

Solidarity Brings Success in Second Cadence Contract

IAM 751 members working at Cadence Giddens in Everett built on the solid foundation from their first contract when they overwhelmingly approved a second contract on February 18.

After months of preparation, membership input and participation, members voted to ratify their second contract by 90 percent. A lot of hard work and preparation went into these negotiations. Input from the members through surveys and meetings was used to develop the proposals and ensure the proposals encompassed members' priorities – with wages clearly the top issue.

- Improvements were made in nearly every category. Highlights of the new agreement include:
- Solid General Wage Increases each year with the largest in the first year (4%, 2.5% and 3% respectively).
 - Lead pay differential increased to \$2 per hour.
 - Cell Coordinator differential pay increased to \$1 per hour.
 - Minimums for all classifications increased \$2 per hour.
 - Established IAM Savings Plan

- with company contributions for added retirement security. This is in addition to the 401(k) company match.
- Maintained same cost share on health care for the life of the Agreement.
 - Secured overtime for all hours worked above 36 for those on a 3-12 work week.
 - Secured time and a half pay for worked holidays, in addition to the holiday pay.
- "These members worked hard to prioritize their issues. Their solidarity ensured they were successful in building
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Cadence Giddens members voted overwhelmingly to approve a second contract.



Union negotiators discuss proposals during a caucus. From front L to R: Business Rep Greg Campos, Gary Naple, John Combs, Mike Powell, Jon Holden, Richard Jackson, Steven Burch. Also part of the union committee but not pictured, staff attorney Spencer Thal.

IAM Family Members Are Cashing in on Free Online College Degree

Since our union announced free online college for IAM members, IAM retirees AND their family members late in 2017, a number of union members and family members have taken advantage of this unique union benefit.

Many were skeptical when the program was announced, but those enrolled and using the program are singing its praises and are excited to earn a degree with absolutely no out-of-pocket costs. You can take one class or several and the format allows you to work around even the busiest of lifestyles.

There are many programs available including: Associate of Arts Degree and Business Management Degree. As well as programs that focus on: Advertising, Cyber Security, Data Science, Digital and Social Media, Entrepreneurship, Finance, Healthcare Management, Hospitality: Food & Beverage Management, Hospitality: Hotel & Event Management, Human Resources, Information Systems, Labor Studies, Marketing, Programming & Development, Criminal Justice, Teacher Education Degree, Paralegal and Patient Home Navigator.

Adult Daughter in California Pursuing Accounting Degree

Pat Beach joined the Machinists Union when he hired into Boeing in 2011, as a Grade 10 Precision Machine



Pat Beach is happy his adult daughter Serina is utilizing free college from her home in California.

my questions answered. It was easy, there is no cost, and it has been really great," said Serina. "I can't say enough about this program. I work full time so it is wonderful to go to college without having to physically drive there. I can do the work around my schedule."

"My dad lives in Washington, the college is in Ohio and I am in California, and the program still works seamlessly," Serina added, who is 25 and has been out of high school for 7 years.

When Serina graduated from high school, her parents made too much to qualify for financial aid so she went to work full time at a credit union.

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Dist. 751 President Jon Holden announces results of effects bargaining on wage disparity that will increase pay for more than 16,000 members.



Union Brings Improvements on Wage Disparity

Thanks to action taken by our union with effects bargaining and LOU #45 Joint Company/Union Wages Committee, more than 16,000 of our members working at Boeing will see an increase in pay.

"These increases are the result of effects bargaining, which is our legal right and responsibility under the law, to challenge what we saw as wage disparity issues regarding minimum rates of pay and promotion rates," said District 751 President Jon Holden. "By challenging Boeing's wage practices with effects bargaining and LOU #45, our union had an opportunity to discuss many issues we believe needed to be addressed in a positive manner for our members."

In October 2018, our union demanded to bargain the effects of pay practice decisions Boeing was making, which included minimum rates of pay, promotional procedures for internal candidates (Category C ERT candidates), and specific wage evaluations regarding experience versus assessment metrics, as well as several other issues. Holden reported on our effects bargaining at local lodge meetings, the October membership

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Free College for IAM Members & Their Family

Your union offers a Free College Benefit to ALL Machinists Union members, retirees and their families. Currently, this online college allows you and your family members to earn an associate degree free of charge from Eastern Gateway Community College. The two year degree is transferrable to a four-year degree.

This free benefit is open to members in good standing, retirees and their families (defined as spouse, children, stepchildren, children-in-law, dependents and grandchildren). Potential students' membership will be verified by the union.

To talk with union represented assistants, call 888-590-9009.

Get Started on Your College Degree

Take a look at this exciting program and take advantage today to help grow your career. To learn more or enroll visit: freecollege.goiam.org.

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freecollege.goiam.org



Broader Benefits for Laid-off Workers

Our Trade Act Petition was approved for laid-off workers from Jorgensen securing additional benefits to transition to their next job

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Masters of Their Craft

IAM-Boeing Apprenticeship Graduates honored as next generation of journeymen

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REPORT FROM THE PRESIDENT

Every Gain for Workers Is Tied to Union Representation

By JON HOLDEN
IAM 751 District President

Membership engagement remains our best tactic for positive change. An educated and active membership translates into strength at the bargaining table and contract enforcement.

This month I am proud of our members working at Cadence Giddens in Everett for standing together to send a strong message to their employer, which resulted in a positive second contract that members ratified by 90 percent.

These members demonstrated the power of solidarity in raising their wages and improving working conditions with union representation. Throughout the bargaining process, members were engaged and provided input on the issues that were important to them. Their shop floor committee passionately conveyed at the bargaining table how important it is for the company to recognize the hard work and expertise of our members.

In approving this contract, these members gained respectable wage increases each year (4%, 2.5% and 3%), improvements in overtime, wage differentials, increased minimum rates



and established defined company contributions into a new savings plan that is in addition to their 401(k) company match. This is a contract they can all be proud of and one they can continue to build upon in the future.

Their story is one I hope will resonate with others working at the hundreds of aerospace suppliers throughout our state.

By seeking union representation, these workers gained a voice, rights on the job and the right to build a better life while ensuring they have justice on the job.

Our right to bargain and protections under the National Labor Relations Act can be tied to all the gains we make in our contracts – every dollar and benefit. Nothing is a gift from our employers and every piece of language and improvement is only obtained through membership solidarity.

However, if we are the only ones with good family wages and benefits, then we can be more easily attacked and will experience downward pressure because the non-unionized employers set a much lower standard for wages and benefits.

We know there are many other workers at aerospace suppliers around the state who could benefit from having

IAM representation and rights on the job. Nearly every week, we have additional workers from other companies reaching out to us in an attempt to secure a brighter future at their workplace.

We know if every worker had union bargaining rights, their standard would improve. When workers unionize, they self determine what is important to them, set their priorities and bargain those priorities. Over time, contract after contract, improvements are made and the standard is improved.

We continue to push to secure a first contract for IAM members working at UTC Landing Gear in Everett with our next meeting scheduled for Feb. 28 with a federal mediator (after the *AeroMechanic* went to print on Feb. 25). Members there remain united in their efforts and understand that having a collective voice will result in improvements when a contract is ratified.

For our members at Boeing, we continue to find new ways to make improvements and address issues, as we push through a long-term agreement that expires in 2024. Last fall, I reported that we demanded to bargain the effects of Boeing’s wage disparity created by their change in hiring practices. LOU #45 Joint Company/Union Wages Committee

in the contract also gives us the ability to raise issues around pay throughout the life of the Agreement in order to propose improvements for our members.

A union has the legal right to demand to engage in ‘effects bargaining’ whenever working conditions or company policies change (companies cannot simply change working conditions without bargaining with the union). This is an important tool we are using more often to address issues. If we do not engage in effects bargaining, a change in company policy would simply go unchecked and be implemented, and we would miss an opportunity to either mitigate the policy

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Union Brings Improvements on Wage Disparity

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conference, and in our *Aero Mechanic* newspaper.

In late February, we reached agreement with Boeing to address several wage issues (not all of the issues we brought forward). The end result is more than 16,000 members will see an increase in their pay. Below is a summary of the improvements we were able to negotiate for our members:

- Increase minimum rates for all classifications. Labor Grades 1-11 will see their minimum rates increased by \$4 an hour. Grade A will increase \$3 an hour to a new minimum of \$15 an hour (\$1 increase previously occurred over the last two years due to state minimum wage laws).
- Any current employees below the new minimums, will have their rate increased to the new minimum. This will impact more than 5,000 members and acknowledges that over the past 10 years minimum rates have fallen below market competitiveness levels.
- Increase second shift differential (Section 6.5 of the CBA) from current 75 cents per hour to \$1 an hour. More than

10,750 members will receive the increase in shift premium.

- Increase base rates after reclassifications (Section 6.3(c)) by either 75 cents an hour for each labor grade they are promoted (currently 56 cents per labor grade) OR pay the same base amount a new hire is paid if the current employee has equivalent experience/qualifications as the new hire offer, whichever is greater. This addresses the disparity Boeing created when offering external candidates higher pay than equivalent internally promoted candidates. There will be no change to downgrades, which will remain at 56 cents per labor grade. This is for future promotions only.

- Experienced Candidate Offer Rate Increases. Company will ensure no previously hired employee’s current pay rate is below the revised external offer amounts for equivalent experience. These pay rate adjustments will not be retroactive to original hire date of current members, but instead to the date at which Boeing started to bring in new employees at the higher amounts. Adjustments may be as high as \$4, \$6 or \$8 an hour,

depending on the job. Boeing will include those employees previously promoted into these positions and apply the equivalent experience factors to those employees that are below the revised external offer amounts. This will impact potentially 200+ members with a pay adjustment.

- Facilities Assessment vs Experience Adjustment. Company will review for potential adjustment Facilities or Equipment Services members hired based on a pre-employment assessment, and then Boeing switched to experience. Those hired under the assessment will be individually reviewed to determine if experience would have afforded them a higher rate with pay adjustments retroactive to May 25, 2016. This impacts more than 185 members.

There were other wage issues we attempted to address and improve for our members. We will continue to push to make improvements for our members at every opportunity and continue to utilize LOU #45 as a pathway to discuss wage disparity issues along with effects bargaining during this long-term agreement between bargaining cycles.

Town Hall Meetings in March to Discuss Revisions to QA Transformation & Wage Disparity

Another series of Town Hall meetings are scheduled in Everett, Renton and Auburn (see box below for dates and times) to provide members a chance for candid, face-to-face two-way communication with union leaders. The meetings will explain effects bargaining and present information on Boeing’s revised QA Transformation

Plan or Verification Optimization plan following meetings with the union. Union leaders will also present improvements to address wage disparity issues. Meetings typically last 60-90 minutes depending on questions.

Town Hall meetings offer a venue that is close to the workplace for members

to air their concerns, brainstorm new ideas, ask questions, interact with union leaders and highlight contractual issues. These meetings are one of the best forums for face-to-face communication with your union leaders and other union members. Plan to attend and don’t miss the opportunity!

Mark your calendar for the next town hall meetings, which will include discussion on effects bargaining on Boeing’s revised QA Transformation Plan/Verification Optimization and recent improvements to address wage disparity issues:

Tuesday, March 5th 751 Everett Union Hall 8729 Airport Road Three meetings: 6:30 a.m., Noon and 3 p.m.	Wednesday, March 6th 751 Auburn Union Hall 201 A St SW Three meetings: 6:45 a.m., 11:30 a.m. & 3:30 p.m.	Thursday, March 7th 751 Renton Union Hall 233 Burnett N. Three meetings: 6:30 a.m., 11:30 & 3 p.m.
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Unionists Push Pro-Worker Legislation in Olympia

By DAVID GROVES

Washington State Labor Council

OLYMPIA (Feb. 1, 2019) — Hundreds of union leaders and rank-and-file members from across Washington state gathered in Olympia to attend the Washington State Labor Council, AFL-CIO's 2019 Legislative Lobbying Conference in Olympia. District 751 sent a full delegation to ensure legislators knew 751 was present and heard personally from their constituents.

Delegates got quick briefings on several pro-worker legislative bills before heading to the State Capitol en

Newly elected WSLC President Larry Brown welcomed the union activists and reported union membership is growing in our state.



masse to lobby their state senators and representatives on those and other bills.

"Our visit with Senator Emily Randall from the 26th District went extremely well. Her father worked for the Bremerton Naval Shipyard and her mother was a paraeducator for the South Kitsap School District," said 751-F Steward Tom Keller. "Senator Randall is supportive of our cause and backs unions 100%. She also champions health care reform — particularly for the elderly."

"She stands for what we believe in as human rights and that our diversity makes us strong," Tom added. "It is inspiring to have one of our Senators as our champion and together we can move the mountain of corporate greed that has infected our nation."

751-E Recording Secretary Roy Wilkinson has made regular visits to his legislators over the years. "This visit for the 1st legislative district, we were only able to talk to aids. However, all three were supportive of our issues," said Roy.

The newly elected leaders of the WSLC, President Larry Brown (formerly IAM 751's Legislative Director) and

Secretary Treasurer April Sims, welcomed the conference attendees to their first WSLC event as executive officers.

Brown told all that Washington's union movement "is strong and getting even stronger."

"After the Janus decision last year, lots of people were predicting doom and gloom for unions, but to paraphrase Mark Twain, 'Rumors of our death have been greatly exaggerated,'" Brown said. "Washington State is bucking national trends and our labor movement is growing. Last year, we added 65,000 members to our ranks. There are now almost 650,000 union members here —



District 751 Secretary-Treasurer Susan Palmer (2nd from right) and 751 Steward John Orcutt (far right) joined other union members in lobbying 47th District legislators: Senator Mona Doss and Reps Pat Sullivan and Debra Enteman. They discussed balancing our tax code, investing in post high school education in our community and technical colleges and passing I-1000.

19.8 percent of the state's workforce. That makes us the third most unionized state in the nation."

"We should be proud of the hard work we are doing," he added, "but we need to double down and keep pushing to retain existing members and to help more people join together in unions."

Sims thanked WSLC's affiliated unions for putting that growing power to

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Nothing Was a Gift: The History of Retiree Medical at Boeing

For any member who wants to retire from Boeing before age 65 (when they become Medicare eligible), early retiree medical is critical. Without this essential coverage, members would pay the high cost of medical premiums at a time when they need it the most and are living on a fixed income.

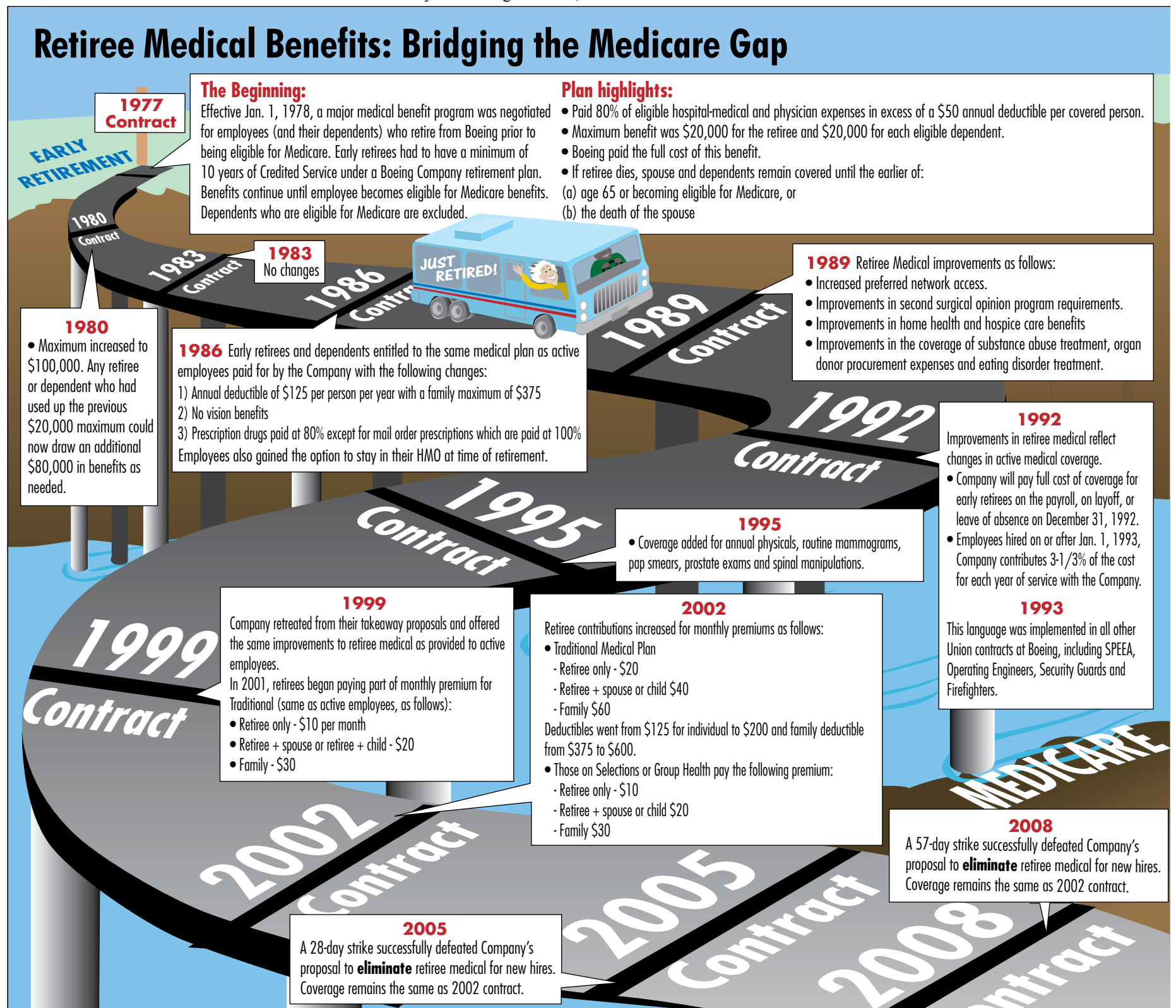
Boeing has made no secret of their desire to eliminate this benefit. More than a decade ago, Boeing eliminated retiree medical for its nonunion employees and for 45 of its 49 bargaining units. Only through membership solidarity (in both the 2005 and 2008 strikes) has IAM 751 maintained this benefit not only for existing members,

but new hires as well. In fact, the IAM is one of the ONLY units to maintain this benefit and insist that our members have the option of early retiree medical.

As we have said before, nothing is a gift. Retiree medical isn't something Boeing gave us, but is the result of solidarity and sacrifices made from members who came

before you. The following graphic shows the history of this benefit.

(NOTE: The month of your 65th birthday, you MUST already be signed up for Medicare, as you will not have retiree medical the month you turn 65).



District 751 at Human Rights and African American Legislative Day

By HAZEL POWERS, Human Rights Committee

Members of the 751 Human Rights Committee attended the 9th Charles Rolland African American Legislative Day in Olympia Washington on Monday, February 18th. This annual event is sponsored by the Washington Christian Leaders Coalition (WCLC) and the A. Phillip Randolph Institute (APRI) and highlights current issues facing minorities in our community and how we can work with state legislators to make beneficial changes in our laws to rectify these issues.

After an opening prayer by the WCLC sponsors, Governor Jay Inslee addressed the group and thanked them for all their hard work lobbying for issues that help everyone.

One of the major issues the WCLC is working on is YES on I-1000, which is the updated version of Affirmative Action but without quota restrictions. Former Representative Jesse Wineberry and Activist Nat Jackson presented information on this initiative, including that support for this garnered nearly 396,000

signatures while the minimum requirement to get a petition on the ballot is only 260,000 signatures.

I-1000 actually had more support than I-502, which was the vote to legalize marijuana in Washington State. IAM District 751 is one of the community organizations also supporting this Initiative and joined in the lobbying to call Legislators and tell them to vote YES on it.

Local A Human Rights Committee member Matt Hardy stated he was glad for the opportunity to attend the African American Legislative Day for a second year in a row. Hardy commended the continued work the WCLC and APRI are doing to advocate for economic equality for all minorities. “It takes a lot of dedication and commitment to do this year after year” Hardy stated.

Local F committee member Princie Stewart echoed Hardy’s statements and reiterated the importance of getting I-1000 into law. “We all need to call our politicians and tell them to vote YES for it so it becomes law!” Stewart said.



751 Human Rights Committee members Hazel Powers, Princie Stewart and Matt Hardy at the 9th Charles Rolland African American Legislative Day in Olympia.

Family Members Are Cashing in on Free Online College Degree (visit freecollege.goiam.org)

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“The loans and student debt I saw people racking up while working at the credit union scared me away from college,” said Serina. “This program relieved all the financial stress, because it really is absolutely free. The fact that it extends to in-laws and adult children is pretty unique and shows how broadly the family definition is applied.”

As she works toward an accounting degree, she is hopeful the program will expand to a four-year degree option.

“I love this program and it came at a perfect time for me. The classes are really interactive and different than any other school experience. I am really enjoying this and encourage others to take advantage of it,” Serina added.

Member at JBLM Enjoys Flexibility of Online Free College

751 member Chris Poynor, who works as a DOD inspector at JBLM, has been using the program for a little over a year and hopes others will take advantage of this unique program that has no cost whatsoever to the student.

“It is easy to get enrolled and the counselors are really responsive and answer any questions,” said Chris. “I enrolled in classes one quarter and took the next one off because of time constraints with work and family, but you remain enrolled. When you want to go back, you simply register for the classes.”

Chris is taking general classes with the goal of earning a two-year Associates degree. He was able to transfer credits from classes he had taken in the past putting him closer to his goal and ensuring he didn’t have to retake any courses. He appreciates the flexibility online classes offer. As the father of a teenage son who is involved in sports, he often has little time during the week.

“The advantage of online classes is you can make them fit your schedule. If you are busy Monday through Thursday, you can crush it on Friday and Saturday. Knowing when assignments and tests are due, you can plan ahead,” said Chris. “If life wasn’t so hectic, I would take more classes.”

He is also impressed with the curriculum and found the classes challenging.

“It is a good set up with lots of interaction with both the teacher and the other students. My public speaking class required me to upload 3 or 4 videos so the class could critique my speech, giving me lots of feedback,” Chris added.

“I hope others will take advantage of this amazing free benefit and encourage their family members to utilize it too. It is a great program, and I am genuinely grateful this perk is available from our union,” said Chris.

Spouse Takes Advantage of Free College

751-member Anthony Flood, who works as a structures mechanic on the 747 program, told his wife



Free college for family members was helpful for 751 member Anthony Flood’s wife Brandi. Above in a family photo: Tanner, Brandi, Ashton and Anthony and their dog, Cowboy.

Brandi about the free online college for union members and their family.

For Brandi, the free online college offered the perfect way to go back to school and acquire additional training. After working more than 20 years in the dental field, Brandi quit in January to be a stay at home mom and utilize this free program to gain skills for a new career. The online format is convenient and gives her the flexibility to plan and organize around her busy schedule.

She talked with the union program counselors to determine the program that would best fit her goals and which classes she needed; then filled out the entry form and FAFSA application and registered for classes. Currently, she is working on a two-year business degree with a focus on marketing.

“With kids and other commitments, I don’t have time to physically attend classes and study for hours a day. The online format let’s me organize my time and complete assignments around my schedule,” said Brandi.

“I can move at my own pace,” she added. “Initially I took four classes, which was a little overwhelming since they condense 16-weeks of information into an 8-week course – making them pretty intense. My second quarter, I took two classes, which is a lot more manageable.”

She enjoys the feedback and interaction with other students of this online program. She noted the recent

snow storm, which gave many of us more at home time, allowed her to work ahead on assignments and projects for the classes.

“The online format is very user friendly, and there truly is no cost. I would encourage others to take advantage of this union program,” said Brandi. “I hope they will expand to a four year degree program because that is something I would definitely utilize.”

Eastern Washington Members Utilize Free College

Jeff White has worked at Triumph for 12 years and is currently one of the only members in Eastern Washington utilizing this benefit for his family.

His son, Tyler, graduated from high school last year, but was undecided on what he wanted to study for a potential career path. The free online college through our union was the perfect option to obtain a two-year associates degree that can either focus on a specific field, an Associates of Arts degree or a general transfer degree to a four year school.

“Rather than racking up college debt, I decided to try the free online college. I’m working toward my general AA degree that can transfer and haven’t had to pay for anything,” said Tyler.

This is his second quarter using the program, and he is happy with the results. To date, he has completed courses in five different areas of study – all of which apply to a two-year degree.

For many members or retirees who have children or grandchildren, this free online degree is the perfect transition after high school, especially if they are unsure of what program to pursue. A person can try several fields of study or change their focus without worrying about the cost or feeling they had wasted money.

To take advantage of this unique union benefit or learn more about the program, visit freecollege.goiam.org.



Tyler White, son of Triumph member Jeff White, is utilizing the free online college rather than racking up debt earning his AA degree.

Union Secures Trade Act Benefits for Laid-off Jorgensen Forge Workers

When Jorgensen Forge announced it was closing last year, Machinists District 751 sprang into action to secure the broadest safety net possible to transition these workers to their next employer. District 751, with help from the Washington State Labor Council, filed a Trade Act petition last year and learned it was approved in January.

Thanks to the pro-active work done by District 751, any worker laid-off from Jorgensen is eligible to

draw on a wide range of benefits through Trade Act Assistance (TAA).

Navigating the Trade Act benefits system is complicated so the Union held an informational workshop on Feb. 21 with representatives from the Trade Act Unit of WorkSource and the Washington State Labor Council. Attendees were encouraged to attend a TAA workshop and complete their application while meeting with a Trade Act Case Manager, who is the key to ensuring access to all the

TAA benefits. Members asked many questions including how it impacts those who have already found new work.

The TAA program offers a variety of benefits and reemployment services to help workers prepare for and obtain suitable employment. Those benefits include up to two years of free training for a new career at a college or other training provider; payments similar to unemployment insurance benefits while workers are retraining; tax credits for health insurance; and allowances for job search expenses and to cover the cost of



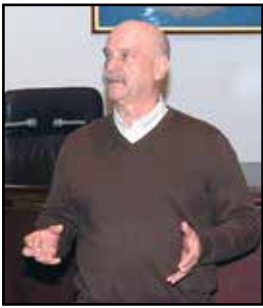
Business Rep Ira Carterman (l) talks with a member at the informational workshop on TAA.

moving to take a new job in a different location.

"Trade Act benefits give these folks the best opportunity to make a good choice on their next job," said 751 Business Rep Ira Carterman. "Even if people have found other work, there are TAA benefits they may want to utilize now or in the future. I hope all will attend

a Trade Act orientation through WorkSource and submit their paperwork so they can utilize these benefits."

To learn about upcoming TAA workshops, call the NW Region Trade Act hotline at 425-861-3704.



Bill Messenger, WSLC Trade Act liaison



Above: Members from Jorgensen Forge learn about the extensive benefits available through TAA.

Right: District 751 President Jon Holden explains why the union filed the TAA petition to give our laid-off members the broadest safety net possible to transition to their next job.



Members asked questions on the TAA process.



Solidarity Brings Success in Second Cadence Contract

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on the foundation of wage increases and rights secured in the first contract," said District 751 President Jon Holden. "Members can be proud of the new agreement and continue to build on it in the future."

"The passionate input by shop floor bargaining committee members conveyed how important it was to address the top issues. Thanks to their input at the table, we were able to secure this agreement," Holden added.

The new contract also removed language that waived the Union's right to bargain about non-contractual changes the employer makes and expressly affirmed that the Company would



Members were active and united, which resulted in a positive new contract.

bargain the effects of those changes.

There were other positive changes such as two days paid bereavement leave (previously unpaid bereavement leave), an increase in prescription and non-prescription safety glasses, improved language on promotions and demotions, pay protection in recalls, and removed the previous requirement to work both the day before and the day after a holiday in order to receive holiday pay.

"The members are happy we addressed their concerns over weekend overtime rules, with the scheduled GWI percentages, and the strengthened imminent danger clause. The members are excited to be part of the 751 Savings Plan, as well," said Gary Naple who served on the bargaining committee. "At negotiations, we were able to

see the company looking at the partnership between the IAM and Cadence Giddens as a positive experience, and together we will both benefit."

The contract covers about 125 workers at two Cadence-Giddens plants in Everett who produce precision-machined aerospace components, subassemblies and kits, and do sheet-metal forming for parts that go on Boeing, Airbus and Gulfstream jets.

Prior to voting for IAM representation and securing a first contract in 2015, the work environment was very different. Raises were rare and non-existent for many for years. When Cadence suddenly decided to terminate the 401(k) match, that served as the catalyst for workers to seek IAM union representation.

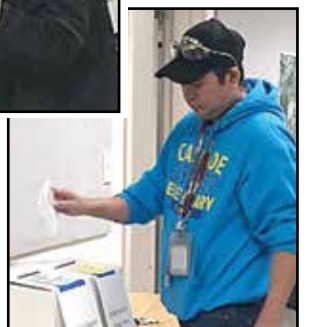
Unionization also put a stop to the company's arbitrary firing of workers for any or no reason. The union contract requires just cause for any disciplinary action, progressive discipline, and lays



Members approved the new contract at Cadence Giddens by 90%.

out a process to challenge and reverse any unjust discipline.

By approving the second contract, members reaffirmed their decision to gain union representation three years ago was good for themselves and their families.



District Safety Awards Recognize Service

The District Safety Committee presented service awards earlier this year at their annual banquet to honor our members who ensure the workplace is safe.

This year's banquet honored two long-time site committee members for the decades they have dedicated to promoting safety in the workplace. Mark Rogers has served on the site committee for 29 years, and Mark Little has served for 22 years. With both of them retiring, it will be a huge loss on the DC/Kent Site Committee.

Current members recognized for 5 years of service: Sarah Rollins, Craig Sheets, and Rachel Sarzynski. Others who left the committee for various

reasons recognized for their service: Todd Campbell, Amanda Hines, Scott Parker, Phil Voyk, Kevin Vazquez and David Wyatt.

District 751 President Jon Holden thanked all our Site Committee members past and present for their hard work. "Our Site Committees are who members turn to for help with a safety issue or to file a SHEAR form. You create the trust so they

will approach you and share their concerns. It is not easy to go against Boeing and get them to change a practice, process or modify a work station," said Holden. "Thank you for continually promoting safety in the workplace and at home, for helping to teach best practices and for being the eyes and ears of our safety program on the shop floor."



District Safety Coordinator John Lopez, Dist. President Jon Holden and Sec-Treasurer Susan Palmer congratulate Mark Little and Mark Rogers (2nd and 3rd from right) for the decades they have served on our safety committee.

COLA Formula Generates -8¢ Effective March 8

Effective March 8, 2019, cost-of-living adjustment (COLA) resulted in a minus 8¢. However, only the 4¢ generated in December will be deducted from the hourly wage rate for IAM members at Boeing since COLA was rolled into the base rates last September. Therefore, current accumulated COLA to date is minus 4¢.

The minus 8¢ was generated for the quarter November and December 2018 and January 2019. COLA is generated quarterly under the IAM-Boeing contract and is based on the federal government's Consumer Price Index.



Apprentice graduates attending the banquet pose for a group photo. L to R: Greg Bueche, Scott Roed, Paul Ryckman, Bryan Sondag, Maxwell Mann, Jon Qualls, James Gunn, Tim Cox, Anthony Bonn, Simon Tekeste, Alan Martin, Denise Frank, Petras Ramanauskas, Tuan Nguyen, Scott Greivell, Joonho Lee, Alex Barley, Fortune Chali, Jeff Balkus, Yonas Fsiha, Gerry Corpuz, Chris Johnson, and Jeff Brentson.

Graduates Honored as Best in Their Trade

On Feb. 15, twenty-seven union members were honored for a commitment of more than 8,000 hours of work to complete the IAM/Boeing Joint Apprenticeship Program. These members have earned the highest honor in our union, which is to be called journey person signifying they are the best in their trade. It was fitting to hold the apprenticeship graduation at the Museum of Flight — home to so much aviation history.

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

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

This year's graduates represented eight different trades (see boxed list below).

The highlight of the evening was the presentation of the Arnie Durall Achievement Award to Joonho Lee, who graduated from the NC Spar Mill program. This award, named after an apprenticeship-related instructor who taught for more than 40 years, is presented to the graduate receiving the highest

marks in both shop work and classroom work over the life of the program.

Class of 2019 representative Jeff Balkus spoke for the graduates to convey the incredible experience of completing this apprenticeship. He noted that this graduation is only a milestone and one of the best skills learned wasn't a direct part of the curriculum.

"You've learned to make inroads and every time things got comfortable, it was time to move on. You've learned how to make the best out of things and get the most out of each area that you worked in and learn," said Balkus.

He encouraged continual learning and pushing yourself to grow.

"Continue to assess your goals and redefine them," Balkus added. "Follow your passion for you are a journeyman. Your passions will change, let them grow and perhaps along the way, try to gain some wisdom. The rewards will be a more vibrant and fulfilling life."

Leaders from both the Union and Company congratulated the graduates.

District 751 President Jon Holden addressed the crowd and thanked the instructors, previous graduates, apprenticeship committee and family members who provided help for the graduates every step of the way.

"I'm proud to celebrate with you and



Apprenticeship Committee members Gary Kiehl (l) and Shelley Wilson (r) presented Joonho Lee with the Arnie Durall Achievement Award for receiving the highest marks in both shop work and classroom work throughout the life of the program.

acknowledge the tremendous effort you have put forth to become the best and brightest in your field," said Holden.

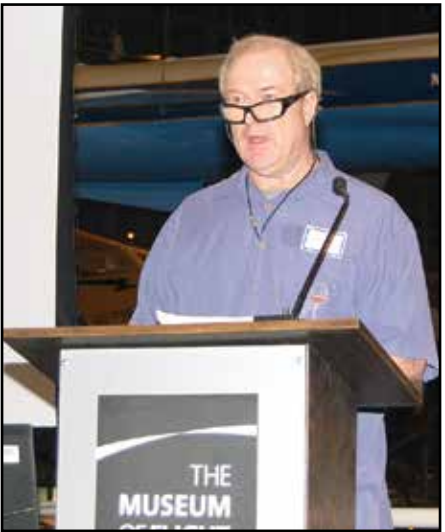
"Your dedication to continual learning will keep America, Boeing and our union strong. Because of your hard work, you control your destiny and your future is bright," said Holden. "The skills you learned in this program are valued

throughout aerospace and around the world."

I A M General Vice President Gary Allen also offered congratulations. "It wasn't

easy to finish this program, and it wasn't meant to be. You were selected to participate in this program based on your intelligence, your perseverance, your character, and your desire to gain knowledge and better care for your future," said Allen. "You have my admiration and appreciation for your efforts and your success in getting to this point."

He encouraged graduates to



Jeff Balkus spoke on behalf of the graduates and addressed the crowd.

continue the tradition of sharing their tribal knowledge with others.

"Each person who shared some of their knowledge, expects it to be taken forward and used in the finest tradition of a skilled craft. These skills are not for you to keep and hold, but they are for you to hone and improve, and then share with the next generation," said Allen.

Congratulations to all the graduates for a job well done!



Apprenticeship Coordinator Ron Storvick, who himself graduated from the program in 1997, served as master of ceremonies at the graduation event.

2019 IAM-Boeing Apprentice Graduates - New Journeymen

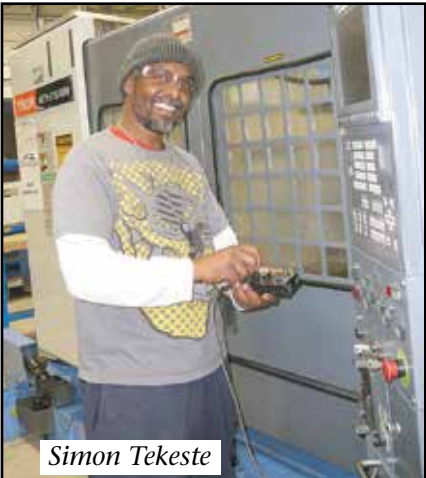
Manufacturing Machinists			Composite Manufacturing Technician	
Anthony Bonn	Greg Bueche	Denise Frank	Jeff Balkus	Scott Roed
Alan Martin	Tuan Nguyen	Simon Tekeste		
Blue Streak Mechanic			Machine Tool Maintenance Mechanic	
Alex Barley	Jeff Brentson		John Davis	Maxwell Mann
Yonas Fsiha	Chris Johnson			
Industrial Electronic Maintenance Technician			NC Spar Mill Operator	
Fortune Chali	Gerry Corpuz	Scott Grievell	Joonho Lee	Paul Ryckman
Richard Sanchez	Tim Cox	James Gunn		
Jon Qualls	Bryan Sondag	Alex Wong	Metal Structures Technician	
			Jonathan Jorgensen	
			Tool and Cutter Grinder	
			Petras Ramanauskas	

To learn more about this program and eligibility information visit www.iam-boeing-apprenticeship.com

2019 Apprenticeship Graduates



Tuan Nguyen



Simon Tekeste



Petras Ramanauskas



Chris Johnson



Scott Roed



Denise Frank



Greg Bueche



Jeff Balkus



Maxwell Mann



Jeff Brentson



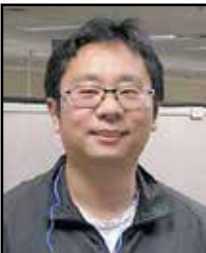
Richard Sanchez



Alex Barley



Paul Ryckman



Joonho Lee



John Davis



Alex Wong



Tim Cox



Yonas Fsiha



Bryan Sondag



Anthony Bonn



Gerry Corpuz



James Gunn



Fortune Chali



Scott Grievell



Alan Martin



Jonathan Jorgenson



Jon Qualls

Volunteers with a Mission



751 volunteers continue to prepare and serve meals at both the Everett Gospel Mission and Tacoma Mission several weekends each month.

Photo left: Mike Hill serves breakfast at the Everett Mission on Feb. 17. Carter Wolbaum also volunteered, but not pictured.

George Braun and Rob Curran prepare meals several weekends each month at the Tacoma Mission.



Machinists Volunteer Program Awards Banquet

Saturday, April 6 - 5 to 7 p.m.
Seattle Union Hall - 9135 15th Pl. S.

Join us to honor 751's volunteers. Members and their families welcome. Bring a side dish or dessert to share. Casual dress.

Diaper Drive Through March 31

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

The diapers and wipes will be donated to families living in women's shelters as well as organizations that support low-income families in King, Pierce and Snohomish counties through: Mary's Place in Seattle, Multi-Service Center of Federal Way, DAWN Domestic Violence Shelter, CareNet Pregnancy Centers of Puget Sound, Nourish Food Bank Edgewood, Two Hearts Pregnancy Aid Snohomish County, Hand in Hand Everett, Foster

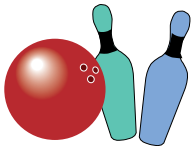
Champs of Maple Valley, Communities in Schools, Parent Child Assistance Program Tacoma, South King County Food Bank (aka FW Senior Center in Auburn), and Sumner Food Bank.

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

Your donations of disposable diapers and wipes can make a huge difference in the lives of some of our littlest neighbors in need. Help us as we make a difference, one little tushy at a time!

Fun to Spare at Bowling Tourney March 31, 2019

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



Local F's annual Unity Bowl fundraiser will again be held at two locations, in Everett and Federal Way, on Sunday, March 31.

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

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

For details on the Everett tournament at Glacier Lanes, call Mitchell Christian (425) 308-6895 or Bill Langlois (801) 419-1442. For details on the Federal Way tournament at Secoma Lanes, call Charles Cesmat (206) 930-2450, Jeremy Coty (253) 350-1516 or Donovan McLeod (253) 486-7063.

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

Join Us for a Day of Fun Sunday, March 31 – 1 p.m. to 4 p.m.

Two Locations: Secoma Lanes, Federal Way OR Glacier Lanes, Everett

Choose your location and strike up a good time for a worthy cause!



751 activists join other union members on the steps of the State Capitol after lobbying legislators on pro-worker issues while attending the Washington State Labor Council Convention in early February.

Unionists Push Pro-Worker Legislation in Olympia

Continued from Page 3

work — in Olympia and across the state.

“We are working for better lives,” Sims said. “We are fighting for an economy that works for people of all colors and backgrounds. An economy where we raise wages, where we value women and children, where we enhance economic security, where we invest in things that matter in our community, and where we protect and strengthen democracy. Truly we can change the rules and together we WILL change the rules, so that we can live in a Washington that is prosperous for us all.”

A panel of labor lobbyists gave attendees a quick summary of some WSLC priority issues. Then, Sen. Karen Keiser (D-Kent) offered delegates some tips on how to be most effective in lobbying their elected officials.

Union activists then traveled to the Capitol, where they gathered in groups by legislative district, met with their legislators to discuss the pro-worker legislation and other bills of concern to their unions.

Delegates then returned to the conference for debriefing and a panel of legislative leaders that included Sen. Hans



751-F Steward Dave Bryant (far right) joined other union members in lobbying 40th District Rep Debra Lekanoff (3rd from left).

Zeiger (R-Puyallup), Rep. Mike Sells (D-Everett), and David Postman, Gov. Inslee's Chief of Staff. They described what each of their priorities are for the session and all emphasized the need for bipartisan cooperation to make progress for Washington's working families.

Below are updates on where pro-worker bills stand as the *AeroMechanic* went to print on Feb. 25:

Reinvest in our Colleges – HB1300 would set goals for better funding of our state's community and technical colleges. This bill did not advance from House College & Workforce Development.

Secure Scheduling - HB1491 would provide workers advance notice of schedules, access to additional hours, expanded flexibility, and more balanced lives. This passed Labor & Workplace Standards and is in Appropriations.

Healthcare Meal & Rest Breaks - HB1155/SB5190 would ensure nurses and other frontline health care workers receive uninterrupted breaks and close a loophole in mandatory overtime. HB1155 passed Labor & Workforce Standards, has been heard in Appropriations. SB5190 passed Labor & Commerce and has been heard in Ways & Means.

Collective Bargaining Laws – HB1575/SB5623 would update Washington's collective bargaining statutes to reflect common practices, promote consistency for certifying union elections, assign record-keeping responsibility and generally bring our state laws into compliance with the Janus decision. HB1575 passed House Labor & Workplace Standards Comm. and is in Appropriations. SB5623 passed Senate Labor & Commerce and is in Rules.

Worker Protection Act – HB1965 allows whistleblowers to sue on behalf of the state to enforce labor laws. Passed House Labor & Workforce Standards and is now in Appropriations.

Watch for updates on other bills and calls to action in our email blasts and on our District website.



751 leaders Jeremy Coty (2nd from left) and Don Donovan (far right) lobbied 30th District Senator Claire Wilson (front middle) on worker issues.

RETIREMENT NEWS



Retirees met with 8th Congressional Rep. Dr. Kim Schrier. L to R: Bill Ziegler, Paul Mallary and Claude Burfett – Retired Public Employee Council, Wilda Luttermoser – IAM 751, Jackie Boschok – IAM 751, Neva Luke – WA Education Association- Retired, Congresswoman Dr. Kim Schrier, Carl Schwartz and Vennie Murphy – IAM 751 Retirement Club, and Don Bennett, retired Letter Carrier.

Schrier Supporting Senior Issues

By CARL SCHWARTZ, Retiree Legislative Chair
On February 18th, nine members of the Washington State Alliance for Retired Americans (WSARA) met with Representative Dr. Kim Schrier in her Issaquah office. Led by WSARA President Jackie Boschok, of our 751 Retirement Club, and including 751 members Carl Schwartz, Vennie Murphy and Wilda Luttermoser, the group discussed many issues that are important to seniors. She was urged to join the Expand Social Security Congressional Caucus as a first step in demonstrating her commitment to strengthening and expanding this vital senior program. Jackie Boschok spoke in favor of the newly reintroduced Social Security Expansion Act that will scrap the cap on all wages in excess of \$250,000, require Social Security annual cost of living adjustments be calculated using the Consumer Price Index for Elderly

Consumers (CPI-E), and increase benefits for current and future beneficiaries.
Information was given to Rep. Schrier about provisions in the NAFTA 2.0 trade deal that members of Congress should insist be removed because they lock in patent protections that could affect drug prices for seniors and may block future reform efforts. This contrasted with asking her to support the Medicare prescription drug bill that would require drug prices be negotiated directly with pharmaceutical companies, like the VA and Medicaid do now.
Representative Schrier reacted positively to our items and agreed to join the “Expand Social Security Caucus.”
We thanked her for meeting with us and for her support of retirees.

Retirement Club Legislative Report

By CARL SCHWARTZ, Retiree Legislative Chair
While the February business meeting of our Retirement Club fell victim to the weather, the work of our committee and members continues.
• Thanks to all the federal employees at airports, government offices, the Coast Guard, and others who faithfully served the American public during the “shutdown,” not knowing when or if their pay would be forthcoming.
• Democrats in the House of Representatives have introduced a measure that would create a major upgrade of Social Security, House Act 2100. This will increase benefits, raise the “cap” to \$400,000, which assures funding into the future by actually cutting the portion of benefit that is subject to tax and improves access for beneficiaries. We will be urging support for this measure.
• Also introduced in the House is HB 1046, which permits Medicare to negotiate for lower drug prices.
• The Washington State Senate is working on SB5822, which is aimed to improve “long time care” provisions for our state’s seniors. Your delegates to the Senior Lobby Day will discuss this with legislators.
• We will discuss House Bill 1491, which would require more advance notice to employees on overtime.
• We remind our members that our Representatives do respond to our input. We need more retirees and members to write or e-mail them on these and our other issues. Only with input can we help influence the bills that are passed in both our state and federal government.

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

Retirement Club Casino trip on Wed. March 20th to Lucky Eagle Casino, Rochester. Bus leaves Seattle Hall at 9 a.m. and returns by 3 p.m. To reserve a spot, call Betty at 206-772-5331.

RETIREES

Congratulations to the following who retired with the Union:

Carmelito Adrillana	Randal Burke	Tina Foster	Len Johnson	Linda Madeira	Noly Pascua	Craig Sheets	Robert Ward
Alberto Amaya	Regina Carter	Kurt Franson	Timothy Johnson	George Marks	Donald Pate	George Smail Jr	Steven Warmuth
Dave Anderson	Venancito Chan	Joseph Freia Jr	Vickie Johnson	Larry Martin	Michael Patrick	Douglas Smith	Blake Wheeler
Lonnie Anderson	Larry Chavez	Enrique Gabayan	Peter Jorgenson	Valerie Mayen	Patsy Pierre	Paul Snape	Bruce Wheeler
Peter Arends	Ly Co	Timothy Galbraith	Michael Kaskin	Ruben McCullough	James Porter	Gwendolyn Spain	Douglas Whybark
Michael Atwood	Ron Collins	Robert Gamache	Robert Keenan Jr	Steven McGilton	Victor Radford	Wayne Spence	Peter Wilson
Brian Baxter	Brian Davis	Sheila Gayda	Anita Kildare	Charles McGrew	Tony Renick	Telly Taja	Lance Windon
Thomas Beaver	Donna Davis	Bruce Gosser	David Kirby	Robert Merritt	James Reynolds Jr	Julie Tan	Robert Winston
Trudy Bell	Frank Daly	Michael Grisham	Alan Krause	Richard Miller	Roderick Rice	Ken Templeman	Debra Winters
John Binner	Maryann Devine	Edwin Gumm	James Kreitle Jr	Kevin Miniken	Robert Riley	Karen Tomlinson	Steven Woge
Scott Bishop	William Dewald	Jay Helman Sr	Kent Kymse	Tonya Mirante	Kelly Risbell	Mai Tran	Tony Wong
Charles Blair	Robert Dofredo	David Hickman	M D Lachapelle	Mark Morris	Darrell Roberson	Christopher	Michael Yde
Jo A Blake	Karen Dunham	John Hilburn	Russell Lafayette	Richard Mullins	Bryan Rubino	Ubinger	Francis Young
Jeffrey Bowles	Lyndon Durant	Daniel Hockaday	Gary Lavachek	David Murphy	Abigail Ruddock	Christopher	
Kenneth Bowne	Sharon Edin	Michael Holt	Mark Little	Thomas Needham	Orlando Salandanan	VanOver	
Debra Brayden	Donald Fisher	Carol Hughes-Miyao	Charles Lonski	Gregory Nelson	Robert Schunzel	Kelly Vert	
George Brown	Walter Fleischer	Hoeurt Hun	Gerry MacDonald	Kevin Otterson	William Scott	Binh Vuong	

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
	Jim Hutchins	206-369-2309
	T.J. Seibert	206-909-4870
Union Office: (1-800-763-1301) or 206-763-1300		

Union Member Service Milestones Reached in 2018

Below are the veteran members honored with 50+ year service pins in 2018 to acknowledge their service. Note that service pins are given for every 5 years of service starting at 15 years seniority. Members below reached their milestone for their union anniversary in the year 2018 and were unable to attend the Retirement Club Holiday Luncheon to receive it there.

50-Year Awards	June Johnston	Paul Walderhaug	Franz Gleixner	David Scott	Louis Fote	Taylor Perkins	Edgar Larson
Robert Anderson	Kenneth Kosche	C D Warnacutt	Gerald Grosskrueger	Loren Sever	Jack French	Dorian Thomas	William Leyda
Donald Armatis	Joseph Kristek	Florence Wolf	Wayne Gwaltney	Raymond Sporcic	Wesley Germann	John Thompson	Martin Medley
Larry Baumgardt	Gary Liljenberg	Merle Yoney	Steven Harden	Alfred Swenson	Ronald Gifford	Ralph Warren	Myrtle Monette
George Benes	Donald Livingston	William Young	Gene Henderson	Walter Tryhuk	George Hammons	P D Wesenberg	Robert Ramey
David Benveniste	Edwin Maxwell	Robert Zengel	Bernard Huber	William Walimaki	Frederic Heath		Hollis Scott
Gilbert Blazon	Ronald Miller		Ronald Hull		Karl Hermanson	65 Year Awards	Maurice Spooner
Carl Case	George Narancic	55 Year Awards	Leonard Lagmay	60 Year Awards	Kathryn Holen	John Angelini	Bernice Tallant
Robert Dickinson	Larry Nelson	James Arlint	Leonard Leigh Jr	Walter Baich	James Jackson	Victor Augustson	Charles Taylor
Ronald Dotson	Mario Nicoli	Henry Bolinger	Rodolfo Magat	Thomas Baker Jr	Wallace Journey	Matilda Bertram	Harlin Timmons
Darlene Edwards	Leonard Pollard	Fred Bowman Jr	Richard Miller	Roger Ballard	Vyron Kuver	R W Dahlgren	William Wanden
Robert Elliott	Bobby Rice	Evelyn Buxton	William Neuhauser	Ronald Barthule	Kenneth Little	Josephine Dent	Ralph West
Quintin Fagerlie Jr	Kenneth Richards	June Carter	Karl Norberg	Gordon Bese	Kenji Masumoto	Harold Dyer	
James Fleming	Davy Sanders	Robert Connelly	Richard Novak	Elnora Borseth	Darrol Minkler	Robert Fosmark	70 Year Awards
Norvell Ford	G P Schafer Jr	Earl Dick	Sherril Olsen	Melvin Brainard	Aldo Morzenti	Selmar Hanson	James Lennon
Paul Fredrickson	Marvin Schultz	Emilia Diga	Howard Price	Alfredo Campos	Eugene Mousel	Evelyn Heggen	Frank Ruiz
George Hanchett	Emma Seil	Richard Eddy	Emma Render	Dawson Carlisle	Scott Nelson	T Higashiyama	Rudolf Solheim
J C Hess	Swanie Storay	Robert Erickson	Ralph Sanford	Bert Cutler	Terry Parke	Raymond Holland	
John Houston	Daniel Tompkins	Stephen Evans	Gale Schober	Donald Danta	Arlo Payne	Francis Janosov	
James Howden	Mary Vanwinkle	Daryl Folsom	Allen Schultz	James Foster	Robin Peckman	Roy King	

Every Gain for Workers Is Tied to Union Representation

Continued from Page 2

Our talks on the wage disparity issues and LOU #45 came to a resolution in late February. By utilizing LOU #45, demanding to bargain and challenging the wage disparity issues, our union had the chance to discuss many topics we believe needed to be addressed in a positive manner for our members. As a result, more than 16,000 of our members working at Boeing will see an increase in their pay. There were other wage issues we attempted to address and will continue to push for improvements for our member when the opportunity arises.

Some of the issues we made improvements on included, minimum rates of pay, increasing second shift differential by 25 cents, and increasing pay when members accept a promotion.

In addition, Boeing will review current members who may have been paid below new hires with equivalent experience for rate adjustments retroactive to when they started bringing new employees in at the higher rates. Members in Facilities or Equipment Services will also be reviewed to see if they were impacted by a change in company hiring from an assessment test to experience.

We are also finishing our

effects bargaining on Boeing’s QA Transformation or Verification Optimization plan. To share information and explain revisions on this, we have scheduled town hall meetings at the Everett, Auburn and Renton halls. We want to provide an opportunity for members to hear first hand the outcome of those efforts, as well as wage disparity improvements and have the ability to ask questions and give feedback. The town hall meetings are an excellent way to promote candid, face-to-face two-way communication between members and union leaders. We hold meetings for all three shifts to give more members an

opportunity to participate.

Each week more new hires enter the shops at Boeing. Take a moment to welcome a new member. If you have been through a traditional bargaining cycle, convey the impact we have when we all stand together.

Our union will continue pushing for improvements at every employer, challenging company policy changes and utilizing every available tactic to most effectively represent our members, along with trying to bring these rights and benefits to other workers. It is something we can all be proud of and work toward together.

FREE

WANT ADS

FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

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BRIDGESTONE H/T 255/70 R17 tires. 5 for price of 4, 300 miles on 4 of them, 1 spare. \$500 cash. 425-422-4073

ELECTRONICS

CANON PIXMA PRO-10 wireless 10-color large-format photo printer. Excellent (used twice), \$250. Canon photo paper plus semi-gloss 13” x 9” (50 sheets) \$25. 360-572-0857

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MAPLE POINT AFH in Bonney Lake has private pay openings specializing in dementia and mental health deficiency. Free call 253-447-8306 to schedule a tour.

FISH WITH A GUIDE FOR red fish in New Orleans now or fly fish for trout in Montana in the spring and summer. Call at 425-327-9343 or www.allwateranglers.com

You want the best NUTRITIONAL SUPPLEMENT you can get. No competitor has a more trusted name in the industry than SHAKLEE. Call Joe at 206-819-7924.

Retired or not. If you are interested in BETTER HEALTH AND WEALTH, give me a call. If not then don’t call me. Thanks, Jerry. 253-389-8384 or 253-208-5530

NEED A FUSSY HOUSE KEEPER? Call Barbie at Fussy House Keeper. 206-819-7924

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

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

AD RULES

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

Deadline For Next Issue
March 14th

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

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

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KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaallicove.com. Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 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

MISCELLANEOUS

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

RETIREES 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

WANTED: UNLIMITED HYDROPLANE scrapbooks from the fifties-sixties. 206-557-0282

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

VENDORS WANTED to participate at the TREASURE HUNT FLEA MARKET on the first Saturday of every month. Contact Dori Heck for booth rental information. 206-909-0916

AIR B&B FIDDLE FAMILY FARM on Camano Island. Beautiful location, mid island. Close to beaches and state parks. Check it out: Fiddle Family Farm Camano Island abnb. Bike, Boat, Crab, Fish.

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ANTIQUES & COLLECTIBLES - 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

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

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

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.

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

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

PROPERTY

TAVERN/RESTAURANT BUILDING FOR SALE, ready to go, full approved kitchen, brick building, built in 2003. \$105,000. Clayton, WA 509-276-9178

VACATION HOME FOR RENT. 2645 Rosemont Circle Davenport, FL. Has its own private swimming pool. Approximately 20 minutes from Disney World and 20 minutes from Universal Florida. Questions contact Steve Hofmann at rosemontvillarental@gmail.com

GREENWOOD MEMORIAL PARK, Renton. I have 4 plots side by side in the Azalea Garden and 1 double headstone for sale. \$1,500 less than retail price on each plot. Great location and beautiful cemetery. Will negotiate the price of the headstone. Call to find out the price. 253-852-6809

VEHICLES

2007 FORD XLT Crew cab 4x4, 5.4 engine, 140K miles, tow package. \$11,250. 253-448-9997

1982 FLEETWOOD BROUGHAM – inherited from father. Excellent condition. Black with black leather. 15,000 miles. Moving, must sell. \$6,000.00 360-652-3650

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

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Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is March 14th!

FINANCIAL \$ENSE: Conquer Your Digital Addiction

Mobile devices have revolutionized the way we communicate and access information. Yet as we constantly communicate with others via social media sites and cellphone apps, it sometimes comes at the expense of face-to-face interactions, which are so crucial to establishing and maintaining meaningful personal relationships. Below are five tips to help you enjoy your favorite gadgets without sacrificing quality time with the people you care about most.

Free up your hands. Licensed clinical social worker and relationship therapist Rhonda Milrad says most of us are more deeply connected to our mobile devices than we realize. In fact, according to a recent study by Deloitte, people in the United States collectively check their smartphones more than 9 billion times per day.¹ To truly unplug, you have to eliminate all temptation. “The phone has to be turned off and put in a place where you cannot see or hear it,” Milrad says. “Only then are you free to be more mindfully present to yourself, your surroundings, and others.”

Physically separating from your mobile device also frees you to engage in important nonverbal activities that nurture human connection. A 2015 study² published in the journal *Social Psychological and Personality Science*

indicates that touch-related gestures strengthen the bond and feelings of closeness between couples. Similar studies indicate that touching can improve and protect adult relationships — romantic and otherwise.

Schedule a quitting time for devices. “It’s impossible to bond with the people who are in the room with you when your attention is elsewhere,” says Milrad. “Meaningful connections at the dinner table cannot happen when everyone is busy checking their phones.” To help promote healthier family dynamics, set rules for when technology is off-limits in the house. Pick a common area, such as a box or basket, where all family members must leave their digital gadgets during the designated tech-free timespan.

Change your activities. If you’re worried about your ability to resist the lure of your cellphone, make more action-oriented plans with your friends, like taking a walk or learning a new activity together. This will help you be more mindful of your environment and focused on the people around you.

Give yourself permission to disconnect. Addicted to your mobile device because you have a job where it’s the norm to respond to email and text messages outside of business hours? Life coach Amy Hall says you may need to

give yourself permission to disconnect to feel comfortable separating from technology. “We experience the most trouble disconnecting on our days off because we have an impulse to stay connected but feel a pull to make the most of our weekends,” she says. “The paradox can be quite anxiety-inducing.”

When her clients struggle with the idea of disconnecting because of work demands, Hall suggests they schedule 30 minutes on Sunday mornings to comb through email for any emergencies or fires to put out, write a to-do list for the week ahead, and make specific short- and long-term goals. Tending to pressing business (briefly) and outlining what the week ahead will entail can relieve the sense of anxiety that powering down often presents.

Create a new morning ritual devoid of electronics. Hall says that you’re sending yourself a signal that electronics will rule your day if you reach for the phone first thing. “Take time for yourself in the morning: meditate, have a screenless breakfast as a family, set positive intentions for your day before you ever glance at a screen,” she says. Although your mobile device may give you access to vital information, news, and tools, you’re in charge of where you place your attention.

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¹<http://www2.deloitte.com/us/en/pages/technology-media-and-telecommunications/articles/global-mobile-consumer-survey-us-edition.html> (page 9 of report)

²<http://spp.sagepub.com/content/6/7/831.abstract>

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Local Lodge Officers Accept the Oath of Office

Officers in various local lodges accepted the oath of office at their February Local Lodge meetings.

Photo right: Business Rep Ira Cartermann administers the oath of office to the Local E Audit Committee member Ross Veenker.



Photo below: Local A Educator Joe Kelley repeats the oath of office from Local A President Paul Schubert.

Below: Business Rep Ira Cartermann administers the oath of office to Local E Auditor Somnang Same and Local E Secretary-Treasurer Lee Verfaillie.



Beckendorf Scholarship Accepting Applications

The Jerry Beckendorf Community Service Scholarship Fund is now accepting applications for 2019. The applicant must be a high school student in Pierce County, Washington. Parent(s) or guardian(s) must be a member of a labor union. The student must plan to attend college or university, community college or junior college, trade or technical school in the fall of 2019. Applications are available at www.pclaborcares.org and must be submitted by March 15.

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



BECKENDORF COMMUNITY SERVICE SCHOLARSHIP

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

Applications available at www.pclaborcares.org

NOW OPEN

APPLY TODAY

Due by

March 15

2019

LABOR HISTORY HAPPENINGS

March Labor History Happenings

March 4, 1913 – US Department of Labor
 March 7, 1932 – Ford Hunger Strike
 March 12, 1912 Shingleweavers Strike Raymond, WA
 March 15, 1887 – Painters Union
 March 17, 1970 – First US Postal Strike
 March 22, 1973 – CLUW
 March 23, 1886 – Tacoma Longshore Local 23

Information taken from the PNLHA Labor History Calendar



EASTERN WASHINGTON



At the Northern Quest Casino, Machinists filled the poker room to take part in the tournament on Jan. 26 that raised more than \$10,425 for the 2020 Grand Lodge Convention.

Poker Tournament Deals a Good Time for All

Eastern Washington locals dealt a good time on January 26 at their poker tournament held at Northern Quest Casino while raising money for the 2020 Grand Lodge Convention.

With sponsorships, raffles and players, the event brought in more than \$10,425, which will help offset the Western Territory costs as the host Territory for the 2020 Grand Lodge Convention in September of 2020.

Locals 86, 1951 and 1123 worked together to recruit participants, sponsors and raffle prizes. The top 10 poker players shared in the winning (see box below right). Following are some of the top raffle prizes and who they were won by: Henry Rifle - Shari Boggs; Generator - Jon Holden; 1 night

stay at CDA Resort & Wolf Lodge dinner - John Warren; Stand Mixer - Darrin Truitt. Many other prizes were won, as well.

Thanks to all who helped to ensure the event was a success by participating, sponsoring and recruiting others.



Left: Many gathered to watch the final table and top 10 play out the final hands to determine top winners.

Below players put on their best poker face as they wait for the cards to be dealt.



Top five finishers in the tournament were L to R: 1st Scott Habenicht, 2nd Les Mullen, 3rd Kyle Staley, 4th Alan Adams and 5th Tony Wade.



Tony Wade won the top hand with four of a kind and finished #5 overall.

- Top 10 Final Table Players**
- | | |
|--------------------|-------------------|
| 1) Scott Habenicht | 6) Allen Eveland |
| 2) Les Mullen | 7) Matthew Wilson |
| 3) Kyle Staley | 8) Thomas Mayer |
| 4) Alan Adams | 9) Paul Powell |
| 5) Tony Wade | 10) Robert Dixon |

Formal Talks for Nationwide Agreement with DRG

Members working for DRG at Fairchild AFB Spokane have been preparing for their next contract and speaking with one voice. In addition to our members at Fairchild AFB in Spokane, the contract covers multiple sites nationwide (Hickam AFB, Hawaii; March ARB California, and Milwaukee WI ANGB). Members at all sites will be voting in early March.

Union negotiators from Fairchild (Holly Johnson, Tim Weber and Business Rep Steve Warren) joined representatives from other sites around the country for formal negotiation bargaining sessions for a master agreement Feb. 12-14.

Progress was made on several issues; however, when DRG presented their last, best and final offer, union negotiators unanimously recommended rejection since they believe the offer fell short of members' economic expectations. Ultimately, it will be a decision that each individual member must decide.

These members have been demonstrating their solidarity leading up to formal talks. In mid-January, members at Fairchild voted 100 percent to approve strike sanction – sending a strong message they support their negotiators. Members were surveyed and their input helped identify which issues were most important and were incorporated into the formal proposal our union presented.

These specialized experts at Fairchild work as Simulator Maintenance Technicians and Pilot Instructors and utilize sophisticated full flight simulators to train flight crews on all aspects of flying for the KC-135s. Our members perform scheduled

and unscheduled maintenance on simulators, computers and other Aircrew Training System (ATS) equipment, as well as providing customer support, which is a vital function for our military

services. Their positions are essential to keep the fleet of KC-135 tankers in the air and a well-trained flight crew ready and available.



Above: Union negotiators from sites around the U.S. examine a PowerPoint explaining DRG's proposal.



Left: Business Rep Steve Warren and DRG Steward Holly Johnson review survey input to craft our union proposal.