

DISTRICT 751 AERO MECHANIC

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751 President Jon Holden at the Growth, Prosperity & Strength Training.

V.O. Site Reps Will Review Boeing's New Quality Plan

GPS Training Inspires Activism

Participants in the Growth, Prosperity and Strength Training on Saturday, April 27, left energized and activated to help make our union stronger for the future. Each felt empowered to share their story and communicate the union advantage to others who could benefit from having union representation.

The training armed each member with the tools to become ambassadors for our union. The 4-hour training was packed with useful information and interesting facts presented through power points, videos and story telling. Several members told moving stories of how joining our union has made a huge difference in their lives.

A segment of the training examined
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Steward Donald Lousberg speaks on his personal story.



As our union continues to disagree with Boeing's plan to remove inspections through their "Verification Optimization Plan," we have engaged new soldiers in what we see as a long battle to protect the integrity of our manufacturing process.

In April, District 751 President Jon Holden appointed seven of our Quality Assurance experts from within our membership to serve as new full time Verification Optimization (VO) Site Reps. **Auburn/Frederickson:** Dorothy Lambert and Jeremy Coty. **Seattle/Renton:** Larry Hagen and Lee Verfaillie. **Everett:** Dave Bryant, Mike Molsee and Travis Kendrick. Each brings a wealth of experience and expertise, which they will use to advocate for our members.

Our VO site reps are breaking new ground in efforts to defend the roles our members perform as quality assurance inspectors and mechanics in the manufacturing process. These new positions were created through our effects bargaining with Boeing over their VO plan.

Our VO site reps will be reviewing data for every area Boeing has already or plans to remove inspections. They will perform spot checks in areas where inspections have been or propose to



In Auburn, VO Reps Jeremy Coty and Dorothy Lambert discuss removed inspections with 751-member Manuel Dismuke.

be removed. If, due to verification optimization, quality degrades, our VO site reps will use that information to propose reinstating inspections in those areas.

"These VO site reps are our eyes and ears on the floor and will have access to data we might not otherwise see. They will use their vast experience to analyze the data, investigate the areas impacted and assess the risk to the manufacturing process. By talking with our mechanics and QA members, our VO site reps can get an accurate picture of the area's

work to determine if there are legitimate concerns about removing inspections in that area," said District 751 President Jon Holden. "I would encourage all our members to work with our VO site reps and assist them in their assignments."

"Our VO site reps understand what is at stake and why it is important to continue inspections. We are all human; we make errors. The redundancies are built in to catch human errors and ensure defects are caught in the position where they are caused," Holden added.

VO site reps will also be reviewing
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Union Overturns Unjust Termination at JBLM

751-member Daniel Hockaday recently learned firsthand the value of union membership. Thanks to our Union, Daniel's unjust termination was overturned and his seniority restored, which ensured he was subsequently hired by the new employer at Joint Base Lewis McChord (JBLM). He also received compensation for the 174 Paid Time Off hours he was owed.

As a model employee of 16 years at JBLM with no corrective action and one of the most senior workers, Daniel was stunned to suddenly find himself terminated for a minor incident in which there was no company procedures in place.

"Having the union as my advocate was a blessing and ensured my rights were protected, and I was not unjustly terminated, which would have adversely affected my employment when the contractor changed," said Daniel. "Without our union, even though I had excellent documentation that confirmed the facts in my favor, I would have no way to challenge the Company's action or even get them to look at my documentation."

"I have been a union member for many years, but never needed to call them for help," Daniel added. "In this instance, the Company didn't follow their own guidelines for disciplinary action and went from zero to 60 and said you are fired with no warning and were unwilling to even investigate what happened."

Daniel has worked as an aircraft fueler for 38 years – 22 years in the Air Force and the past 16 years at Fort Lewis.

The incident occurred when Daniel accidentally



751-member Daniel Hockaday (l) thanks Business Rep Patrick Bertucci at the main gate of JBLM. Our Union ensured an unjust termination was overturned and his seniority was restored so he was hired by the new contractor and subsequently received a promotion 12 days later.

grabbed the key to a truck where the fuel had not been sampled. Immediately upon learning of his mistake, he sampled the fuel before any aircraft took off and the test came back good. Per company policy, he wrote a statement to his manager explaining what happened and followed up with a phone call. He emailed his

explanation, as well as taking screen shots of his phone records where the manager had replied he did the right thing to resolve the mistake.

Then three months later, he was called into the office and fired for "concealing information" – even though he had documentation of his full disclosure and had stayed until 2 a.m. to complete the paperwork after his shift on the day of the incident to ensure it was brought to the attention of management.

"Daniel kept great documentation of how he had reported the incident and the manager's response so we had a strong case to take to arbitration. Thanks to our staff attorney Spencer Thal in preparing for the arbitration and convincing Vertex to right this injustice," said Business Rep Pat Bertucci. "When Vertex lost the contract, they agreed to reverse the termination and make this right rather than taking it to arbitration. Having the ability to challenge unjust company actions is one of the most important rights you gain with union representation. I was glad that Daniel's unjust termination has been vindicated."

The importance of having Daniel's seniority restored was emphasized when he received a seniority/skill set based promotion 12 days after the new contractor took over.

"When you need our union, it is great to know you have strong backing," said Daniel. "I have always seen the value in having union representation. When we first went Union, we got a huge jump in pay, which we would never have gotten on our own. Our Union makes all the difference in the world."

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REPORT FROM THE PRESIDENT

Empowering Members to Raise the Standard of Living

By JON HOLDEN
IAM 751 District President

Our Union continues to take a very proactive, broad look at how we can increase our collective power and strength for the future.

Besides our ongoing representational efforts to enforce contracts, challenge

company changes in policy and advocate for current members, we have a number of innovative endeavors to build strength on several different fronts.

As I announced in my February column, we are moving forward with establishing our Aerospace Machinists Institute, which was also reported at our membership conference last fall. Currently, we are making plans to build a training center on the Everett Hall property. The vision of the Institute is starting to take shape as we continue to meet milestones in order to realize our goal to support training for our current members, as well as offering aerospace skills training to others who are looking to gain employment in the aerospace industry. We hope the Institute will provide options for our members to advance in their careers by offering classes that are flexible in schedule. We are looking to partner with community and technical colleges and will apply for various community and educational grants.

In addition, we are involved with workforce development councils tasked with identifying employer needs to help create curriculum that provides training for the skills needed in the industry. The Institute recognizes the need to ensure there is a pipeline of adequately trained workers to maintain and grow the aerospace and manufacturing industry for the region.



With such a tight labor market and low unemployment, we see a unique opportunity to help other workers increase their standard of living. Helping other workers unionize is about building power for current and future members. If more workers are unionized and have better pay and benefits, there is less downward pressure

on us.

To help bring the benefits of union membership to others, we have allocated resources to expand our organizing department. In April our District Council authorized hiring three apprentice organizers.

We have had great success organizing new members and negotiating first contracts in the last few years. Many unrepresented workers are taking notice and now realize that not only do they deserve better, but they understand joining a union is the way to get it. Our recent success with Cadence Giddens' second contract and a first contract at Collins Aerospace are great examples. By standing together, those workers have secured a brighter future for themselves and their families.

Aerospace workers are stronger with rights. The more aerospace workers that have representation and the right to bargain ensures that we have the power to raise the standard of living for everyone.

Yet organizing is not just the responsibility of union leaders, but of each and every member. On April 27, about 125 participants took a four-hour training class that provided tools for each attendee to become an organizer by telling their personal story of how they have benefitted from union membership. Several members stood to tell the difference a union job made in their life and were encouraged to make social media posts and talk to others

about these benefits.

It is these personal stories that others will remember and will come to mind when they contrast it to their own situation.

To help further spread the message and build interest in union representation, we will also be doing a public relations campaign using those personal stories. It is a multi-faceted campaign that will benefit all of us.

After pay increases from our wage disparity bargaining, we continue to evaluate individual work history and resumes for our members at Boeing who requested that we ensure their rate is accurate. This is a manual process with individual reviews for all that have been submitted. Boeing has already made adjustments for many. We still have a few hundred left to evaluate, which will take several more weeks to complete.

Finally, our Verification Optimization (VO) Site Reps are in place and working to research the areas where Boeing looks to or has removed inspections in the manufacturing process. They are experienced in QA and anxious to make an impact. Our goal has focused on maintaining the integrity of the production process we hold dear. We have strongly disagreed with this direction ever since Boeing announced plans to cut thousands of inspections. Our VO Reps will work to show areas that are not stable enough for inspection removal. It is a daunting task with literally hundreds of areas to investigate, but they will look at each one, analyze the data and make a conclusion/recommendation for the future.

This month I was also honored to recognize our Machinists Volunteer Program and some of the outstanding individuals who so generously give their time on a regular basis. In 2018, our volunteers completed 436 community outreach events and donated nearly 13,000

hours that included building wheelchair ramps, preparing and serving meals at area missions, assisting with Salvation Army Toy N Joy, Toys for Tots, a toiletry drive for the homeless, a diaper drive and so much more. Because of our MVP Committee efforts, many of our neighbors throughout the region are better off. It is one of our most active committees and one I am proud to be associated with.

As you can see, our union remains busy on many fronts beyond contract enforcement, justice on the job and advocating for members in the workplace. All activities are to build a stronger future for our members and our communities.

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

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Vacation in Lieu of Sick Leave: Always an Attendance Option at Boeing

Members working at Boeing need to be aware that they ALWAYS have the option to use vacation in lieu of sick leave to cover their time if they have exhausted their sick leave.

Last year when our union was in effects bargaining over Boeing's proposed non-contractual changes to their attendance policy, we were able to improve contract language so that vacation in lieu of sick leave is now available to everyone regardless of any previous attendance discipline and the absence will be excused. In addition, vacation in lieu use was expanded and can now be used for any reason under the law or our contract.

The revised language in Section 8.4(b)(5) (see next column) greatly expanded use to ensure no member will be denied vacation in lieu of sick leave. Prior to the effects bargaining last year, the vacation in lieu of sick leave option excluded use for personal illness for anyone with an active attendance CAM and was allowed only for reasons in the contract.

Recently, Stewards reported that many managers are unaware of this change and have tried to deny members vacation in lieu of sick leave. It was suggested to do a reminder article in the *AeroMechanic*. If you are denied vacation in lieu of sick leave, contact your Union Steward to



Stewards Jeremy Luther (l) and Nick Marmolejo (r) talk with Business Rep Garth Luark about managers who attempted to deny members vacation in lieu of sick leave. This is always an option to cover time for members who have exhausted their sick leave – regardless of whether or not they have an active attendance CAM.

ensure you are allowed this option and the absence is excused.

Improved Contract Language reads:

The parties agree to modify Section 8.4(b)(5) to read as follows: If an employee's Sick Leave Credit is exhausted, management shall allow an employee to use vacation credit as sick leave for any purpose for which sick leave is currently allowed under federal and/or state law (the current versions of these statutes are hereby incorporated into the CBA by

reference), even if an employee is under a Corrective Action Memo for attendance without incurring any disciplinary consequence. Management shall also allow an employee to use Vacation Credit as sick leave for legitimate reasons for absence under the same conditions as set forth in Subparagraph 8.4(c)(1), even if an employee is under a Corrective Action Memo for attendance without incurring any disciplinary consequence.

751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild,
CWA #37082

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Reading Union Paper Pays Off as Retiree Reimbursed Nearly \$2,500

751 Retired Member Dallas Radford was smiling all the way to the bank after reading an article in our Union's February paper about dental implants that delivered him several thousand dollars in reimbursements checks.

After reading the *Aero Mechanic* article explaining that Traditional Medical coverage for active employees covered the surgical portion of dental implants, he pursued reimbursement under his Retiree Medical Traditional Plan. As a result, Dallas received approximately \$2,500 to reimburse him for the surgical portion of the procedure (almost half the total cost). Within five days of filing the claim, he received a check for \$1,419 from the oral surgeon, and then received a second check from the dentist bringing his total reimbursement to nearly \$2,500.

"We often hear it pays to be Union, but what many don't realize is it also pays to read our Union paper," said Dallas. "Knowledge I gained from reading the *Aero Mechanic* delivered nearly \$2,500. Whether you are an active employee or a retiree, there is useful information in our Union paper, and this is a prime example."

Throughout his career, Dallas has always seen the value in union representation. He shared his story at the March 11th 751 Retirement Club meeting to educate other retirees on the dental implant reimbursement process if they are on retiree medical and the Traditional Plan.

Our Health and Benefits Office regularly helps members



751 Retiree Dallas Radford (r) thanked Health and Benefits Rep Rod Sigvartson for help that delivered \$2,500 in reimbursement for dental implants under Traditional Retiree Medical.

with dental implant claims since dental offices are not accustomed to billing medical insurance. A tip sheet on steps to take if you need a dental implant is posted on our website (www.iam751.org/docs/implanttipsheet.pdf). The process is outlined on page 191 of our contract.

Implants are a two-step process with a surgical procedure (covered only by the Traditional Medical plan – not Selections or Kaiser Permanente) and dental procedure (covered by

Network Dental to yearly dental limit of \$2,000 for active employees; no dental on retiree medical).

The surgical procedure is for the placement of the implant post. Provide your dentist or oral surgeon with your medical ID card and have the claim for this procedure submitted directly to Blue Cross Blue Shield of Illinois.

The dental procedure is for placement of implant crown or denture (see page 263 of the contract). The Network Dental PPO is the only dental plan that covers the implant crown or denture. Claims for this procedure should be submitted directly to Delta Dental. Active employees yearly dental maximum benefit is \$2,000.

"When a claim is rejected, many members assume that is correct and simply pay for the procedure," said IAM Health and Benefits Rep Rod Sigvartson. "We hope to educate other members and retirees on the benefit to ensure they get the proper coverage or seek reimbursement for the surgical portion of their implants if they are on the Traditional Medical Plan."



Business Rep Robley Evans (r) thanks Steward Ray Petersen for ensuring a member did not receive unjust corrective action.

Steward Stops Unjust Discipline

Thanks to the efforts of Union Steward Ray Petersen, an unjust Corrective Action Memo (CAM) was removed from a member's file – demonstrating the value of union membership.

In this case, a 30-year member with no previous corrective action found himself facing unjust corrective action and reached out to Ray to ensure he was protected.

The member had been moved from Line QA to an initiation job (writing tags) that did not require him to maintain his certifications. However, his manager failed to inform him that he was only "on loan" to the new job and then emailed our member a warning: renew his certifications by the end of the next day or he would face consequences. The member jumped to action and remarkably got the certifications done the next day.

Even though our member did as requested, the manager moved forward with corrective action. When our member asked for a steward, the manager refused him representation, and told him to sign the CAM.

Thankfully the member knew his rights, refused to sign it and called Ray for representation but not before the manager proceeded to file the CAM stating the employee refused to sign.

Ray recognized our member had done nothing to warrant corrective action and had been denied his federal right to representation. He elevated the issue to labor relations, who after learning the facts reversed the corrective action.

"Ray's proactive approach prevented the member from receiving an unjust Corrective Action Memo (CAM) and demonstrates how our stewards can effectively combat unfair corrective action. Documentation and attention to detail are key," said Business Rep Robley Evans.

Any time a member is contacted for corrective action or "discussions," members should always request to have a union steward present. That is your federally protected right as a union member and ensures you have an advocate present to help clarify and question the actions, as well as presenting information from the member to ensure it is heard.

Members should also realize in any situation that may result in discipline whether it is a phone call, an email or in person meeting with HR, Security, Fact Finders or Corporate Investigations (CI), a member should ALWAYS ask for a union steward.

Every day Stewards defend our members on issues beyond just contractual enforcement. While CAMs are not grievable, Stewards routinely challenge CAMs they believe are issued in error and effectively advocate for our members to prevent unjust discipline.

V.O. Site Reps Will Review Boeing's New Quality Plan

Continued from Page 1
Standard Operating Instructions (SOI) and Business Process Instructions (BPI) to reveal instances where Boeing is not following their own internal process.

Our VO site reps have a lot of work that can be overwhelming at times, but feel free to reach out to them if you have a concern in your area over the removal of inspections.

We believe Boeing's plan is short-sighted and the wrong focus for future success. Removing inspections and discovering defects further down line will cause an abundance of out-of-sequence work, more damage to the airplane through rework, additional injuries to our members performing work in non-ergonomic areas, more work at the end of the manufacturing process, increased costs, and the risk of late deliveries. We continue to encourage Boeing to retain and add inspection processes.

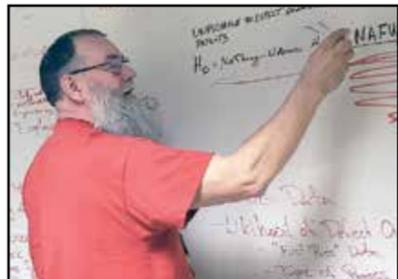
Our members are motivated to maintain the integrity of the manufacturing process. Removing inspections from installation plans doesn't address the conditions surrounding or root cause of defects. Our discussions with the company regarding additional determining duties related to defect identification in the quality job classifications are important in order to identify cause and work to resolve those conditions. Simply removing inspections doesn't do any of that.



VO Reps meet with Union leaders to discuss the process to analyze data and to propose reinstatement of inspections. L to R: Dan Swank, Mike Molsee, Dave Bryant, Larry Hagen, Lee Verfaillie, Jon Holden, Jeremy Coty, Travis Kendrick, Ed Lutgen and Richard Jackson.

During our town hall meetings in December and March, we also learned that in many areas, for years managers encouraged our QA inspectors to "work with mechanics," "hang tape," or "walk it back to the shop to get it fixed." For each instance this occurred, there is no paperwork to show the area indeed had defects that were corrected; thereby masking defects and presenting a false image that no defects are made in the process. For our QA members there are only two choices "write it or buy it" so there is a proper paperwork trail.

Our Union will continue investigating Boeing's VO process and keep our members updated on any developments.



Everett VO Rep Mike Molsee reviews data from removed inspections.

IAM V.O. Site Reps

Auburn/Frederickson

Jeremy Coty
Dorothy Lambert

Everett:

Dave Bryant
Travis Kendrick
Mike Molsee

Renton/Seattle

Larry Hagen
Lee Verfaillie

IAM VO Site Reps contact information is available on the Boeing intranet, should you need to contact them or provide specific information from your shop

It's My Right!

I know my rights, and I request my Union Steward be present at this meeting!

Members should carry a Weingarten "It's My Right" card so they can hand it to management, HR or CI if they are called into a meeting that may result in discipline. Cards are available at all Union halls.

POLITICAL ACTION

Legislature Passes Several Measures Supported by Labor

By CHELSEA MASON
751 Legislative Director

After reaching House and Senate consensus on a two-year state budget and passing several landmark pieces of legislation, the Washington State Legislature adjourned close to midnight April 28th. It was the final day of the 2019 regular session.

Washington labor unions celebrated the passage of several measures aiming to protect workers, expand collective bargaining and curtail discrimination, among other issues. Great strides were also made to invest in education and training to support Washington's current and future workforce.

Progress was also made on measures that didn't pass this year but could be considered in future sessions.

Legislative Successes

After months – in some cases years – of work by the labor community and others to move these issues forward, the following await the Governor's signature as the *Aero Mechanic* went to print. Still, they represent a small fraction of the legislative victories during this year's session.

Guaranteed breaks for nurses and healthcare workers. HB 1155



Nurses from around the state rallied and sent messages urging passage of a bill to guarantee breaks for nurses.

ensures nurses and healthcare techs have uninterrupted rest and meal breaks and offers protections against mandatory overtime. Passage comes after a ten-year effort to enact these protections for workers and patients.

Reversal of a ban on anti-discrimination policies. In the final hours, the legislature passed I-1000, which overturns a 20-year old ban on the use of affirmative action in state contracting, hiring and education. Past Governor's from both sides of the aisle testified in support of this measure which helps ensure fairness and opportunity in state hiring and other practices.

Collective bargaining expansion and clarification. SB 5297 expands collective

bargaining rights to assistant attorney generals in the Washington Attorney General's office. HB 1575 strengthens the rights of workers by clarifying issues of representation for public sector union members. It also protects unions who meet certain criteria from being liable to repay fair-share fees collected prior to the Supreme Court's Janus decision.

Dedicated funding for higher education. Before adjourning, the legislature made a historic investment in public higher education by creating a Workforce Education Investment Account. A new dedicated stream of revenue, authorized by HB 2158, will allow for an ongoing investment in community and technical colleges and universities and ensure more students have access to, and success in, higher education.

Core Plus: Aerospace Training

A program traditionally unique to aerospace and advanced manufacturing will also see its funding increase fivefold in the budget that was voted through by both chambers. Core Plus provides

in-depth industrial instruction for enrolled high school students across the state. The aerospace and manufacturing curriculum was first developed by The Boeing Company and the Manufacturing Industrial Council in 2014.

State funding allows the Office of the Superintendent of Public Instruction (OSPI) to support Core Plus classrooms through grants for equipment and professional development. Additional state funds will be used to bolster the aerospace program, support OSPI's work on Core Plus, and continue expanding Core Plus to the construction and maritime industries.



L to R: Lisa Wilkinson, State Rep Shelley Kloba, Guerdon Ellis and Roy Wilkinson talk workers' issues in the state legislature.



The District 751 Legislative Committee discusses our endorsement process and current issues. L to R: Levi Wilson, John Kussy, Charles Cesmat, Donny Donovan, Bill Langlois and 751 Political Director Chelsea Mason.

751 Legislative Committee Reviews our Candidate Endorsement Process

The IAM District 751 Legislative Committee met in April to discuss our endorsement process and upcoming candidate interviews. Candidates requesting endorsement must fill out our candidate questionnaire on worker issues. Candidates are also encouraged to attend formal interviews to give our committee an opportunity to learn more

about their views.

751 Legislative Director Chelsea Mason also previewed upcoming meetings with our Congressional Delegation in conjunction with the IAM Legislative Conference in May. The committee discussed issues at the state, federal and local level that will be a priority to District 751.

Support for South Carolina Workers

Senator's Support

In April after a *New York Times* report on safety concerns in the South Carolina Boeing 787 Dreamliner production plant, Ohio U.S. Senator Sherrod Brown took action. Brown wrote a letter urging Boeing CEO Dennis Muilenburg to reconsider the company's approach to quality control and safety lapses. Brown's letter also called on Boeing to adopt card check neutrality for all workers at the South Carolina plant as part of their response to the Dreamliners' safety concerns.

IAM International President Robert Martinez Jr. welcomed the support from Brown who "is a champion for working families and always stands up for the rights of working people."

Sign the Petition

The IAM also launched an online petition (on our website iam751.org

and our IAM 751 facebook page) to demand Boeing reinstate unjustly fired IAM members in South Carolina, which members are encouraged to sign.

Late last year, Boeing fired three flight readiness technicians/inspectors who voted to join the IAM without just cause. These employees were allegedly terminated for missing a bird strike on an engine during a post-flight inspection. A subsequent FAA investigation supports the flight readiness inspectors' assertions that there was no such evidence of a bird strike, as Boeing had claimed.

In addition, Boeing continues to refuse to negotiate with 180 Flight Readiness Technicians and Inspectors in South Carolina, even after they voted overwhelmingly to join the IAM in May 2018. It's time Boeing respects the rights of their workers.

GPS Training Inspires Participants to Become Activists

Continued from Page 1

unions and shared prosperity. Historical charts and graphs clearly showed that as union density declined since the late 1960's so has the percentage of the middle class. Even more dramatic during that time is how income inequality grew exponentially with the top 1 percent taking the vast majority of the increased profits. Graphs showed that workers have not benefited from productivity gains made in the last 50 years but only feed the greed of the top 1 percent wage earners.



751 Organizer Jason Chan addresses the crowd.

The training emphasized that social media can play a role in spreading the benefits of union membership. Those attending were encouraged to share their story and have it broadcasted to family and friends.



Steward Joe Ruth explains how he has benefitted since becoming a union member.

IAM Western Territory Organizing Leader Steve Cooper led the training, along with Western Territory Grand Lodge Rep Joe Solis and Grand Lodge Special Rep Ryan Carrillo.

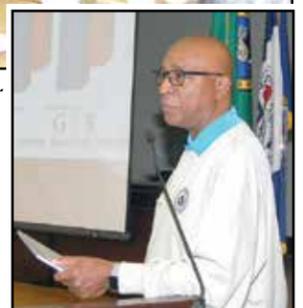
District 751 President Jon Holden noted, "There is a lot each of us can do to organize in our community and raise the standard of living for all workers. Unions are truly the pathway to the middle class and the best way



Nearly 125 Stewards took part in the 4-hour training to make our union stronger.

for workers to get better pay and benefits and justice on the job."

The training stressed that **Growth** occurs through organizing – both additional employers and within our own shops; **Prosperity** through negotiating excellent agreements; and **Strength** through density and unity. It emphasized that every member has a role to play in building a stronger future.



Western Territory Organizing Leader Steve Cooper presented tools to mobilize our members.

Conference Energizes Women to Unite for the Fight

751 delegates attending the IAM 2019 Women's Conference left energized and motivated to make a difference and help build a stronger union.

"Women Rising: Unite the Fight" was the theme of the conference that gathered IAM activist women from across North America. District 751 was well represented with 14 delegates from five local lodges along with a representative from our Retirement Club.

Women play a key role in the labor movement and are important to economic growth, political stability and social transformation. The conference provided delegates with the tools and encouragement to become strong leaders who will mentor and inspire others to become more active.

The agenda included an array of guests and panel discussions, to support the ever-increasing role women play in the labor movement. Among the opening day speakers was IAM International President Bob Martinez.

"Look around this room. What do you see?" said Martinez. "I see strong IAM women. I see trailblazers who have had to work twice as hard as a man to get to where they are today. And I see young women who are standing up, speaking out, and positioning themselves to be our next great generation of IAM activists."

"We will win and never give up until every woman is free of discrimination on the job," Martinez said.

751-F delegate Carolyn Romeo shared statistics she learned at the conference.



751 sent a strong delegation to the 2019 IAM Women's Conference. L to R Standing: Shari Boggs, Jackie Boschok, Linda Ramos, Bridgette Hardy, Susan Palmer, Terri Myette, Katie Eagleson-Dempsey, Melody Dillon. Sitting L to R: Kenya Conway, Gina Fountain, Ida Auckerman, Michelle Jackson, Kristi Kidrick and Carolyn Romeo.

"Out of 700,000 IAM Members, 94,000 are women! That is incredible, but we need to increase those numbers. Out of 6,847 members holding leadership positions, only 1,038 of them are women! Mentoring is pivotal in getting more women involved in our union," said Carolyn. "Unions help erase the wage gap. Non-Union women make an average of \$.80 for every dollar a man makes. But Union women make an average of \$200 more a week than non-union women. It's no wonder the percentage of female union members increased by 45.4% in 2018."

As our International President Bob Martinez declared, "Women's rights are worker's rights and worker's rights are human rights. We will not stop the fight until we end the discrimination for ALL WOMEN!"

751-C delegate Shari Boggs said, "It hit me while attending the Women's Conference that many of us wouldn't be here without our union and our union brothers and sisters who have made life

better for union women. The workshops were informative and motivating and covered topics that affect women in the workplace including sexual harassment, wage discrimination, domestic abuse, and child care issues. We've come a long way, but still have a lot of work to do. We learned a lot about issues for women and will share the information with our Union sisters."

"It was a powerful experience and good to see that women are rising in our union," said 751-A delegate Bridgette Hardy.

Our delegates are excited to share what they have learned and use it to build a stronger union and inspire others to get involved.



L to R: Katie Eagleson-Dempsey, Terri Myette and Kristi Kidrick were energized from the conference and eager to share what they have learned.



District Secretary-Treasurer Susan Palmer leads a group discussion.



751 member Carolyn Romeo (2nd from right) takes notes during one of the workshops.

A Birthday Celebration for Asa Philip Randolph

By HAZEL POWERS
IAM 751 Human Rights Committee

On Monday, April 15th, members of the 751 Human Rights Committee attended a birthday celebration to commemorate Asa Philip Randolph who was born on April 15, 1889 and lived to be 90 years old.

The celebration was organized by the Seattle chapter of the A. Philip Randolph Institute (APRI) and held at the UFCW Local #21 hall in Seattle.

One might ask why it's important to honor A. Philip Randolph. Besides being a leader in the early years of the Civil Rights movement, he organized his first labor group in 1917. Randolph continued to fight for fair and equal treatment of workers of all colors. Randolph persisted to challenge injustice and was one of the driving organizers of the 1963 March on Washington where one of the speakers was Dr. Martin Luther King Jr. who delivered his "I have a Dream" speech.

But probably his most notable success is associated with the Brotherhood of Sleeping Car Porters in 1925 against the Pullman Company, who employed a large

number of African American employees. Many IAM members might not realize, but in 1978 the Brotherhood of Sleeping Car Porters union merged with what is known today as the Transportation Communications Union (TCU), and in 2012 TCU merged with the IAM.

During the birthday celebration for A. Philip Randolph, the Seattle APRI chapter President Gabriel Prawl acknowledged the IAM 751 Human Rights Committee members in his opening remarks and thanked them for attending the celebration.

The key note speaker at the celebration was April Sims, the first African-American elected as Secretary-Treasurer of the Washington State Labor Council. Sims noted, "As we come together to celebrate the birthday of A. Philip Randolph, it is important that the work he started needs to continue so his legacy can live on."

She went on to say Randolph understood that economic and racial injustice were linked and didn't back down from that challenge. "He always fought for workers to get a fair day's pay



Members of the 751 Human Rights Committee pose for a picture with WSLC Secretary-Treasurer April Sims (center) at the birthday celebration for A. Philip Randolph. L to R: Jonathan Tran, Hazel Powers, Sims, Prinnie Stewart, Matt Hardy.

for a hard day's work," Sims added.

"I think it's important to remember the achievements A. Philip Randolph made that contributed to the drive against social injustice because we still see it today around the world. History is meant to be remembered and learned from to prevent the same mistakes and/or actions that cause division to arise

again. It's important to strive towards equality because that's what brings people together!" said 751 Human Rights Committee member Jonathan Tran.

Committee member Matt Hardy added, "It was wonderful to come together to honor such a great labor leader."

SERVICE TO THE COMMUNITY



MVP top winners at the banquet - Back row L to R: Paul Richards, Katie Finnegan, George Braun, Thong Trang, Adrian Camez, District 751 President Jon Holden, Gary Perry. Front row L to R: Jo Blake, Vennie Murphy, Princie Stewart, Matt Hardy, Phoeur Holden, Jonathan Van Pelt, Shane Van Pelt Jr and Carter Wolbaum.

Members Honored for Volunteer Work

Our members and family members, who take part in community service projects throughout the year, attended the annual Machinists Volunteer Program (MVP) banquet on April 6 to celebrate the impact their projects have made on our communities.

In 2018, our volunteers took part in 436 community outreach events – more than one a day and gave nearly 13,000 hours throughout the year. The events were as varied as the members

and ranged from building wheelchair ramps, preparing meals at area missions, road clean ups, Northwest Harvest food drive, Toys for Tots, a toiletry drive for the homeless and so much more. A slide show reflected on the various community service projects that made a tremendous impact on our communities.

While the annual potluck banquet applauds all volunteers, awards are given to the top three volunteers in the member, steward, officer, retiree and family member categories (see chart right).

The highlight of the banquet was the presentation of the “Bill Johnson True Trade Unionist Award” which is given to an individual who demonstrates the characteristics of a true trade unionist whether it be volunteering or going beyond the call of duty as a Union member. Adrian Camez was presented the “True Trade Unionist

Award” for his continuous volunteer efforts on community service and other union programs.

District 751 President Jon Holden thanked our volunteers for sacrificing their precious time to help others and recognized it takes time away from their own families.

“12,970 hours making our communities better is amazing. Yet many of you also volunteer for organizing drives to give others the right to bargain and improve their standard of living or assist with Guide Dogs fundraisers. Time is a precious commodity and you freely give yours to others,” said Holden. “You also bring your families to help with the projects. It is an honor to be your leader. Thank you for the work you do. There are not many organizations that can say they donated 13,000 volunteer hours.”

Leaders from various community organizations also thanked our members. Cheryl Hurst from the Diaper Drive,

Top Volunteer Awards

Top volunteers throughout 2018:

Members

- 1st Thong Trang
- 2nd Randy Sea
- 3rd Jo Blake & Phoeur Holden

Officers

- 1st Matt Hardy & Paul Richards
- 2nd Adrian Camez
- 3rd Princie Stewart

Retirees

- 1st George Braun
- 2nd Rob Curran
- 3rd Vennie Murphy

Family

- 1st Julie Braun
- 2nd Shane Van Pelt Jr
- 3rd Jonathan Van Pelt

Stewards

- 1st Gary Perry
- 2nd Carter Wolbaum
- 3rd Katie Finnegan

Congratulations to our winners!



Adrian Camez (r) receives the Bill Johnson True Trade Unionist Award for his volunteer efforts and going above and beyond the call of duty. Last year's recipient Princie Stewart presented the award.

Sergeant Anthony Barnes from the Salvation Army, Andrew McGruder from the Rescue Mission in Tacoma, and Connor Walsh from King County United Way. Each expressed their gratitude and told of how our volunteers impacted their programs and helped others.

Helping Hands Throughout the Region

751 members continued to volunteer on community projects throughout our region. Some of the recent projects include preparing and serving meals at area missions, a road cleanup and collecting diapers and wipes for the March of Diapers drive.



Photo left: Carter Wolbaum helps prepare Easter breakfast at the Everett Gospel Mission.

Photo right: Katie Finnegan and George Braun prepared and served breakfast at The Rescue Mission in Tacoma.



Helping with a recent Auburn road clean up L to R: Jason Chan, Julia Ragasa, Jim McKenzie, Christine Fullerton, Princie Stewart and Terri Myette.



751 members again stepped up to donate diapers and wipes in the annual March of Diapers Drive. Photo above: Business Rep Ira Carterman (l) and Health and Benefits Rep Rod Sigvartson (r) present drive organizer Cheryl Hurst with diapers donated from our members. This is the fifth year of the drive. Donations from various groups throughout the region totalled 153,386 diapers that were delivered to 14 different community organizations.

SERVICE TO THE COMMUNITY

Merino Earns Union Scholarship for Community Service

As a student and community volunteer, Yamile Merino is a very compassionate and determined young woman. Recently, her efforts landed her the Jerry Beckendorf Scholarship.

The award was presented at the April Pierce County Central Labor Council meeting. District 751 Business Rep Rich McCabe was on hand to offer congratulations from our union and acknowledge her achievements. 751-member Sergio Merino, who works in Renton as a crane operator, beamed with pride as his daughter, Yamile, was honored for her academic achievements and willingness to give back to the community.

This scholarship is awarded to children of union members in Pierce County who show outstanding volunteerism, and Yamile certainly met the requirements.

Helping others is a way of life for Yamile. She has volunteered at Mary

Bridge Children's Hospital, Tacoma General Hospital, the Special Olympics, Women and Newborns Unit at Tacoma General, as well as helping at Franke Tobey Jones – a senior living community. Her quest to give back has led her to pursue a career in nursing or in the medical field.

"Yamile will not only be successful in college, but will use her natural talents and caring nature to give back to the community," said Naveed Badri, her College Prep Advisor. "She is highly creative and a motivated self-starter who inspires her fellow



At the April Pierce County Central Labor Council meeting 751-member Sergio Merino's daughter Yamile was honored with the Jerry Beckendorf Scholarship for her community service. L to R: Sergio Merino Jr., United Way President Dona Ponepinto, Yamile Merino, Jerry Beckendorf, 751 Business Rep Rich McCabe, 751-member Sergio Merino, and Maribel Merino.

classmates to pursue their dreams. She has impeccable attention to detail and amazing time management skills. She successfully balances her high school course load, is active in the College Success Foundation Achiever Program, has worked part-time, and takes care of

her siblings."

It is evident that Yamile will succeed at whatever she sets her sights on and continue to pay it back to her community. Congratulations on a job well done!

Volunteers Ease the Climb by Building Wheelchair Ramps

751 members continued their volunteer work building three recent wheelchair ramps for area residents in Buckley, Arlington and Everett.

The Everett ramp which began on a high porch was over 60 feet to ensure only a slight incline. The ramp made a tremendous difference for the resident who suffers from Multiple Sclerosis.

"Having your union volunteers build the ramp at my home was a dream come true. Many, many thanks," said Maria Mouhtad, the resident receiving the ramp.

Thanks to all who turned out for the three ramps and the pre-build work party at the Everett Union Hall.



Inset: Jim Hutchins cuts wood for the ramp.

Above: Volunteers on the finished Everett ramp



Volunteers building the Buckley ramp for an area resident.



The Everett ramp had several switch backs to keep the incline gradual so the resident can easily come and go from their home.



Posing on the finished Buckley ramp top row L to R: Jim Hutchins, Jim Morrison, Ryan Maples, Vennie Murphy, Katie Finnegan, Prinnie Stewart. Bottom L to R: Neal Key, William Krause, Bill Finnegan.

Letter Carriers' Food Drive

Saturday, May 11, 2019

LETTER CARRIERS' FOOD DRIVE
SAT., MAY 11, 2019

PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX. WE'LL DELIVER IT TO A LOCAL FOOD BANK.

Remember to leave out a food donation at your mailbox on Saturday, May 11 for the 27th Annual Letter Carriers' Stamp Out Hunger Food Drive.

This is an easy way to help others utilizing area food banks. Simply set out your canned or non-perishable foods at your mailbox on Saturday, May 11. The Letter Carriers will do the rest. This is the largest one-day food drive in the nation.

If you would like to help pick-up donations or help unload at a post office (Everett, Fife or Sumner), please contact Kay at kaym@iam751.org or call 206-764-0335.

MONEY to SPARE for MNPL

The Machinists Non-Partisan Political League (MNPL) was rolling in the money at the annual Local F Unity Bowl on March 30. Tournaments took place at both Secoma Lanes in Federal Way and Glacier Lanes in Everett with a total of 30 teams between the two locations.

Every bowler at both locations took home a prize, but the real winner was MNPL. The event brought in \$18,720. MNPL is the political arm of the Machinists Union (since dues money is not spent for political candidates).

Trophies were given to the top two teams at each location.

In Everett: Rick Quintana, Nelson Apostol Jr, Nelson Apostol Sr, Paul Marcello and Ryan Delap took first place and Sone Afualo, Ethan Lee, Nate Ha, Hinh Sy and Steve Franks took second place. Ryan Delap won men's high series, Paul Marcello won men's high game and Jenny won ladies high series.

In Federal Way: Bruce Boe, RJ Boe, Tyler Boe, Sarah Jackson and Josh Jackson took first while Dean Lanway, Bob Volk, Mike Anderson, Mike Anderson Jr, and Russel Martin took second. Jason Elwell took men's high game, Ken Seaton won men's high series and Jaime Thayer won women's high game and high series.

"We Tried" trophies in Everett went to Ira Carterman's crew and Chelsea Mason's team captured the "We Tried" trophy in Federal Way.

Thanks to all who helped organize the event and to all the sponsors and volunteers who ensured it was a day of fun.



Above: Andrew Guyor at Glacier.



Some of the bowlers in Everett.



Michelle VanMeter picks up a spare.



Left: Blake Boczkiewicz at Secoma.

Wes Heard was all smiles after throwing a strike at Glacier Lanes.



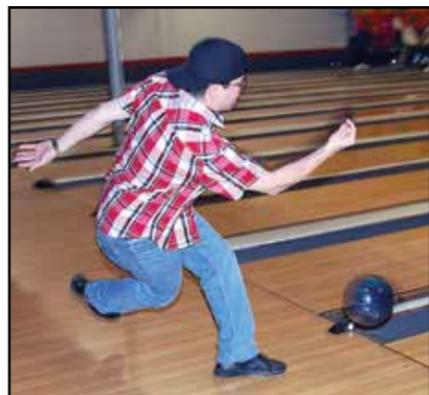
At Glacier Lanes, John Klepadlo celebrates a strike!



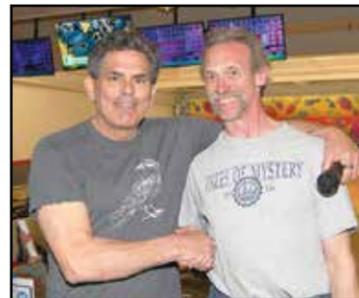
Chuck Moden at Secoma.



Ariel McKenzie at Secoma Lanes throws a strike.



Johnny Ford at Secoma.



Donovan McLeod (l) congratulates Mike Osthus for winning a prize at Secoma Lanes.

Thanks to our lane sponsors:

- Jon Holden
- Carolyn Romeo
- Dena Bartman
- Les Mullen
- Susan Palmer
- Shane Van Pelt
- Travis Kendrick
- Rod Sigvartson
- Richard Jackson
- Dave Bryant
- Spencer Burriss
- Jesse Cote
- Howard Carlson
- Blake Boczkiewicz
- Greg Campos
- Richard Jackson
- Ira Carterman
- Denise Strike
- Robley Evans
- Charles Cesmat
- Christine Fullerton
- Mitchell Christian
- Paul Veltkamp
- Shannon Pruitt
- Dan Swank
- John Lopez
- Bill Langlois
- Donovan McLeod
- Jeremy Coty
- Jason Chan
- Tom Keller
- Andre Trahan
- Mark Clark
- DeeLayne Faraca
- Trevor Riddle
- Garth Luark
- Dorothy Lambert
- Grace Holland
- Andy Schier
- Larry Brown
- Terri Myette
- Connie Kelliher
- Prncie Stewart



At Secoma Lanes L to R: Jason Elwell won high game, Ken Seaton won high series, and Jaime Thayer won high game and high series.



Local F Recording Secretary Jeremy Coty (far left) and Local F Vice President Charles Cesmat (far right) congratulate the first place team at Secoma who had little ones to cheer them on. L to R: Coty, Spencer Jackson, Sarah Jackson, Colton Jackson, Josh Jackson, Karlie Boe, Tyler Boe, RJ Boe, Elijah Boe, Bruce Boe, and Cesmat.



Bill Langlois congratulates the first place team at Glacier Lanes: L to R: Rick Quintana, Nelson Apostol Jr, Nelson Apostol Sr, Paul Marcello and Ryan Delap.



The second place team in Federal Way consisted of Mike Anderson, Dean Lanway, Russel Martin (Bob Volk and Mike Anderson Jr not pictured).



Bill Langlois congratulates Jenny for winning women's high series in Everett.



District President Jon Holden (far right) congratulates the second place team at Glacier Lanes which included Nate Ha, Ethan Lee, Steve Franks, Hinh Sy, and Sone Afualo.

RETIREMENT NEWS

April 751 Retirement Club Meeting Minutes

The meeting was called to order on April 8, 2019 by President Jackie Boschok. She led the club in the flag salute and God Bless America and TJ Seibert led the prayer.

Roll Call: All officers were present.

Minutes: The March meeting minutes were approved. **M/S/P**

The regular order of business was suspended and President Boschok invited Health & Benefits Rep Rod Sigvartson and retiree Dallas Radford to speak. Dallas reported that about a year ago he broke a tooth. He is on Retiree Medical Boeing Traditional Plan, so he was able to have insurance cover part of the cost of a dental implant. The implant is a lengthy process and costs approximately \$5,000 per tooth. After reading an *Aero Mechanic* article about the dental implant coverage under the Traditional Medical Plan and with help from our Health & Benefits Office, he was able to get an insurance reimbursement check for \$1,500 (he later received a second check for nearly \$1,000). President Boschok said this illustrates why we need dental, vision and hearing benefits under Medicare so its enrollees have coverage for these expensive health care needs.

Executive Board Report: none

Financial Report: Tom Lux gave the report. It was **M/S/P**.

Health and Benefits: Vice President Helen Lowe read the deceased list: **Local A:** Thomas Alexander, Mary Berger, George Cano, RW Dahlgren, Mark A. Johnson, James Junior, James Lucas, Joseph Peck, Fannie Poston. **Local C:**

Joseph Alm, Bill Cella, Jerry Donaldson, Carner Hansen, Dennis Hoff, Keith Holtrop, Gerald Iszler, John Jochen, Keith Munson, Howard Nelson, Donald Neuman, Carroll Simmons, Robert B. Smith, George H. White, Wayne York. **Local E:** Raymond Danner, Vickie Frischmann, Lorin St. John. **Local F:** Alonzo Brown, Sr., Lesta Campbell, Floyd Crow, Gale Daker, Quintin Fagerlie, Jr. Jimmy Fawver, Richard Garcia, John Medovitch, Dale Mohler, Donna Schnack, Marie A. Wilson. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Legislative Report: Carl Schwartz said we join in concern about the investigations of the 737MAX and the possible factors involved in the two plane crashes. We hope that the problems will be resolved and that full production can be resumed soon.

Our Legislature is moving into the final weeks of its 2019 session. The primary work remaining is finalizing the state budget – meeting the needs of the people in our state, especially education and providing the tax monies to pay for those needs. One item being considered as part of the funding package is a state capital gains tax. The Legislature is also considering a carbon tax, to both raise some revenue and begin to start fighting pollution.

Our state's presidential primary will be moved up to March 10, 2020 so that voters in our state will have a more meaningful part in the nomination

Continued on Page 11



Celebrating birthdays in April L to R: George Braun, Jim Hutchins, Helen Mah, Jackie Boschok, Aurelia Turner (and Don Ivanhoe not pictured)

Please cut out the resolution below and sign it and mail to your two U.S. Senators and your Congressional Representative.

Resolution to Support Medicare Prescription Drug Negotiations

Whereas, The Medicare Negotiation and Competitive Licensing Act of 2019, S. 377 and H.R. 1046, was introduced by Senators Sherrod Brown (D-OH) and Amy Klobuchar (D-MN) and Representative Lloyd Doggett (D-TX) in Congress;

Whereas, this legislation will require the Secretary of Health and Human Services to negotiate drug prices directly with pharmaceutical corporations;

Whereas, current law prohibits such negotiations, this measure will change that;

Whereas, such negotiations will enable

As your constituent and a Retired member of IAM District 751, I urge you to support the above resolution passed by our Retirement Club. Sincerely,

Name and Signature

Address

the Secretary to achieve lower drug prices across the spectrum of medically required medication, literally saving American consumers millions of dollars, and lifting price as an obstacle to obtaining needed medication; therefore, be it

Resolved, that the members of Machinists District 751 Retirement Club urge all of our state's members of Congress to support and vote for this legislation; and be it finally

Resolved, that we ask all our members to contact their members of Congress and urge them to support and vote for this legislation.

Retirees Visit Skagit Valley Tulip Festival



20 Retirees loaded into the Union vans and visited the Skagit Valley Tulip Festival on April 25. Weather cooperated and all were treated to a nice day in the beautiful tulip fields. The group had a delicious salmon lunch before returning to the Seattle Hall.



RETIREES

Congratulations to the following who retired from our Union:

- | | | |
|--------------------|---------------------|-------------------|
| Stephen Alldridge | Teresa Glenn | Steven Powell |
| Leesa Allen-Caruso | Mark Green | Raymond Price |
| Kelly Alverson | Michael Hubbard | Linda Reynolds |
| Ken Anderson | Timothy Foust | Mark Richey |
| Paul Baker | William Hammond | Laurie Robertson |
| Patricia Beer | Kimberly Hanson | Wilhemina Rust |
| Cuong Bui | Benjamin Hayden Jr | Ernest Sabo Jr |
| John Byington | Richard Johnson | David Schindler |
| James Campbell | Dale Jonas | Gary Schmaltz |
| Robert Casto | Robert Kay | Patrick Six |
| Douglas Cobb | Ronald Kenworthy | Philip Smith |
| Ronald Craig | Kwang Ko | Robert Stalnaker |
| John Crossman | Michael Kresly | Gary Stowe |
| Steven Davenport | Richard Lawrence Jr | Clifford Sutton |
| Jacqueline Diaz | Kenneth Love | Gordon Tamura |
| Nhung Duong | Steve Lucas | Maurice Taylor |
| Chris Eldred | Viktor Lukyanov | Donald Telgenhoff |
| Terry Evans | Ronald Mackay Jr | Ronald Thornton |
| Mark Fagg | Patty Malick | Gary White |
| Gregory Flores | Eddie Mitchell | Aldred Ystad |
| Cindy Garcia | James Parkin | Peter Wishart |
| Michael Garrand | Curtis Potter | |

Congressional Support from Jayapal

751 Retirees Jackie Boschok and Jim Hutchins, along with two other local seniors, recently met with Congresswoman Pramila Jayapal to discuss issues important to seniors. They began by thanking her for joining the House Social Security Caucus and her leadership on Medicare for All.

Retirees asked her to support HR 1170, the Social Security Expansion Act that will increase benefits for all current and future beneficiaries, change the annual cost of living adjustments (COLA) to be calculated using the Consumer Price Index for Elderly Consumers (CPI-E)

to more accurately reflect the rising cost of goods and services used by older Americans than the current formula, and will increase the solvency of the Social Security Trust Funds by raising the cap on earnings subject to Social Security contributions. The group also asked that she support the Medicare Negotiation and Competitive Licensing Act that requires Medicare drug costs be negotiated. Finally, retirees asked her not to support NAFTA 2.0 with its current language on prescription drugs that will keep biologic drug costs high.



751 Retirees Jim Hutchins (far left) and Jackie Boschok (far right) joined Don Bennett (retired Letter Carrier) and Claude Burfett (retired Public Employee) in meeting with Congresswoman Pramila Jayapal to discuss issues important to our seniors.

FREE WANT ADS

FOR MEMBERS ONLY

BOATS

1985 HUNTER SAILBOAT 24 ft. \$1500.00 with trailer. Both licensed. White with blue interior cabin with stove, bunks and lounge w/stove. Nice sails. Full cover. No motor. Home# 425-322-5870 or Cell# 425-319-3631

1986 BAYLINER 20' w/350 ChevV8 inboard. Runs good. Toilet, 2 bunks, low hours with trailer. Boat and trailer both licensed. \$1,600 for both. Boat is white with gray interior. Home# 425-322-5870 Cell# 425-319-3631

TOOLS

ACRA vertical turret horizontal milling machine \$12,000 OBO High performance variable speed lathe model 144OV \$14,000 OBO. These tools belonged to Fred McKenzie. 206-248-0686 or 206-595-0636

AUTO PARTS & ACCESSORIES

WANTED: WINDSHIELD WIPER for 1969 Ford F100. Passenger side. 425-271-8751

STUDDER SNOW TIRES (2) P-155/80 R-13 mounted BF Goodrich \$75.00 both. (1) 155 R-13 little use, excellent tread \$25.00 call 206-280-2111

REBUILT 3.8 FORD V-6, new carb, ALM heads. Call for details. Located in Snohomish, WA. 425-870-7570

DIAMOND PLATED TOOL BOX that fits in Ford Ranger. Used a few times only. I cut firewood so it was in and out. \$225.00 360-435-8745

I need 2002 FORD TAURUS DRIVER'S SEAT. 206-212-6178

ELECTRONICS & ENTERTAINMENT

3 ANTIQUE RADIOS, 2 Hallicrafters, 1 Zenith. All \$100. 206-280-2111

SONY REEL TO REEL with 100 tapes, some of records, some off the radio such as Dr. Demento, Fire Sign Theater and music from the 60's and 70's. 509-685-1778 Kettle Falls area.

FURNITURE & APPLIANCES

NEW GAS RANGE still in box, for sale (Frigidaire PLC5389EC Professional Series), slide in, width 30", height 36 5/8", depth 28 5/6", 4 burners, convection, dual-fuel, stainless steel. \$750.00 206-707-5169

SLEEP NUMBER BED, mattress pad, total protection, twin X long, twin long FlexFit2, Stone, 1 remote, like new. New 10-14-17 New price \$2,784.95. Asking price \$900.00 206-719-1990.

COTTAGE INDUSTRIES

INTERESTED IN BETTER HEALTH & WEALTH? Great business, fun too. Worldwide company is #1 and growing. You can even will the business to your kids. Call Jerry 253-389-8384

PHOTOS BY CHAD is your premier portrait and wedding photographer... www.photochad.com 253-231-7950

HEALTH - n - BEAUTY want better focus, sleep, energy, strength, fat loss? Mood! 253-358-6302 or carlbauer.experienceketo.com

NEED A MORTGAGE LOAN? I can help you get pre-qualified for a home, need to refinance and get cash out? Call me 425-977-3878 or email Kimberly.peterson@guildmortgage.net

A HAPPY HOME. Could your home use TLC? A new deck, fence, beautiful flooring or lovely crown molding. Home remodeling and-repairs. Dennis, Hammer-n-Nails 253-686-4030

THINKING ABOUT SELLING YOUR HOME? Downsizing? Need more room? July Small will do a free market analysis. Licensed real estate broker Windermere. Call now! 206-734-7122

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
May 15th**

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

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

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

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

HOUSING

VIEW HOME, 4 bedroom, 3 bath, full basement, attached 4 car garages, 3600 sq. ft. 4 acres. Culbertson, MT plus 30x40 shop. \$395,000. Opt. on 10 more acres attached. 406-787-5242 or 406-790-0383

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

MISCELLANEOUS

8x8x8 SOLID CEDAR PERGOLA kit, perfect for hot tub, BBQ, etc. \$600.00 206-280-2111

UTILITY TRAILER 2005 Eagle brand, heavy duty 15" wheels, 4x8x2 bed. Used very little, always garaged. Licensed. Like new except for the dust. \$1,000.00 206-243-9491

FACILITIES & MAINT. REUNION Memorial Day weekend at Silver Ridge Ranch in Easton WA. All are welcome. Info 206-947-3788 or www.eastonmemorialdaycelebration.com

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

GREAT BUSINESS OPPORTUNITY, low startup cost. Like new, 12 needle commercial Brother embroidery machine with digitizing software. 29 hoops, spools of thread, backing, etc. Business retired. thetwoharps@hotmail.com or 425-432-4128. Leave message

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

EXPERIENCE REAL WELLNESS by using pure, powerful, life-changing therapeutic grade essential oils. Relax, refresh, rejuvenate, motivate, and create abundance and more through transformational oils. https://ylessentials4u.vibrantscents.com

TRAINING FOR STUDENT PILOTS. Ground school for private commercial. ATP. FAA certified AGI flexible schedule. Weekend ok. All day. 310-626-3520 nicasioarturo@yahoo.com

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

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

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

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 and 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

IRC RETIRES 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

RECORD ALBUMS LAYING AROUND? I will buy them! Rock and roll, blues, funk, metal, jazz, obscure. Those genres wanted. Fair price for good stuff. 206-861-6557

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

HOLLYWOOD CATHOLIC CEMETARY, Shoreline, WA. Tandem crypt 133, bldg. 3, upper level east. Beautiful location/view. Ground level. \$10,000 including opening/closing and memorializing. 425-306-2999

FOR RENT: 2 BEDROOM CONDO. Peterson's Waterfront Resort, Lake Chelan time-share, week 24, Unit 221, June 14-21, 2019. \$395/night. All or part. 509-682-4002

3.20 ACRES IN SUNNY SEQUIM. Utilities to property. Ride, bike, walk to Olympic Discovery Trail. 9 Golf courses nearby. Walking distance to shopping and amenities. \$149,950. 360-461-6846

2 CEMETARY PLOTS in Floral Hills Cemetery in LYNNWOOD in the Rhododendron Garden. Lot 17-E, spaces 15 & 16. \$2,500 each or \$4,500 for both. 360-691-5544

2 CEMETARY PLOTS in Cypress Lawn Memorial Park, EVERETT in Catholic Garden, G-2, spaces 1 & 2. \$1,700 each or \$3,200 for both. 360-691-5544

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

SPORTING GOODS

BICYCLES FOR SALE: 1 men's 3 speed \$45.00, 1 ladies 3 speed \$45.00, disassembled children's bicycles, price ranges \$25.00 to \$10.00 253-863-8372

TREADMILL, PRO FORM, belt 51" long, auto incline, can be folded up. Looks and works like new. \$120.00 253-839-9169

VEHICLES

YAMAHA ROAD STAR MIDNIGHT SILVERADO. Excellent condition. Well maintained. Always garaged. Black with tons of chrome. New oil, tires. 206-876-0578. \$3750.

1997 CHRYSLER SEBRING convertible, V6 automatic. Nice shape and runs good. Fun in the sun. 93,000 miles Asking \$3,000.00. 360-893-6357

Get ready for your ride on a beautiful 2005 SCREAMIN' EAGLE FAT BOY! CVO - 103 CI motor - excellent condition - only rode in nice weather. Stored in a heated garage. 18,372 miles. \$15,000. 360-652-3650

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

FINANCIAL \$ENSE:

Compounding: The Potential Power of Time

Why is time of the essence? The sooner you begin saving — even small amounts — the better your chance of reaching your retirement goals. Consider the following example that shows how much waiting to invest can cost.

Put time on your side. Let's assume hypothetical Investor A invested \$1,000 per year for 10 years, beginning at age 30 and reinvested his returns (interest, dividends, capital gains) back into his account. Investor B invested the same amount per year, earned an identical rate of return, and reinvested her returns; however, she waited until age 45 to start with the strategy and continued with it for twice as long (20 years). Even though

SCOTT

WEALTH MANAGEMENT GROUP

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Investor A saved less money — half as much as Investor B — Investor A had more money at the time of retirement, all because of starting earlier.

What's the secret? The extra years of compounding are what boosted Investor A's bottom line. Investor B will now have to save considerably more if she wants to catch up. This is the potential cost of waiting. It doesn't matter what age you are — you'll have more time on your side if you start saving for retirement today.

What can you do next? A few simple steps can help you along the road to retirement savings:

- Talk with your financial advisor about how much you should be saving for retirement.

- Use a savings calculator to see compounding in action and how little changes to your spending can have a big impact on how much you can save for retirement.

- Commit to increasing your ongoing

contributions to your 401(k), at least to the maximum of your employer's match (if any), or IRA.

- Avoid taking loans from your 401(k) if possible to keep focused upon your long-term needs.

- If you change jobs, understand your retirement distribution options and the full cost of cashing out.

- Consider opening an IRA if you're already maxing out your employer-sponsored plan contributions for an additional tax-advantaged savings opportunity, or if you don't have access to an employer plan. If you're self-employed, consider establishing a Simplified Employee Pension (SEP), SIMPLE IRA, or other plan with similar tax advantages.

Bottom line, it's never too early — or too late — to start saving for retirement. Use retirement calculators to get an idea about how much you should save, and ask your financial advisor about tax-

advantaged accounts.

Our firm does not provide tax or legal advice.

Proudly Serving the I.A.M.A.W. for over 30 years

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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Administering the Oath of Office to Leaders



District 751 President Jon Holden (l) administers the oath of office to Local C Council Alternate Ken Ogren, and Local F Council Alternates Travis Kendrick and Carolyn Romeo.



Local C President Jim McKenzie (l) administers the oath of office to Local C Conductor-Sentinel Shari Boggs and Local C Vice President Donny Donovan.

April 751 Retirement Club Minutes

Continued from Page 9

process.

The Washington State Alliance for Retired Americans State convention will be in Federal Way, WA on May 30, 2019. Carl made the following motion: That our club send up to 10 delegates to the WSARA 2019 Convention at a cost of \$30 each for a total of \$300. **M/S/P** President Boschok said if you are interested in being a delegate, let her know. She added if more than 10 are interested we can consider amending the motion to include more.

Our endorsed Congressional representative Dr. Kim Schrier (WA 8th District) will be holding a town hall meeting April 17 at 6 pm at the Green River College.

Carl introduced a resolution to support the federal bill 'Support for Medicare Prescription Drug Negotiations' requiring Medicare to negotiate for lower drug prices. If passed, it will be printed in the *Aero Mechanic* and he encouraged everyone to clip and send the resolution to their member of Congress. He moved to adopt the resolution. **M/S/P**.

President's Report: President Boschok discussed the Tulip Festival trip coming up April 25. There are still seats open for members.

Jackie reported she just returned from attending the IAM&AW Women's Conference in Las Vegas. Stories of the many young and experienced women leaders was inspiring and gave her great hope for our union to continue to support women and move in a more progressive direction for all its members. There was also discussion about including a retirement component in a future women's conference.

She also reported our International President Robert Martinez spoke about the process our union has used in the past to endorse U.S. presidential candidates. He intends to change the procedures to include a survey to determine the views of our members and make the

process of deciding which candidate to endorse more democratic.

She noted that there has not been a retiree conference for quite a while. She spoke to Western Territory GVP Gary Allen about this at the conference, and he responded that he would look into having one next spring/summer after the Machinists Legislative Conference so we can get engaged in the presidential election. We are an important voting block and want to be included.

Good & Welfare: Tom Lux said the yearly fee for Retiree Club associate members is only \$2. Contact him if you have not paid yet for this year. He also mentioned a notice in the April 8 *Monday Alert* about the Pacific NW Labor History Association Conference at the Portland State University Conference Center and Hotel on May 3-5. There is a link to more info in the Alert.

Helen Lowe spoke about the MVP award banquet that took place April 6 and mentioned the retirees who took top honors: George Braun, Rob Curran and Vennie Murphy. She also mentioned the upcoming Fun Run and Walk Guide Dog Fundraiser in Everett on Saturday, June 1. Jackie Boschok said they always appreciate volunteers. Brochures about the event were made available.

Ron McGaha mentioned the video about our Machinist Volunteer Program that was made last year by the IAM International film crew. It was recently shown at the MVP award banquet and really does a good job of showing the many ways in which our volunteers make an impact in our community.

New Business/Unfinished Business: none

April Birthdays: Jackie Boschok, George Braun, Don Ivanhoe, Helen Mah, Jim Hutchins and Aurelia Turner celebrated their birthdays. The club sang happy birthday to them.

Ron McGaha won the \$10 Fred Meyer gift card. Meeting adjourned at 11:50 a.m.

Upcoming Fundraisers

Flight for Sight Fun Run and Walk

The 18th annual Flight for Sight fun run will be Saturday, June 1, at the Everett Boeing Activity Center, 6098 36th Ave W, Everett. (NOTE: Not the Everett Union Hall due to Paine Field's new commercial flights). This event includes two timed races -- 5K and 10K runs -- on a USA Track & Field certified course. There will also be a non-competitive one-mile walk.

Race check-in will be from 7:30 to 9 a.m. at the Everett Boeing Activity Center. Racing will begin at 9:30 a.m.

Registration costs \$30 in advance, or \$35 on race day. Runners will get a t-shirt. Registration fee waived, if runner collects more than \$30 in donations. Prizes will also be awarded to the top three fundraisers.

Registration forms are available at all District 751 union halls in Puget Sound, or you can go online at www.flightforsight.com and follow the links to the online registration form.

Flight for Sight is sponsored by the District 751 Women's Committee.

Local C MNPL Golf Tournament - June 15

Golfers will want to save the date of Saturday, June 15th to take part in the annual Local C Golf Tournament to benefit the Machinists Non-Partisan Political League (MNPL). The event will take place at Auburn Golf Course (29630 Green River Rd SE, Auburn) with a 4-man scramble format and shotgun start at 7 a.m.

Cost is \$100 per player, which includes 18 holes of golf, cart and barbecue lunch and prizes for closest to the pin and longest drive. Entry forms are available at all union halls or on the website (www.iam751.org).

Prize donations are greatly appreciated. If you would like to donate prizes, sponsor holes or have questions, call Chris Schorr at 253-797-2288.

EASTERN WASHINGTON

Members at Pexco Gearing Up for Negotiations

Our members working at Pexco Aerospace in Yakima are gearing up for their negotiations later this year and engaging all members early.

Recognizing that active members translate into a stronger bargaining position two general membership meetings were held in March to elect their negotiation subcommittee members, which cover various parts of the plants to ensure all areas are covered. Jerry Phillips, Albert Salazar, Joseph Meza, Justin Baughman and Emiliano Torres were elected as the subcommittee to assist the negotiation team this year. Their primary responsibilities are to work directly with the negotiation committee, to help with planning, delivering and collecting completed surveys, help with T-shirt orders and to work with the Union Stewards and members throughout the negotiation process.

In April, Business Representative Steve Warren and Staff Assistant



Business Rep Steve Warren outlines a timeline for negotiations with Pexco Stewards and our negotiation subcommittee members

Chris Powers met with union stewards and the subcommittee to go over the timeline, upcoming events, roles and responsibilities and discuss issues of importance members would like to see addressed in the new contract. The current contract expires at the end of November, but members are already sending a strong message of solidarity.

“Every member plays an important role, particularly during negotiations. Selecting the subcommittee early is important because they will be the direct communicators from the bargaining table to members on the floor. Two-way communication with lots of input from the members is important,” said Business Rep Steve Warren.



Members count ballots to elect their negotiation subcommittee at Pexco.

United for Contract at Central Premix

The seven members working at Central Premix in Spokane are united as they look toward their next contract. The current contract expires the end of June. Members began identifying issues they want addressed, demonstrated their solidarity by casting a 100 percent strike sanction vote in April, and will begin bargaining mid-May.

This seven man crew working two shifts keeps the 80 heavy equipment vehicle fleet in top working order.

“Our members are the best in their field. They work tirelessly to keep our fleet in excellent condition. Their skill and commitment ensure our vehicles are ready and reliable so customers get on-time delivery of their cement needs,” said Union Steward Casey Streeter.



Machinists members at Central Pre-Mix maintain 80 heavy equipment vehicles in top working condition.



Business Rep Steve Warren (l) and Dist. Secretary-Treasurer Susan Palmer (r) thank Barb Corn for her 30 years of service to our members. She retired at the end of April.

A Special Send Off

At the April lodge meeting, Local 86 members turned out to say goodbye to a long time friend and dedicated employee as they celebrated Barb Corn’s retirement.

For the past 16 years, Barb has been an integral part of our union working as administrative support in the Spokane office and playing a role in all negotiations, communications and the day-to-day operations. Her service to Machinists members goes much farther back. Barb hired into District 751 in Seattle in 1989 and helped support multiple offices until 1998. She then went to work for IAM District 160 until 2003, when she accepted the position at our Spokane Office.

Business Rep Steve Warren noted, “Everyone in Eastern Washington knew Barb not just as administrative help with negotiations, grievances and events, but developed a personal friendship with her as though she were family. Barb will be truly missed.”



Business Rep Steve Warren (far left) poses with members at Central Pre-Mix, who voted 100 percent for strike sanction at a lunchtime meeting in April.

Local Members Vote on UPS Master Agreement

Members working at UPS as Journeyman Mechanics, Trailer Mechanics and Plant Engineering in Seattle and Eastern Washington voted in April on a new master agreement, as well as a supplemental contract representing approximately 80 members in our state. Voting is taking place nationwide and results will be known by the end of May. The proposed five-year master agreement is recommended and covers nearly 3,000 IAM-represented mechanics at UPS and UPS Freight facilities throughout the country.



Above: IAM negotiators from Western states who worked on the UPS Master Agreement. Photo left: Members from UPS voted April 10 on a new 5-year Master Agreement.



L to R: Mark Freeman, Business Rep Steve Warren, Pete Hedemark, Don Turley and Doug Tirlot map out activities leading to a new contract with Penske in September.

Preparation at Penske

In preparation for contract negotiations later in the year, Union Stewards Mark Freeman, Doug Tirlot, Don Turley and Pete Hedemark met at an off-site meeting to discuss bargaining unit surveys, shop meetings, communications and contract negotiation preparation class scheduled June 16-21. There are 23 members at two locations in Eastern Washington and approximately 80 members in the Seattle area.

The contract is up at the end of September and our negotiation committee is looking forward to addressing issues at the bargaining table.

Retirement Recognition

IAM members at ASC Machine Tool were on hand to congratulate Bill Boone on his retirement after more than 30 years at ASC. Bill was an advocate for members as an elected Union Steward for more than 8 years and served on our union negotiating committee in 2013 and 2016 negotiations.

“Bill has been a pleasure to work with and his commitment to serving the members in his department is admirable. He will be missed,” said Local 86 President Allen Eveland who also works at ASC.



Local 86 President Allen Eveland (r) presents Bill Boone an IAM watch.