AFB now have the security of a first union contract. The group overwhelmingly approved a first contract on Sunday, Sept. 17.

The group voted for IAM Union representation on April 27 and began formal negotiations in July.

Throughout the process, members were engaged and united in their efforts. Pay was a top issue with several members not having an increase in 10 years.

The first contract made an initial wage adjustment for the various job classifications ranging from \$1.20 to \$3.96 an hour before applying a 2.25 percent General Wage Increase on November 1st. Members will receive a 3 percent General Wage Increase in 2018, followed with a 3.5% General Wage Increase in 2019.

In addition, the company will put 75¢ for each hour worked up to a maximum of 40 hours per week into each employee's 401(k) account. Health and welfare, sick leave, vacation, overtime and other essential elements were also captured in the first contract.

"I'm proud of these members, who stuck together and showed solidarity throughout the process. When there was a potential sticking point during negotiations, members united and spoke up showing the importance of addressing



Above: Members working at Akima at Fairchild AFB discuss the first contract proposal prior to taking a vote on Sunday, Sept. 17 at the Spokane Union Hall.



Left: Members watch as volunteers count the ballots. The contract was overwhelmingly ratified by these members who provide aircraft and equipment maintenance to helicopters the U.S. Air Force uses in flight crew training at the USAF Survival School.

the issue. It paid off in this first contract, which is something we can build on in the future," said Business Rep Steve Warren, who served as the lead negotiator.

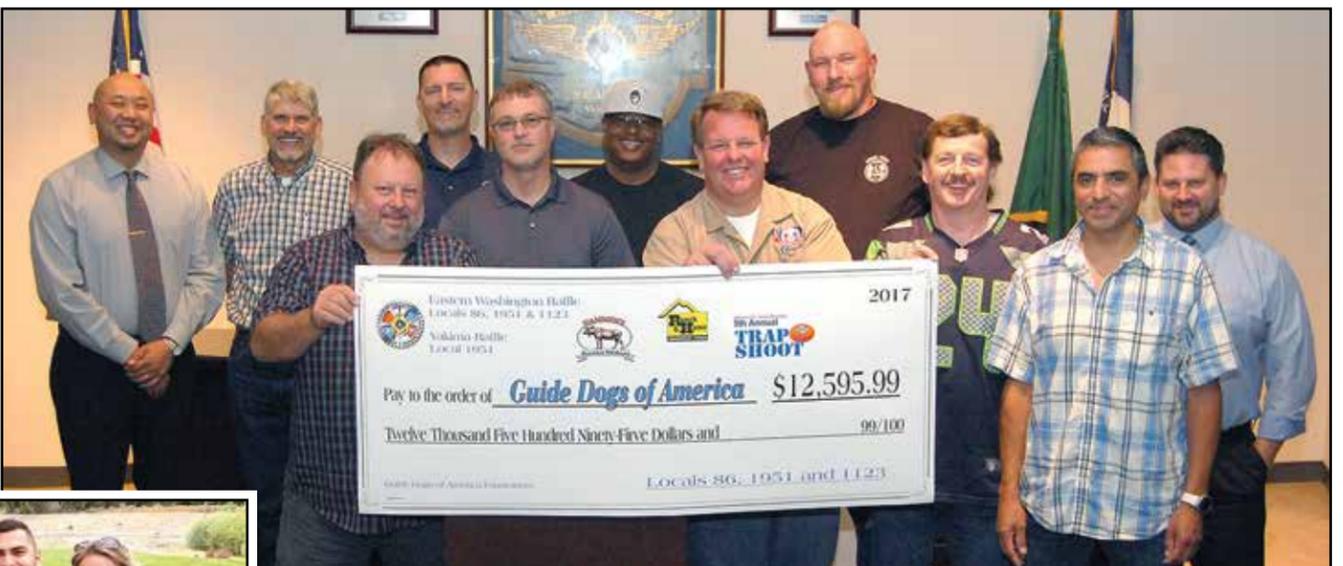
These workers provide aircraft and equipment maintenance to helicopters the U.S. Air Force uses in flight crew training at the USAF Survival School. These

workers prepare aircraft before crew arrival, assist during flight preparations and then recover, inspect and service each aircraft before the next launch.

Eastern Washington Delivers Green for Guide Dogs

Eastern Washington members have been raising money for Guide Dogs throughout the year with various raffles, trap shoot and other activities. Eastern Washington leaders presented a check at the September 26th District Council meeting for \$12,595.99 to Guide Dogs of America.

The most recent raffle held in Yakima included a 4-person guided fishing trip donated by 1951 member Mark Shear (who previously owned a guided fishing company). Thanks to all who stepped up to volunteer, sell tickets and recruit prizes and help raise money for Guide Dogs of America.



Representatives from all three Eastern Washington locals (1123, 1951 and 86) were proud to present a check to Guide Dogs of America for \$12,595.99. This was the result of various raffles and fundraisers throughout the year. L to R: District Vice President Jason Chan, Mark Shear, Merle Fowler, Jim Henle, Chris Powers, Wallace 'PeeWee' Pleasants, Allen Eveland, Levi Mitchell, Gary Swartz, René Ochoa, Jon Holden.



Photo left: Stewards Josh Travis (l) and Katie Bronson (r) congratulate Nino Renteria for winning the Green Mountain pellet barbecue grill. This most recent fundraiser was a raffle in Yakima, with two days of ticket sales at Hammer's Precision Outdoor that raised \$702 of the total amount.

First Agreement Nearly Done for Spokane Valley Fire Mechanics

Since the mechanics working for Spokane Valley Fire Department voted for IAM Union representation in July 2016, it has been a long process on the road to a first contract. Scheduling conflicts with the attorney representing the fire department often meant several months between negotiation meetings.

Recently, Business Rep Steve

Warren met with the mechanics to review the last, best and final offer. A vote on the offer will be scheduled in early October.

"I appreciate the patience these members have shown during this long, negotiation process," said Steve Warren. "We all look forward to having a ratified first agreement that we can build on going into the future."



Business Rep Steve Warren met with Spokane Valley Fire Department mechanics to discuss a potential first contract for these new members.