

DISTRICT 751 AERO MECHANIC

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Members packed the Seattle Union Hall on Saturday, Nov. 11 for a 4-hour conference that presented useful and educational information to make our union stronger.

Solidarity Conference Inspires and Educates Members for the Future

Machinists Union members filled the Seattle Union Hall on Saturday, November 11 for a Membership Solidarity Conference. The event was designed to educate and empower members for the future and strengthen our union. The four-hour event was jam packed with useful information. The room was energized and everyone was encouraged by the large turnout and interest.



Grievance Coordinator Dan Swank.

More than 175 of the attendees are members who joined District 751 in the last 10 years. It was significant since these members were not here during a traditional negotiation cycle with Boeing so they have not seen the power of solidarity that is so impressive.

"I was excited to see so many members taking part on a Saturday. The energy in the room inspired those attending to get more involved in our union and learn more so we all have a better future," said District 751 Business Rep Andre Trahan.



Business Rep Andre Trahan.

President Jon Holden. "We put

together short presentations on a number of subjects of interest to members. The goal was for every member to leave more knowledgeable of their rights, contractual and union benefits, and wanting to take part in future workshops or events."

The conference opened with recognition and a special thanks to our veterans for the sacrifice and commitment they have made for our country. District 751 Political Director Larry Brown will chair our new Veteran's Committee and looks forward

to taking on projects that help our members who are veterans, as well as veterans in our communities.

IAM General Vice President of the Western Territory Gary Allen addressed the crowd and encouraged solidarity as the path forward for a brighter future. He expressed anger at the last contract extension with Boeing forced by the former International President. He said it should never have happened, and it still angers him today that he was unable to stop it.

Gary applauded 751 members for pushing the

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District 751 President Jon Holden.



Union Stewards Greg Ringelstetter (l) and T.J. Hicks (r) present Peter Rutter with a check for \$11,000 back pay to settle a grievance when he was bypassed for a position.

Union Delivers \$11,000 in Back Pay at Whidbey NAS

The value of union membership was evident to Machinists Union member Peter Rutter, who works at URS Whidbey Naval Air Station.

Thanks to a grievance filed by our Union, Peter recently received \$11,000 in back pay after being overlooked for a promotion.

Credit goes to Union Stewards Greg Ringelstetter and T.J. Hicks, as well as Chief of Staff Richard Jackson, for filing a grievance and ensuring Peter was compensated and moved into the new position.

Our contract language is clear: "The Company shall fill openings with the most senior qualified employee within the bargaining unit that has applied for the position through the Company's online electronic applicant tracking system prior to hiring outside applicants."

Peter had applied for the open position and had the skills to perform the work. He initially assumed URS had selected someone who was more senior. Then he learned URS hired an outside person who didn't have all the qualifications. After hearing the specifics, Union Steward Greg Ringelstetter helped Peter file a grievance to challenge this contract violation.

"I had no previous experience as a union member since I came out of the military. I want to thank our Union for pursuing this issue and securing \$11,000 in back pay. Without our Union, I would have had no recourse," said Peter. "Our Union also provides members stability when new contractors come in so I'm happy to have union representation."

Currently, IAM District 751 represents more than 480 members with 17 different union contracts at military bases across Washington state.

New Benefit Offers FREE College for IAM Members and Their Families

You heard that right. Your union is now offering a Free College Benefit to members and their families. Last fall, the IAM launched the new free college benefit available to Machinists Union members and their families.

While IAM members working at Boeing have great educational benefits that are virtually unlimited, this unique union benefit extends free college to family members.



Richard Jackson explains free online college for IAM members and their families.

Currently, this online college allows you and your family members to earn an associate degree free of charge.

Eastern Gateway Community College is a fully accredited college with degree programs in business management, accounting, criminal justice, paralegal, patient navigator, human resources, associate of arts, and more.

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To learn more or enroll visit: freecollege.goiam.org



Saving Seniority

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REPORT FROM THE PRESIDENT

Together in 2018 We Will Build a Stronger Future

By JON HOLDEN

IAM 751 District President

2017 was a rollercoaster year with both ups and downs. We saw layoffs – voluntary and involuntary – affect our membership and impact our communities. Then, just as quickly as the layoffs stopped, we saw recalls, rehire of retirees and now new members are being hired to fill very important jobs.

Anytime we have new members, it is a good sign for our membership and our communities. I welcome our new members and hope they will get involved in our union because together we are stronger.

As District President, I am always proud of the work our members accomplish no matter what obstacles are placed in our way. Your skills, dedication and ingenuity ensure that Boeing continues to post impressive profits quarter after quarter, year after year.

Recently your union engaged members in the Puget Sound at town hall meetings and at our solidarity conference on November 11. We discussed very important issues facing our union going forward.

It was promising to have such a diverse group attend a Saturday solidarity conference. Of the 300+ who attended, 177 have been members for less than 10 years – meaning they have not gone through a traditional negotiation cycle at Boeing to learn the power of solidarity. The conference attracted members from all four Western Washington locals, representing 87 different job codes. All locations were represented and the bulk attending were not Union Stewards or officers; they were members wanting to learn more about our union. I have committed to hold these informative conferences at least yearly. We may explore other ways to engage and educate members, as well.

The solidarity conference was a good way to end the year – knowing so many are interested in our future and eager to take part in making it stronger. That is important since 2018 is shaping up to be a very important year for our membership and the aerospace community in Washington State.

There has been an abundance of attention focused on Boeing's next new airplane program, which was discussed at our solidarity conference. Only Boeing knows what their decision will be and when an announcement may occur. That is why we are being proactive and want to be out in front of any potential siting discussion.



Our goal is to prove beyond a shadow of a doubt, any new airplane program should be placed right here in Puget Sound. No other site can match the advantages that our aerospace manufacturing infrastructure provides.

Washington's aerospace workforce has experienced decades of evolution transitioning current skills and adapting to new technology for each subsequent airplane.

Our infrastructure includes long-range planning and necessary investments supporting transportation including deepwater ports, rail lines, and runways. Washington has improved freight mobility and extended tax incentives creating the economic support to encourage growth and financial success in the aerospace industry. This includes training programs that supply the highest concentration of skilled aerospace workers who continue to perform miracles in design and manufacturing. All this combines so Boeing can continue to generate the revenue and profit in commercial airplane manufacturing that is second to none.

As I have said before, we all have a stake in making sure the next airplane program lands in our community. To this end, we will work with our friends and allies in the community on very specific projects and goals. These include:

- An evaluation of data and metrics using trusted public information measuring the health of aerospace manufacturing clusters to rank them by county and state. I have confidence that the workers here, who have made Boeing successful for more than a hundred years, are still the best place with the highest chance of success to launch a new airplane.

- We want to engage more than just members and local citizens so we are supporting two stockholder initiatives asking the Board to consider and disclose certain criteria when making any siting decisions in order to avoid unnecessary development costs and missteps of the past. We expect Boeing will challenge these proposals in an effort to not bring them for shareholder approval, but it is worth pushing forward because it will start conversations on the narrative that supports building the next airplane in Washington.

- We will reach out to the investor community to share our insights and highlight the advantages that come with a seasoned, highly trained workforce.

I believe the value of a trained aerospace workforce cannot be overstated. Our members with their

training and experience easily adapt to new technology as the aerospace industry evolves – minimizing Boeing's future risks. This experience means a quicker learning curve and a greater chance at success for a new airplane program. We have a compelling story that is supported by facts and data, and we will be highlighting that information.

We go into 2018 with an unwavering focus on our membership at District 751 and the issues that we face ahead.

We are working to implement I-1433 so our members get the benefit of accruing additional sick leave (we will report more in 2018).

We are meeting with Boeing to challenge several changes to their attendance policy we believe would be detrimental to our membership and result in more corrective action. We have more grievances going to arbitration than ever before in defending our contractual rights and continue to question Boeing's new fact-finding teams and their investigation methods to protect our members from unjust discipline.

In 2018, our members have a chance to participate in picking the national leadership of our union. You should have all received a letter at your home with notification of the time, dates and locations to participate in this process to nominate and elect our International President, General Secretary Treasurer and 7 U.S. General Vice Presidents. Nominations for Western Washington will be held on Saturday, January 20th at the Seattle Union Hall. Because this election is overseen by the U.S. Department of Labor, our local lodge and district bylaws are not used to determine the logistics of this election. We certainly encourage every member to participate and have put an additional notice in this paper (see page 4), on our website and in email blasts. While voting only occurs at the Seattle Union Hall for Western Washington members, those living more than 25 miles away have the chance to vote by absentee ballot (a form was mailed to your home and is on our website). We encourage all members to take part in this process.

In the coming year, we will continue to provide training and educational opportunities for our stewards and members. We will work hard to improve the standard of living in the aerospace industry in Washington State through unionizing workers that desperately need the right to negotiate with their employer. We will continue to challenge violations of our bargaining agreement at Boeing and all our contracts where 751 members work.

We will continue to advocate for workers' rights in our community and abroad. A strong labor movement is what has allowed the American worker to thrive. In comparison, communities where workers don't enjoy a strong labor movement, we see higher poverty rates, lower standards in education and less opportunity for everyone.

I hope you all are able to enjoy some time off with your families and rest up for the new year, as we will hit the ground running to oppose those who never stop looking for ways to chip away at the working class.

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

Jon Holden
President, Directing
Business Representative

Jason Chan
Vice President

Susan Palmer
Secretary-Treasurer

Rob Jones
Sergeant-at-Arms

Steve Warren (Eastern WA)

Dan Swank

Paul Veltkamp

Dena Bartman

Greg Campos

Garth Luark

Richard McCabe

Spencer Burris

André Trahan

Ira J. Carterman

Wilson 'Fergie' Ferguson

Patrick Bertucci

Grace Holland

Robley A. Evans

John Lopez Jr.

Howard Carlson

Union Business Representatives

Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
 - 201 A St. SW, Auburn; 253-833-5590
 - 233 Burnett N., Renton; 425-235-3777
 - 8729 Airport Rd, Everett; 425-355-8821
 - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from:
Nationwide 1-800-763-1301
Hotline: 1-800-763-1310
Web site: www.iam751.org



Solidarity Night with the Silvertips

The Everett Silvertips and the Snohomish County Labor Council have organized Union Solidarity night with the Silvertips at Xfinity Arena in Everett on Friday, January 26.

Come watch the Silvertips take on the Seattle Thunderbirds for deeply discounted tickets for you and your guests on Friday, January 26 at 7:35 p.m. You can use the order form on our union website or **order online at www.everettsilvertips.com/sclc** by noon on Friday, January 26th (game day).

Exclusive discount for union members and their guests:

Green lower level seats (Section 102-106): Union Member cost \$6 each (normally \$26.50

each online)

Orange Upper level seats (Section 202-205): Union Member cost \$1 each (normally \$20.50 each online).

Arrive early! Pregame "Hockey Happy Hour" food/beverage specials from 6-7:35 p.m.

Deadline to order discounted tickets via paper order form is Jan. 22. Online and call-in orders will be processed through noon on Jan. 26 or once all the promotional seats are sold (2,000 seats available at union discount). Cash, debit or credit cards ONLY. No checks will be accepted.



Friday, January 26
7:35 p.m.
Xfinity Arena, Everett
Order discounted
tickets at
www.everettsilvertips.com/sclc

751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild,
CWA #37082

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Solidarity Conference Inspires and Educates Members for the Future

Continued from Page 1

Membership Bill of Rights to empower IAM members.

“With solidarity we can improve the lives of those who come after us,” said Gary. “Our adversaries seek to divide us, but we are on the right side of history, and we defend the American Dream. Share what you



Western Territory GVP Gary Allen.

learned at this conference and take the spirit of solidarity back to our members who couldn't attend today.”

Workshops presented were full of useful information, and allowed questions and answers at the end.

Workshop topics included:

- IAM Organizational Structure
- Making Our Union Stronger
- Update on grievances resolved including settlement and releases and arbitrations, along with the value these more than 125 successes brought to our members in 2017.
- Strategies We Are Working on to Land Boeing's Next Airplane
- I-1433 & How the State's Sick Leave Law May Impact Members at Boeing
- Your Rights in the Workplace/ Weingarten Rights
- Your Rights in Respect to Boeing's New Fact-Finding Teams
- 7 Tests of Just Cause Discipline



Joint Programs Administrator Heather Barstow.

- IAM-Boeing Contract COLA Formula Explanation
- Employee Requested Transfer System
- Contractual Education Benefits – EA and LTP
- Free College

for IAM Members and their Families

- Safety on the Job; Explanation of SHEAR Form

- 30 Second Risk Prediction Card & Imminent Danger

Business Rep Andre Trahan focused on making our Union stronger by emphasizing that every member has a responsibility to get involved and educated.

“Unions are the most empowering organizations there are. There is no other entity like a union and no one looking out for workers on the job,” said Andre. “The true power of our union is our membership – not your steward, not the BRs, not the President. We are strong when we are together.”

He emphasized that every member has responsibilities that include: speaking up if something is not right by telling your Union Steward, knowing your rights and following the contract. He encouraged members to be aware of Boeing processes and policies that you are held accountable to such as the attendance policy, leave policy and certifications on the job.

District President Jon Holden discussed strategies to land Boeing's next airplane for this region, which were outlined at October town hall meetings, as well.

These include creating a comprehensive analysis tool that will measure the strengths and weaknesses of every aerospace hub across the country and rank them. It will include a narrative from an independent economist/analyst and use trusted public data.

We are strongly supporting two shareholder initiatives. We expect Boeing will challenge them, but we believe the ideas are worthy of a vote by shareholders. The Federal Securities and Exchange Commission (SEC) will make the final determination on whether or not the items will be placed up for a shareholder vote in the Company's annual proxy statement.

One proposal asks the Board of Directors to consider certain criteria in the Company's process for selecting new or expanding existing sites for new models of aircraft design and production.

The second proposal asks the Board to disclose the criteria used in siting a new aircraft program.

The goal of both proposals is to have more transparency. Shareholders want to ensure history does not repeat itself and that lessons were learned from the high costs associated with the 787, where Boeing purposely chose the highest risk option and impacted profitability to the tune of more than \$30 billion in deferred costs. This past decision made the overall profit on the 787 questionable and therefore impacted shareholder value.

In addition, our union will be holding an independent investor meeting to provide information and insight to the investor community, as well as launching a public relations campaign to highlight all the advantages Washington state has to offer in aerospace.

In the next workshop, Business Rep Dena Bartman emphasized members must ALWAYS ask for representation in any conversation, discussion or investigation you think MAY result in discipline. Unlike Miranda rights where police tell you your rights, employers do not have to tell you about Weingarten rights – you have to ask. “It's My Right” cards were distributed and members were encouraged to keep them in their badge holder should they need to invoke their rights.

Information was also presented on the Union Steward's role in these Weingarten



Members listen to information on the ERT process at Boeing.

situations. This includes that stewards are considered equals when representing a member. Stewards have the right to counsel members during the interview, assist members in presenting the facts and ask for a private meeting with the member before questioning begins.

Business Rep Paul Veltkamp reported on Boeing's new “Fact Finding Teams” which is replacing the more traditional process for many corrective action investigations. Instead of face-to-face meetings with the HRG, manager and employee, Fact Finding Teams rely heavily on email or phone calls from an HRG outside the employee's organization, which DOES NOT circumvent your union rights. Members are still entitled to union representation.



Staff Attorney Spencer Thal.

Whether you are contacted in person, on the phone or by email asking for a statement – ALWAYS respond “I want a Union Steward!”

Grievance Coordinator Dan Swank walked through the 7 Tests of Just Cause Discipline, which require an employer to show just cause when issuing discipline. (see November *Aero Mechanic* 2017 for in-depth explanation).

During lunch, 751 Staff Attorney Spencer Thal gave a step-by-step explanation of how the quarterly cost-of-living adjustment (COLA) is calculated. This information will also be placed on the Union website so members can also calculate and understand the formula.

For the remainder of lunch, participants played Union Jeopardy, which was a fun way to learn more about contract language.

IAM-Boeing Joint Programs Administrator Heather Barstow presented an overview of Joint Programs services to help with career and educational goals. She then introduced IAM-Boeing Joint Programs Career Advisors who presented the services available for members in pursuing educational and career goals. Information was presented on the Employee Requested Transfer system, our Education Assistance benefit, as well as our unique Learning Together Program (LTP) which provides virtually unlimited education benefits. Members have used these rich

LTP benefits to obtain certifications, Associate, Bachelor, and Masters degrees, as well as PhD.

Chief of Staff Richard Jackson's presentation focused on the new IAM free college for members and their families (see article on Page 1).

Business Reps John Lopez and Howard Carlson teamed up for a segment on workplace safety. Information was presented on the Safety, Health and Environmental Action (SHEAR) form and how it should be used to address any safety concerns or issues in the shop. A 30-second risk prediction card was distributed, which

encourages you to ask six questions to assess obvious hazards; then discussion took place on how to proceed. They finished the safety segment discussing our Imminent Danger clause on page 73 of the contract that states: “No employee shall be required to perform work that involves imminent danger to their health or physical safety.”

The conference wrapped up with an open question and answer period so members could speak what was on their minds, provide comments or raise concerns they are facing in the shop.

Overall comments from members reflected the mood at the conference:

“Very well organized and informative; good presentations.”

“The information presented surpassed my expectations.”

“Lots of good and new information; the whole meeting worked well.”

“I liked the engagement with our union seniors.”

“I liked how the pace of information was organized, kept on schedule, segments were not too long.”

“VP Western Territory Gary Allen did a great job firing everyone up with the spirit of the union.”

Members also offered suggestions for future conferences and how to make the union stronger.

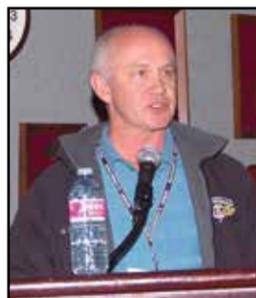
District 751 President Jon Holden committed to holding the Saturday conference at least yearly and engaging the members to identify the topics of interest. Overall, it was a good step in having several hundred more informed members on the shop floor.



Business Rep Robley Evans.



District President Jon Holden talks with members after the conference.



Business Rep Paul Veltkamp.



Members listen to a presentation on the impact I-1433 will have on accrual of sick leave benefits. Look for more information in 2018.

Notice of Nominations and Elections for IAM International President, General Sec-Treasurer and 7 General Vice Presidents

At the request of the U.S. Department of Labor, and, except as set forth herein, in accordance with the procedures set out in Article II of the IAM Constitution, the IAM will conduct elections for the offices of International President, General Secretary-Treasurer, and 7 General Vice Presidents for terms ending on June 30, 2021.

Official notification and absentee ballot request forms were mailed to each member's home in December.

In an effort to further communicate the dates and times, District 751 has put this notice in our *AeroMechanic* paper, posted it on our website (www.iam751.org), and will be sending it to members in an e-mail blast, all in addition to the Grand Lodge notification letter mailed to your home address on file.

NOMINATION MEETINGS will be held Saturday, Jan 20 from 6 a.m. to 8 a.m. and 6 p.m. to 8 p.m. at the noted location for each local lodge:

751A, C, E & F: 751 Steward Meeting Hall, 9135 15th Pl. S., Seattle.

Local 86: Spokane Union Hall, 4226 E. Mission Ave, Spokane, WA

Local 1123: Grand Coulee Dam Middle School, 412 Federal Avenue, Grand Coulee, WA

Grand Coulee, WA

Local 1951: HAMTC Labor Temple, 1305 Knight St., Richland, WA.

ENDORSEMENT VOTING will be held Saturday, Feb. 10 from 6 a.m. to 8 a.m. and 6 p.m. to 8 p.m. at the noted location for each local lodge:

751A, C, E & F: 751 Steward Meeting Hall, 9135 15th Pl. S., Seattle.

Local 86: Spokane Union Hall, 4226 E. Mission Ave, Spokane, WA

Local 1123: Grand Coulee Dam Middle School, 412 Federal Avenue, Grand Coulee, WA

Local 1951: HAMTC Labor Temple, 1305 Knight St., Richland, WA.

ELECTION VOTING, if necessary, will be held as follows:

751A, C, E & F: Saturday, April 28 from 6 a.m. to 8 a.m. AND from Noon to 8 p.m. at the 751 Steward Meeting Hall, 9135 15th Pl. S., Seattle.

Local 86: Saturday, April 28 from 6 a.m. to 8 a.m. AND from 6 p.m. to 8 p.m. at the Spokane Union Hall, 4226 E. Mission Ave, Spokane, WA

Local 1123: Saturday, April 28 from 6 a.m. to 8 a.m. AND from 6 p.m. to 8 p.m. at Grand Coulee Dam Middle School, 412 Federal Avenue, Grand

Coulee, WA

Local 1951: Saturday, April 28 from 6 a.m. to 8 a.m. AND 6 p.m. to 8 p.m. at HAMTC Labor Temple, 1305 Knight St., Richland, WA.

Full notice/absentee ballot form:

Full election notice and absentee ballot form can be found on our website at www.iam751.org.

Members are eligible to vote by absentee ballot per the IAM Constitution for the nominations, endorsement vote and election vote for any of the following reasons:

I reside more than 25 miles from the designated local lodge polling location.

I am confined due to an illness or injury.

I will be on vacation (active employees only).

I will be on employer assignment/at work.

I am retired and will be more than 25 miles from my residence.

I will be on family leave.

I will be on official IAM business.

I will be on military leave.

Deadlines for absentee ballot requests are noted on the request form.

Safety Shoe Reimbursement Revision

IAM-Boeing Joint Programs have a revised form for members to use when applying for reimbursement for safety shoes. The form was updated in November.

The new form reflects an additional vendor – Button Gear Work Wear.

Our active members covered by the IAM-Boeing contract are eligible to receive a reimbursement of up to \$75 per year for approved safety shoes according to IAM/Boeing Joint Programs guidelines.

The new brochure also has updated Q&A's on the reimbursement program and a QR code that can take you to a printable pdf. Applications must be accompanied by the ORIGINAL itemized sales receipt. Mail application and receipt to: "Joint Programs, 6840 Fort Dent Way, Suite 250, Tukwila, WA 98188 or inplant to: M/C 6Y-91.

Application forms are also available online on the internal Boeing web at: iamboeing.com.web.boeing.com.

Keep in mind IAM members working at Boeing must apply by March 1, 2018 for safety shoe reimbursement for shoes purchased in 2017.

Now is also a good time to review the reimbursement guidelines online, and browse the frequently asked questions for any possible changes. IAM-Boeing Joint Programs would like to encourage you to check back now and then to make sure you don't miss any information that may be important to you. The better you understand the reimbursement process, the smoother the experience will be.

Questions can be directed to your local IAM/Boeing Joint Programs office by calling 1-800-235-3453, or get an application online by visiting the internal web page at iamboeing.com.web.boeing.com.

Seattle MLK Rally and March January 15

The 36th Annual Seattle MLK Celebration will take place on Monday, January 15 at Garfield High School (400 23rd Ave, Seattle).

Workshops will take place from 9:30-10:50 a.m. on a variety of topics in classrooms at Garfield.

A rally with speakers, poetry and music will begin in the gymnasium at 11 a.m.

The march will begin at 12:30 p.m.

While this is not a recognized holiday in many of our contracts, there are a number of 751 members who regularly take part in this annual event honoring Martin Luther King Jr. For more information visit: mlkseattle.org.



Car Show Drives Green for Guide Dogs



The Local A Bill Baker Memorial Steel and Wheel Car Show delivered \$8,233.60 for Guide Dogs of America. Presenting the check at a recent District Council meeting L to R: Brian Butler, Andrew Dennis, Les Mullen (in back), Joel Hetland, Levi Wilson, Rachel Sarzynski, Cam Griffin, Susan Palmer, Jerry Banks, Jason Chan, Adrian Camez, John Kussy, Wes Heard and District 751 President Jon Holden.

New Benefit Offers FREE College for IAM Members and Their Families

Continued from Page 1

Credits are transferable towards a four-year degree program.

A college degree can be your pathway to new opportunities, greater responsibilities, better jobs and higher wages. Focused on working adults, this program is also designed to be flexible. Classes are online so they fit into your schedule.

This is a unique opportunity — available only to union members, and their families. You work hard, and the IAM wants to help. The free college benefit is one more way the IAM helps its members secure the opportunities and the respect they deserve.

WORK/SCHOOL BALANCE

Go back to school while you continue to work. If you're unsure or get stuck, you'll have online access to tutoring services, your enrollment advisor and your highly-qualified instructors.

FLEXIBILITY

Online classes let you work on your

own time and at your own pace during the semester.

ACCREDITED & TRANSFERABLE

Eastern Gateway Community College is regionally accredited by the Higher Learning Commission, so credits are transferable. We encourage students to talk to their advisor about the process.

PREVIOUS COLLEGE, MILITARY

Eastern Gateway will work with you to ensure that any previous college work, relevant work or military experience counts toward your degree.

WHO CAN RECEIVE FREE COLLEGE?

The Free College Benefit is open to members in good standing, who are full dues paying members, and their families. Family is defined as spouse, children, stepchildren, children-in-law, dependents and grandchildren. Potential students' membership will be verified by union.

NO FEES!

You won't pay any out-of-pocket costs for tuition fees or e-books. To be eligible, just follow the three steps below. Your

IAM Free College Benefit will cover the rest — even if you aren't eligible for any other financial aid!

EASY AS 1, 2, 3

1) Apply at freecollege.goIAM.org. Simply complete the inquiry and click "Apply."

2) Next, complete the Free Application for Federal Student Aid at FAFSA.ed.gov. Use the Eastern Gateway College Code: 007275. (Required by many colleges).

3) Finally, submit high school and/or college transcripts (or GED scores) to the school.

Email: online@egcc.edu (Subject: IAM);

Mail: EGCC Admission — Attn: IAM, 101 Federal Plaza East, Youngstown, OH 44503; OR **Fax:** 330-480-0817 (Attn: IAM)

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

Get Started on Your College Degree Take a look at this exciting new program and take advantage today to help grow your career. To learn more or enroll visit: freecollege.goiam.org.

Helping Union members make home ownership a reality!

UNION HOME SERVICES.com.

TOLL FREE: 1-877-779-0197

EMAIL: info@UnionHomeServices.com
Visit UnionHomeServices.com

Union Was There to Support 30-Year Member in Frederickson

The importance of having representation is evident to 751-member Daryl Gumm. Throughout his 30 years of membership while working at Boeing, Daryl never had the need to ask for a Union Steward to serve as his advocate until recently.

So when he found himself with a false positive on a urine analysis because of prescription medication and being walked out of the plant, he was thankful to have Union Steward Ani Majlat there for support and information.

When the initial results showed positive, Daryl explained the medication he had taken for decades might result in a false positive. However, he felt no one was listening. Not knowing what would happen next, he was thankful for our Union.

"Union Stewards have your back and ensure the company follows policy and procedure, and you are not unjustly accused," said Daryl. "I was made to feel like a criminal and thought they weren't listening to what I said. In retrospect, I should have asked for a union steward immediately, but since I knew I had no illegal drugs or alcohol in my system I didn't think I had to worry about it."

"I want to thank Ani, who did a great job communicating what was happening and next steps, along with support from Business Reps Wilson "Fergie" Ferguson and Pat Bertucci. Ani called me about 12:30 a.m. that night after her shift to report what she had researched and learned about my medication," Daryl added. "Knowing someone was on my side meant a lot to me during this process."

As a wing skin crane operator who moves long wing panels with a ground operated crane, precision is required. After Daryl finished unhooking a part, the crane bar accidentally tapped a column. Knowing Boeing procedure, he reported the incident (again something he should have asked to have a Steward present for). Since it was considered a near miss, it was management's

discretion to order a urine analysis.

According to Boeing PRO 388 (Drug & Alcohol Free Workplace), Daryl should have been advised he had the right to a union representative – this was not done.

Another crane operator convinced Daryl to ask for a Union Steward about 5 hours after the incident while he was still waiting for a ride home. This is when Ani became involved. Initially, management tried to

intimidate Ani and told her she didn't need to be present. Knowing her rights as a Steward and Daryl's rights as a member, she stood her ground and asked a lot of questions. She also conducted her own investigation on the near

miss and interviewed witnesses to be sure the incident was properly documented.

On a drug test per their policy, Boeing is required to split the sample and send the second half out for a more detailed test that would check for his medication.

"The second test confirmed his medication created a false positive," said Ani. "I explained the process to Daryl and called him several times so he wasn't left wondering what was happening."

In case the second test missed something, Ani had researched Daryl's medication and presented her findings to HR. Because it was a false positive, Daryl was paid for the indefinite suspension.

While Daryl had never given much thought to having a Union Steward's number in his phone, he now has the numbers of three Union Stewards who work his shift in his phone and will be sure to ask for a Steward anytime he is questioned or meeting on anything that could lead to discipline.

"Ani went over and beyond to represent me. If I wouldn't have had union representation, the supervisor would have walked all over me regardless of the facts," said Daryl. "Union dues are the best investment you can make. When you need an advocate, the union is there."



751-member Daryl Gumm (center) thanks Union Steward Ani Majlat (r) and Business Rep Pat Bertucci (l) for serving as his advocate and providing support during an investigation.



751-Member Michael Geddis (r) thanks Business Rep John Lopez Jr for his assistance that restored 16 years of seniority thanks to 14.4 of our contract.

Seniority Restored Thanks to Union Contract

Our Union contract recently helped 751-member Michael Geddis restore 16 years seniority and showed once again that it pays to be Union. Thanks to Section 14.4 of the IAM/Boeing contract, Michael has a 2001 seniority date rather than a 2017 date.

Michael tried several times on his own to restore his seniority with no success, and then turned to our Union. Business Rep John Lopez took a copy of his work history, did a rough seniority calculation, and then contacted HR with the facts using Section 14.4.

This 16 years of seniority benefits Michael in a number of ways, which includes providing additional protection from future layoffs and allowing vacation to accrue more rapidly.

Most members return to Boeing from layoff by exercising their Category A recall rights. However, there are other ways members return to our bargaining unit, which was what happened with Michael.

The determining factor was that Michael's separation from the active IAM-represented payroll did not exceed the amount of seniority at the time of last layoff plus the amount of seniority accumulated while on Category A recall status. His contractual seniority was more than 15 years when he got hired at Salt Lake City Boeing as a Fabrication Specialist B in 2005. Looking to get back to Puget Sound 12 years later, he applied and was hired as a Shaper Operator in Auburn. An added incentive was the fact he got a \$12 an hour raise coming back to Puget Sound based on his previous experience.

"We hope to educate members on 14.4 of the contract. While it doesn't apply to a lot of people, it is very important for those who are affected," said Lopez. "Thanks to our Union contract, Michael benefitted from the years of seniority he had already earned before his last layoff."

"I appreciate our Union's help in restoring my seniority and going to bat for me," said Michael. "I have been laid-off twice and walked the picket line in two strikes so it was nice to get credit for my seniority, not to mention getting the pay that goes along with my experience. This highlights the importance of having a Union contract – without it I would simply be a new hire. I have put a lot of years in and am glad to get credit for it."

Keep in mind 14.4 does not apply if you accepted a lump sum layoff benefit or quit the Company.

If you think this language applies to you, gather your work history, do the math and if the equation shows 14.4 applies, contact your Steward. For those impacted, this section of the contract is invaluable and is simply a matter of documenting your history to show your time on the payroll and recall rights are longer than time off the payroll. This is just another benefit of Union membership.

Retirement Planning Workshops Set for Union Members at Boeing

District 751 members who work at Boeing can learn how to maximize their retirement benefits at a series of free retirement-planning workshops scheduled for the first quarter of 2018.

The workshops will cover a range of topics to help you calculate your real post-Boeing income, including:

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

The schedule is:

January

Tuesday, Jan. 23 -- noon to 2 p.m. and 3 to 5 p.m. at the Renton Union Hall, 233 Burnett Ave. N.

Thursday, Jan. 25 -- 11:30 a.m. to 1:30 p.m. and 2:30 to 4:30 p.m. at the Everett Union Hall, 8729 Airport Road.

Wednesday, Jan. 24 -- 9:30 to 11:30 a.m. and 2:30 to 4:30 p.m. at the Auburn Union Hall, 201 A St. SW.

March

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

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

Tuesday, March 20 – noon to 2 p.m. and 3 to 5 p.m. at the Seattle Union Hall.

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



2018 Monthly Dues Rate \$81.90 at Boeing

The IAM Constitution requires dues rates be adjusted each January 1 according to District Bylaws. The monthly union dues for District 751 Machinists at Boeing will increase \$6.05 to \$81.90 a month during 2018.

Under the formula approved by members in

2010, the 2018 dues were calculated at 2.25 times the weighted average hourly earning for bargaining unit employees as of Aug. 31 - excluding bonus pay - plus any IAM Grand Lodge per capita assessment increases.

Cherry Creek Mortgage Union Advantage Program Offers Benefits for Union Members

Program benefits include: a \$500 gift card on purchase loans or refinances AND a payment assurance benefit which helps members involuntarily unemployed make their mortgage payment for up to six months.

CHERRY CREEK
MORTGAGE COMPANY

BUILT WITH TRUST
UNION ADVANTAGE Call 1-877-442-0822

Visit unionadvantage.com for more info

SERVICE TO THE COMMUNITY

Machinists Helping Hands Visible Throughout Region

Throughout the holiday season, 751 members were out volunteering to help make life better for others in our communities. The flurry of activities made an impact. Volunteers built a wheelchair ramp in Kent-Covington for the husband of a member, as well as building a ramp in Everett.

Other projects included:

- Salvation Army red kettle bellringing around Westlake Center.
- Sorting and packaging bulk food at the Northwest Harvest Kent warehouse every Wednesday night.
- Preparing and serving meals at both the Tacoma Mission and the Everett Union Gospel Mission.
- Collecting and distributing toys for Snohomish County Toys for Tots.
- Adopt-a-road cleanup in Auburn.
- Northwest Harvest Home Team Harvest food drive at multiple locations on Saturday, December 2. This year's donations will provide meals for nearly 5 million neighbors in need.
- Delivering coats, blankets, hats and gloves to Seattle Gospel Mission from our 751 Human Rights Committee Blanket & Coat drive.
- Delivering 26 hams and 5 turkeys donated by members to the Tacoma Mission and 6 turkeys to Everett Union Gospel Mission.
- Salvation Army Toy N Joy event - picking up donated toys and helping with distribution to area families.
- Volunteering at the Toy Rescue Mission.



Volunteering at the Northwest Harvest Warehouse in Kent on Nov. 15 helping to sort and package bulk food, L to R: Jeremy Chamberlain, George VanBrocklin, Johnny Parsons, Scott Schafer and Dave Hamre. Not pictured but also helping Rick Meiers and Dana Babcock.



Cleaning up our stretch of the road in Auburn: Jason Chan, Matt Hardy, Princie Stewart, Christine Fullerton, Terri Myette and Donovan McLeod.



Machinists volunteers helped with the Toys for Tots program in Snohomish County on December 8 and December 9.



A 751 volunteer carries a giant teddy bear at the Toy N Joy event.



Volunteers who picked up toy donations from throughout the region.



Above: Picking up Toys for Tots L to R: Jereme Wise, Shane Schneider, Scott Kreider, Levi Wilson and Chris Chairez.



Volunteers helping at the Toy n Joy distribution event on Dec. 20.



Millie McClellan helps at the stocking stuffer table.



Susie Olebar was all smiles helping hand out the gifts.



Machinists helping with the Everett ramp included: Derek Gottschalk, Adrian Camez, Jeremy Ritchie, Shane VanPelt, Jonathan Van Pelt, Austin Cass, Jim Hutchins.

Photo left and below: Machinists volunteers build a wheelchair ramp for an Everett resident.

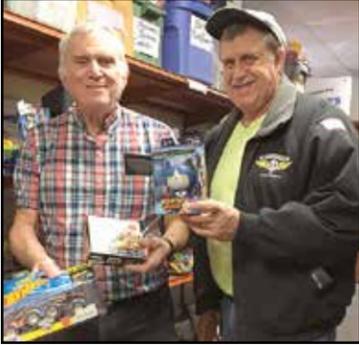
In Covington, Machinists volunteers built a ramp to help the husband of a member get in and out of their home more easily. Above volunteers pose on the finished ramp. Photo right: Volunteers assemble the framework for the ramp. Helping with the ramp: Luis Artega, Allen Bittner, Jason Chan, JT Gutenberg, Matt Hardy, Fred Harmon, Jim Hutchins, Ed Lutgen, Dan Prater, Thorn Prom, Princie Stewart.



SERVICE TO THE COMMUNITY

Machinists Helping Hands Visible Throughout Region

751 members were out volunteering to help make life better for others in our communities throughout the holiday season.



George Braun and Rob Curran help at the Toy Rescue Mission.



Volunteers delivered 26 hams and 5 turkeys to the Tacoma Mission that members donated.



Above: John Ross ringing Salvation Army bells.



751 volunteers took over the Salvation Army Red Kettles throughout Westlake Center on Friday, Dec. 1. L to R: John Ross, Diane Richards, Princie Stewart, Hazel Powers, Derek Gottschalk, Jim Hutchins, Russ Houghton, Paul Richards and Anthony Barnes.



Photo right: The 751 Human Rights Committee delivering coats and blankets to the Seattle Union Gospel Mission. L to R: Matt Hardy, Duy-Jonathan Tran, Richard Jackson, Princie Stewart and Hazel Powers.



Helping prepare and serve meals at the Everett Gospel Mission above L to R: Pat Boone, Vanthara Nget, John Allen Jr, and Cliff Balka.



Photo Right: Troy Labrum prepares food in the Everett Gospel Mission kitchen.



Helping at the Tacoma Mission L to R: Clark Fromong, Rob Curran, Vennie Murphy and George Braun.



Rey Lobo helps HomeTeam Harvest at the Northgate locations.



Presenting checks live on King 5 at the Lynnwood location L to R: Wes Heard, Adrian Camez, John Kussy, Paul Schubert and Jason Chan.



Presenting our checks on King 5 TV from Tacoma Mall for the HomeTeam Harvest Donny Donovan, Rob Curran, Terri Myette, Vennie Murphy, George Braun.



Luizanne Chiv and Princie Stewart helped at the Renton location for NW Harvest HomeTeam Harvest.



Volunteering at the Lynnwood HomeTeam Harvest location L to R: Jim Hutchins, Paul Schubert, Jason Chan, John Scofield, John Kussy, Mike Hill, Garth Luark, Russ Houghton, Phil Westberg, and Vanthara Nget.

Poker Tournament Deals Green for 2020 Convention

Local C's Hold 'em Tournament was a great deal in raising money for the 2020 Grand Lodge Convention. The event held Nov. 11 at the Muckleshoot Casino raised more than \$10,000 for the convention.

Top 10 players each received monetary prizes (see chart below), along with Brad Jefferies who won high hand.

A separate slot tournament also raised money for the convention, which was

included in the total. Top three winners of the slot tournament were: Bethany Merritt, Erica Meske, and Angel Bryan.

"We had a lot of fun and raised money for a great cause," said Local C Recording Secretary Chris Schorr. "We're looking forward to doing it again."

Thanks to all who volunteered and sponsored to make the event a success.



Presenting the check for \$10,110 at the Dec. 5 District Council meeting L to R: Andy Schier, Susan Palmer, David Wyatt, John Coolidge, Chris Schorr, Donny Donovan, Jim McKenzie, Jon Holden.

Final Table Poker Players

- 1) Andrew Schier
- 2) John Orcutt
- 3) Les Mullen
- 4) Teresa Messenger
- 5) Rosie Hall
- 6) Allen Eveland, Sr.
- 7) Mike Eberle
- 8) Josh Merritt
- 9) Allen Eveland, Jr.
- 10) Zebb Dilling

Slot Winners

- 1) Bethany Merritt
- 2) Erica Meske
- 3) Angel Bryan



For those who prefer playing slots, the slot tournament provided fun and a chance to win.



Top three winners of the poker tournament were L to R: John Orcutt (2nd), Andy Schier (1st), and Les Mullen (3rd).



Local C Vice President Jim McKenzie (l) and Local C Recording Secretary Chris Schorr (r) present slot winners Angel Bryan, Erica Meske and Bethany Merritt with their cash prizes.

Thanks to Our Sponsors.....

- | | | |
|-------------------------|----------------------|----------------------|
| IAM Headquarters | Susan Palmer | Andrew Schier |
| IAM Local 79 | Steven Fiske | |
| Mark Clark | Ira Carterman | |



Two of the many poker tables at the 2020 Grand Lodge Convention Texas Hold 'em Tournament held at the Muckleshoot Casino on November 11.

2018 IAM Scholarship Accepting Applications

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

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

Awards to Children of Members are:

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



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

Eligibility for Competition

Any applicant must be either:

- an IAM member, or
- the son, daughter, stepchild or legally adopted child of an IAM member and be planning to graduate this winter or by the end of the spring 2018 school year (normally a high school senior).

For information on all rules of eligibility or to obtain an application form, visit www.goiam.org and search 2018 IAM Scholarship. NOTE: Completed Application Packets must be postmarked no later than Feb. 23, 2018.

Obtain an IAM Scholarship application and guidelines online by visiting www.goiam.org & search 2018 IAM Scholarship or call 301-967-4708 to request an application

LABOR HISTORY HAPPENINGS

December Labor History Happenings

Dec. 1, 1930 – Kellogg Cereal adopts 6 hour day

Dec. 3, 1910 – IWW Brotherhood of Timber Workers Organized

Dec. 5, 1955 – AFL/CIO

Dec. 15, 1791 – Bill of Rights



January Labor History Happenings

Jan. 11, 1912 – IWW Bread & Roses strike, Lawrence, MA

Jan. 15, 1902 – Wash. State Federation of Labor

Jan. 25, 1888 – Sheet Metal Workers

Jan. 25, 1890 – United Mine Workers

Info taken from PNLHA Labor History Calendar

Accepting the Oath of Office

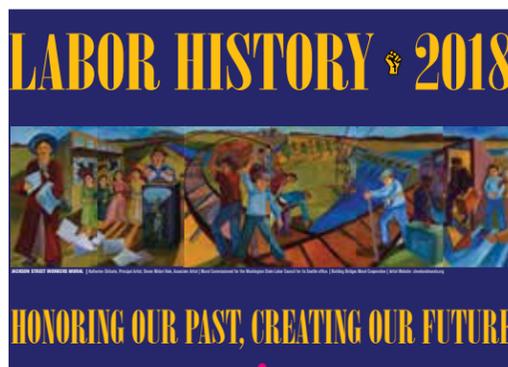


Local F President Terri Myette (l) administers the oath of office to Local F Conductor-Sentinel Dominic Patton.

2018 Labor History calendar just \$5

You can get your labor history all year long by purchasing a 2018 Labor History Calendar for just \$5. Nearly every day of this full-color calendar features photos of events from labor's history.

The District 751 Labor History Committee has a limited quantity of these calendars available for purchase at the Seattle Union Hall.



RETIREMENT NEWS



Holiday Cheer While Honoring Long-Term Service

This year's 751 Retirement Club Christmas luncheon at the Seattle Union hall served retirees and their guests a delicious turkey dinner with all the trimmings.

The event also honored long-term members with service pin awards for those earning 50, 55, 60, 65 and 70 year awards in 2017 (see list at right of page).

District President Jon Holden and Secretary-Treasurer Susan Palmer presented the pins that are awarded in 5-year increments. The February Aero Mechanic will list all 50+ year service pin recipients in 2017.



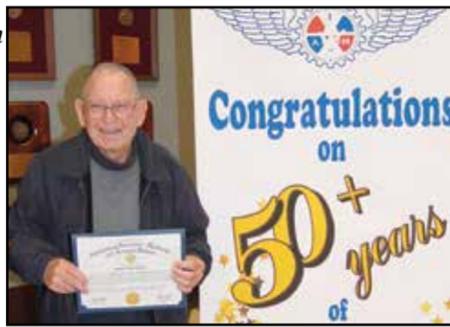
Photo Above at top of page: Honoring 60, 65 and 70 Year Members.

Photo above: District 751 Sec-Treasurer Susan Palmer and 751 President Jon Holden pose with 50 and 55 year members with service awards.



Photo right: Virgil Boyt proudly holds his 70-year award.

Photo left: Wendy and Eric Guyer pose with Santa (Reed Montague).



Service Awards Presented

50 Year Awards

James Andrews
Donald Branin
Richard Herrmann
Thomas Johnson
Paul Knebel
Joyce Kollars
Shirley Mathieson
Richard Sprague

60 Year Awards

Sylvia Adams
Neil Chance
Larry Gabrielson
Allen Geiszler
Clifford Harsant
Eugene Hoglund
William Miller
Allyn Oakes
William Osborn

55 Year Awards

Gerald Andersen
Jo Buchanan
Richard Craig
Kenneth Haworth
Robert Hiroo
Jerald Parkison
William Prothero

James Patton

Nicholas Penner
Carter Saunders
James Scott
Richard Spencer
Delbert Stevens
Robert Zeigler

65 Year Award

William Eng

70 Year Award

Virgil Boyt



Retirees filled the Seattle Hall for the annual Christmas luncheon on December 11.



A turkey dinner was provided courtesy of Tuscany at Des Moines Creek Restaurant.



The Retirement Club and District 751 President Jon Holden honored veterans in attendance Nov. 13. Front Row: Jerry Seidl, Carl Schwartz, Larry Wade, John Robinson, Don Ivanhoe, Dan Stachlowski. Standing Row: Jackie Boschok, Jon Holden, Jim Hutchins, Robert Smythe, Joe Pincas, George Braun, Dick Volin, John Mah, Dallas Radford, Jan Egger.

Retirement Club November Minutes

The Nov. 13 meeting was called to order by President Jackie Boschok.

Dallas Radford asked to speak and introduced his friend Alice Villareal. She is from the Philippines, has been in the U.S. for about 10 years and recently became a U.S. citizen.

Roll Call: All officers were present.

Suspended the regular order of business. President Boschok introduced District President Jon Holden who spoke on a variety of topics. He reported on the Membership Solidarity Conference that was held on

Veteran's Day and recognized our veterans. He noted it is important to recognize all veterans and their contributions.

President Holden reported Boeing is expected to announce a new airplane program sometime next year so the union is being proactive to make a case that the plane should be built here in Washington since all the advantages are here including our infrastructure and the largest tax incentive in U.S. history. Since the November 2013 tax break, Boeing in Washington State is down 16,000 jobs.

Since 2012 we are down 20,000. District 751 alone is down 4,500 jobs. The union has been a part of efforts to make sure there are training programs to produce new aerospace workers here, and we need to make sure there are jobs when they graduate.

He reported Boeing is in the process of hiring retirees temporarily for certain jobs. As a result the union made sure that members on the CAT A recall & C lists are protected. We also ensured incentive pay

Continued on Page 11

RETIREES

Congratulations to the following who retired from our Union:

- | | |
|-------------------|------------------|
| Charles Adam | Ha Le |
| Craig Anderson | John Leeper |
| David Babcock | John Mephram Jr |
| David Barrie | John Mewbourn |
| Mark Beinhauer | Rod Morford |
| Vivian Bergquist | John Namahoe |
| Michael Bernethy | Trung Nguyen |
| Johnny Brown | Scott Norris |
| Marian Burcheci | Rory Olson |
| Karl Carlson | David Parejo |
| Roy Cates | Barbara Pettit |
| Michael Cho | Richard Poler |
| Howard Cordell II | Scott Praast |
| Robert Curran | Paul Roan |
| Vickie Drysdale | Thomas Roberts |
| James Edens | Jon Robertson |
| Sharon Gardipee | Sonny Rudolph |
| Lorraine Glasgow | Patrick Sage |
| John Gregersen | Brett Simpson |
| Judith Graham | Judson Slaybaugh |
| Victor Hammond Sr | Cherilynn Smith |
| Jeffrey Harris | David Smith |
| Nancy Harvey | Randal Stark |
| Samuel Hawkins | Mark Stevenson |
| John Hegland | Angela Stoll |
| Cord Hight | David Studeman |
| Wilbert Holland | Robert Townsend |
| Castadero Isaac | Hung Tran |
| Lynn Jess | Mel Tsukamoto |
| Larry Johnson | Matthew Warren |
| Charles Jung | Raymond Wieser |
| Kevin Kennedy | Jeffrey Wilson |
| Jozef Kucharczyk | Ellis Young |
| Jon Lathrop | |

751 Retirement Club Christmas Luncheon Photos (continued)



Retirees and their guests filled the Seattle hall for the annual 751 Retirement Club Christmas luncheon on Dec. 11.



751-member Matt Penner (r) drove his grandpa 751-retiree Nicholas Penner to the luncheon.



District 751 Secretary-Treasurer Susan Palmer poses with some of the 50, 55, 60 and 65 year members at the luncheon.

FREE WANT ADS FOR MEMBERS ONLY

ANIMALS

Aging owner needs to find new homes for PET DONKEYS. They are good lawn mowers, brush clearers (blackberries). They respect electric fencing. Pull cart. Pack. 206-419-3496 or 206-661-9500

AUTO PARTS & ACCESSORIES

WANTED: FORD MAVERICK N.O.S. PARTS. Also looking for a rust free rear floor pan. 360-563-2422

BOATS

2001 TROPHY 21' Hardtop, 2004 115 Merc, 2004 10hp Merc, 2001 Escort trl. w/disc brakes, Lowrance GPS/Sonar, electric DN. Riggers and more. Ready to fish! \$15,750 OBO 425-255-7465

NICE 93' SEASWIRL CUDDY 5K deep V, outboard, 115 Johnson Motor included. 5K call 425-742-0509

COTTAGE INDUSTRIES

USDA CERTIFIED ORGANIC BEEF. 25 lb packages includes steaks, roasts, ground beef and other cuts. Beef is 21 days dry aged. Shrink wrapped and flash frozen. Call Brocc at 253-332-8612

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

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

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

ENTERTAINMENT

61 ELVIS PRESLEY RECORDS (L.P.) 19-55 thru 77 some in sleeves, some doubles but all in good shape. \$300.00 firm. 509-685-1778

FURNITURE

ANTIQUUE BED. All original except the mattress. Head and foot board, side rails, frame, springs and mattress. \$150.00 Antique vanity with mirror \$125.00 360-262-9335

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 Jan. 9th

(3) OLD DRESSERS - BOOK CASE or stand. Sewing boxes - wood boxes from the '40's. Good prices. Sat & Sun 9 to 5 Yard Birds - Chehalis #105 or call 253-569-4532

HOUSING

To be moved SILVER CREST 1982 DOUBLE WIDE, 1,296 sq. ft., addition 170 sq. ft. 3 bedrooms, 1 & 3/4 bath, pellet stove, skylights. \$10,000 OBO 253-217-6920

CLEAN FURNISHED SLEEPING ROOM \$450.00 a month, cable, on bus line, walking distance to Boeing in Renton. Shopping, trails and library nearby. No smoking. Call 425-235-6078

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

MISCELLANEOUS

TELESCOPE: Orion Astro view 6EQ with doubler, filters and manual. Excellent condition. Sky charts included. \$350 firm Moses Lake 509-762-9302

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

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

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

HOUSE PLANTS: rooted plants and planted ones \$5 to \$3 large and medium ones. Dieffenbachia rooted and planted, spider plants, crown of thorns, euphorbia - African milk tree, ivies, split leaf rhododendron (two large), peperomia obtusifolia (planted-green) 253-852-6809

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

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

IRC RETIREES meet for breakfast on the 2nd Wednesday of each month at 10 a.m. at The StumprestaurantinArlington.Comeandjoinus.

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

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 Pre-school. Educating the next generation. I have 15 plus years' experience and love watching children learn and grow. 425-244-0230

PROPERTY

WEEKEND GET AWAY PROPERTY 21.3 acres, pasture and forest land, well, creek and power. Located near Springdale, WA \$91,950.00 Call Kate @ 509-855-2642

4 BURIAL SPACES SIDE BY SIDE at Greenwood Memorial Park, Renton, WA. Azalea Garden plots 127 Block 10 spaces 1,2,3,4 asking \$8,000. 253-852-6809

STILL GOT ONE ACRE FOR SALE. It's flat and beautiful. \$51,500 ready for whatever you want to build on it. 360-458-3765

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.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

VEHICLES

2012 HONDA CIVIC 4 DOOR, silver, good condition, low miles 31,313 miles, air conditioning. Husband disabled needs to sell vehicle - no calls after 7 p.m. Downtown Everett 425-405-8515

BLACK CORVETTE 350 automatic, runs great, new battery, needs some work inside and out, T-top roof, 1981. \$8,500 call 253-217-6920

BEAUTIFUL 1982 BLACK CADILLAC Fleetwood Brougham. Beautiful black Corinthian leather. Excellent condition. 15,000 original miles. Need to sell. \$5,000 firm. 360-652-3650

2007 H-D WIDE GLIDE 96 C.I. with Vance & Hines pipes, Mustang seats with backrests. Many extra parts. \$8,500. Arlington area. Cast talks. 425-876-1365

- Circle One: **ANIMALS** **ELECTRONICS & ENTERTAINMENT** **PROPERTY**
BOATS **FURNITURE & APPLIANCES** **RECREATIONAL MEMBERSHIP**
TOOLS **RECREATIONAL VEHICLES** **SPORTING GOODS**
HOUSING **MISCELLANEOUS** **VEHICLES**
AUTO PARTS & ACCESSORIES

Ad (25 word limit. Please print) _____

Phone (or Address) _____

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

Name _____ Clock Number _____

Address _____ Shop Number _____

Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is Jan. 9th!

FINANCIAL \$ENSE: 10 Reasons Why Beneficiary Designations Are Important

Beneficiary designations can provide a relatively easy way to transfer an account or insurance policy upon your death. However, if you're not careful, missing or outdated beneficiary designations can easily cause your estate plan to go awry.

We often complete these designations without giving it much thought, but they're actually important and deserve careful attention. Here's why: Beneficiary designations take priority over what's in other estate planning documents, such as a will or trust.

For example, you may indicate in your will you want everything to go to your spouse after your death. However, if the beneficiary designation on your life insurance policy still names your ex-spouse, he or she may end up getting the proceeds.

Where you can find them

Here's a sampling of where you'll find beneficiary designations:

- Employer-sponsored retirement plans [401(k), 403(b), etc.]
- IRAs
- Life insurance policies
- Annuities
- Transfer-on-death (TOD) investment accounts
- Pay-on-death (POD) bank accounts
- Stock options and restricted stock
- Executive deferred compensation plans

Because you're asked to designate beneficiaries on so many different accounts and insurance products, it can be difficult to keep up. However, it's worth the effort; failing to maintain the beneficiary designation on that 401(k) from three employers ago could mean money will go to the wrong place.

When you first set up your estate plan, go over all the designations you previously made and align them with your plan. After that, you should review and update them

regularly – a least once a year.

10 tips about beneficiary designations

Because beneficiary designations are so important, keep these things in mind in your estate planning:

1. Remember to name beneficiaries. If you don't name a beneficiary, one of the following could occur:

- The account or policy may have to go through probate court. This process often results in unnecessary delays, additional costs, and unfavorable income tax treatment.

- The agreement that controls the account or policy may provide for "default" beneficiaries. This could be helpful, but it's possible the default beneficiaries may not be whom you intended.

2. Name both primary and contingent beneficiaries. It's a good practice to name a "back up" or contingent beneficiary in case the primary beneficiary dies before you. Depending on your situation, you may have only a primary beneficiary. In that case, consider whether a charity (or charities) may make sense to name as the contingent beneficiary.

3. Update for life events. Review your beneficiary designations regularly and update them as needed based on major life events, such as births, deaths, marriages, and divorces.

4. Read the instructions. Beneficiary designation forms are not all alike. Don't just fill in names – be sure to read the form carefully.

5. Coordinate with your will and trust. Whenever you change your will or trust, be sure to talk with your attorney about your beneficiary designations. Because these designations operate independently of your other estate planning documents, it's important to understand how the different parts of your plan work as a whole.

6. Think twice before naming individual beneficiaries for particular assets. For example, you establish three accounts of equal value and name a different child as beneficiary of each. Over the years, the accounts may grow unevenly, so the children end up getting different amounts – which is not what you originally intended.

7. Avoid naming your estate as beneficiary. If you designate a beneficiary on your 401(k), for example, it won't have to go through probate court to be distributed to the beneficiary. If you name your estate as beneficiary, the account will have to go through probate. For IRAs and qualified retirement plans, there may also be unfavorable income tax consequences.

8. Use caution when naming a trust as beneficiary. Consult your attorney or CPA before naming a trust as beneficiary for IRAs, qualified retirement plans, or annuities. There are situations where it makes sense to name a trust – for example if:

- Your beneficiaries are minor children
- You're in a second marriage
- You want to control access to funds

Even in cases like these, understand the tax consequences before you name a trust as beneficiary.

9. Be aware of tax consequences. Many assets that transfer by beneficiary designation come with special tax consequences. It's helpful to work with an experienced tax advisor, who can help provide planning ideas for your particular situation.

10. Use disclaimers when necessary – but be careful. Sometimes a beneficiary may actually want to decline (disclaim) assets on which they're designated as beneficiary. Keep in mind disclaimers involve complex legal and tax issues and require careful consultation with your attorney and CPA.

SCOTT

WEALTH MANAGEMENT GROUP

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Next steps

- When creating, updating, or simply reviewing your estate plan, pay attention to your beneficiary designations.

- Remember, beneficiary designations take precedence over what you may have specified in a will or trust.

- Put a reminder on your calendar to check your beneficiary designations annually so you can keep them up-to-date.

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November 751 Retirement Club Meeting Minutes

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and continuation of pension payments to retirees who return to work and Boeing agreed to those recommendations.

He then answered several questions on a variety of topics.

Next Retirement Club President Boschok said even though the official celebration of Veteran's Day is over we are holding a small event today to say thank you to all of our Retirement Club members who served in the U.S. Armed Forces. Although we can never repay the courageous citizens who pledged their lives to upholding America's values, we can express our gratitude and recognize them for their service. Because of their service, we continue to enjoy the liberties and freedoms our country has to offer. Thank you!! She then read the names of all of the veterans in attendance and President Holden presented each of them with a special pin to commemorate their service. Everyone gave the veterans a round of applause.

Return to regular order of business.

Executive Board Report: President Boschok read the following motions:

Motion to spend up to \$4,100 for a catered meal from Des Moines Creek Restaurant for the Dec. 11th Christmas luncheon. **M/S/P**

Motion to spend \$600 to provide appreciation gifts to the IAM 751 maintenance and office staff for their support to our Club. **M/S/P**

Motion to spend up to \$500 to purchase attendance prizes and snacks for the Christmas luncheon. This will be in addition to what the staff contributes. **M/S/P**



Celebrating Nov. or Dec. birthdays: L to R: Mike Keller, Helen Lowe, Nancy Young, Ardie Stachlowski, Dan Stachlowski, John Robinson, and Dallas Radford. Ardie and Dan Stachlowski also celebrated their 61st anniversary.

Motion to purchase \$300 in Fred Meyer gift cards to give out for the 2018 monthly attendance drawings. \$10 for each meeting with the exception of \$100 at the picnic in August and \$100 at the luncheon in December. **M/S/P**

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

Minutes: The October meeting minutes were approved.

Health and Welfare: Vice President Helen Lowe read the following list of deceased members: **Local A:** Geneva Goldsmith, Charles Hawkins, Vernon Mayo, John Mumau, Wallace Sandvig, Charles Van Ryn, John Weir. **Local C:** Lionel Belanger, Robert Hubele, Buck Jay, Robert Kisch, Richard Lopez, Joseph Morrison, Walter Ryan, Leona Schlecht, Mitchel Stoddard. **Local E:** Earl Parker. **Local F:** Michael Manning, William Sapiens, Richard Sullivan, Beverly White. A moment of

silence was observed. Sympathy cards were sent to the next of kin.

Legislative Report: The report was given by Carl Schwartz. He spoke about wins for many of our endorsed candidates in the November elections which will break the state's legislative tie and make it possible for labor and senior family issues to be worked.

He also spoke about the Republican proposals for tax reform and the budget being discussed in Washington DC. Most of the plan focuses on providing a big tax cut for corporations and wealthy people. Attempts to pay for tax breaks would come from cuts to medical care and Social Security. But mainly, if actually enacted, most of these proposals would add to the national fiscal deficit.

Good & Welfare: Helen Lowe spoke about her concerns with the proposed budget that would reduce or eliminate reductions

for medical costs and property tax.

T.J. Seibert asked Larry Brown, Auburn City Council elect, if he would speak to the club. Larry thanked the labor community and our union for their support. He received 63.5 percent of the vote. He noted the Martin Luther King County Labor Council built a program to support labor-friendly candidates and mentioned several cities where endorsed candidates won. If you haven't thought about running, you should consider it. He thanked the retirees for their help and also thanked the veterans.

Mike Keller mentioned that the first Monday in 2018 is New Year's Day so there will be no meeting that day.

President's Report: President Boschok reported everyone enjoyed the LeMay American Car Museum last month. She also reminded everyone that they can purchase their tickets today for the Christmas luncheon. Also, if you would like to help set up for the luncheon plan to come at 9 a.m. on December 11.

New Business: None

Unfinished Business: None

November & December Birthdays: Celebrating their birthdays were: Helen Lowe, Nancy Young, John Robinson, Mike Keller, Dallas Radford. Dan and Ardie Stachlowski also celebrated their 61st wedding anniversary and birthdays too. The club sang Happy Birthday to them.

New retiree Dick Volin introduced himself and was welcomed by the club.

The Fred Meyer gift card was won by Dan Stachlowski.

Meeting was adjourned at 12:15 p.m.

EASTERN WASHINGTON

2020 Grand Lodge Convention Poker Tournament Fundraiser Set for Feb. 24 at Northern Quest Casino

Eastern Washington's poker tournament promises to be a fun deal while raising money for the 2020 Grand Lodge Convention.

The tournament will be held on Saturday, February 24, at the Northern Quest Resort and Casino, 100 N. Hayford Rd, Airway Heights, WA (near the Spokane Airport). Registration and/or lessons will be from 5 to 6 p.m. with the tournament running from 6 to 10 p.m.

Individual entry is \$80 per player. \$700 cash final table payout and \$900 in prize drawings. Any player registering by Feb. 19 will receive an additional \$500 tournament chip.

Entry/registration forms are available at all District 751 Union Halls or online at <http://iam751.org/easternwaevents>.

Northern Quest Resort & Casino is

Photo right: Local 1951 officers meet to plan the poker fundraiser and also promote union t-shirt sales.



Left: Local 1123 members help plan the poker event and discuss promoting union visibility t-shirts.



offering discounted guests rooms for DL 751 members at \$199 per night on Saturday, Feb. 24 and Sunday, Feb. 25.

Hampton Inn - Spokane Airport is offering discounted guest room rates to DL 751 members Saturday, Feb. 24 and Sunday, Feb. 25 at \$102 per night.



Saturday, Feb. 24
Registration 5 p.m.
Tournament at 6 p.m.
\$80 entry fee

<http://iam751.org/easternwaevents>

Steward Ensures Members Get Proper Holiday Pay in November

Thanks to efforts by Union Steward Rick Coffman, three members at ASC received their proper holiday pay for Thanksgiving and the day after.

The issue involved members who normally work a four day, ten-hour day work schedule. In the Thanksgiving holiday week, it was assumed workers either go to an 8-hour schedule for the first part of the week or work two, 10-hour shifts and either work another 4 hours or take vacation to bring their total to 24

hours prior to the Thanksgiving holiday.

The three members did what they had in the past and were stunned to be denied their holiday pay.

Union Steward Rick Coffman gathered documentation and met with Business Rep Steve Warren to file a formal grievance. Before filing the grievance, Rick approached ASC who agreed to do the right thing and pay our members for the holiday. In exchange our Stewards committed to have better communication ongoing in the future.



At their quarterly meeting, members in Goldendale discuss a grievance that could possibly head to arbitration over bidding for open jobs.

Goldendale Grievance Discussed

Machinists Union members working in Goldendale at Republic Services use their quarterly meetings to discuss current issues in their workplace. Much of the December meeting focused on a grievance that may possibly be heading to arbitration regarding contract language that allows members to bid on open jobs, based on seniority if you have the skills and ability.

Members appreciated the update and ability to ask questions on this grievance and provide background on past practice. Our union continues to work the issue and will keep members informed.

In addition, members were able to discuss other concerns and resolve issues at the meeting.

New Contract at MV Transportation



Business Rep Steve Warren and Steward Dalane Williams met with reps from MV Transportation to negotiate a new three-year contract members ratified.

In December, Machinists Union members working at MV Transportation in Spokane overwhelmingly ratified a new three-year contract.

These talented members maintain, service and repair paratransit and buses for the Spokane Transit Authority.

The new agreement includes wage increases in each year of the contract, as well as increases in lead and shift premium pay and utility worker advancement pay. In addition, the company match on members' 401(k) was increased.



Thomas Lepo (l) and Gary Freeman (r) thank Union Steward Rick Coffman (center) for his efforts that ensured they and another co-worker were paid for the Thanksgiving holiday and day after Thanksgiving. Rick was prepared to file a grievance, but after talking with ASC got them to do the right thing, pay the holiday pay and commit to having better communication in the future.

Helping Hands at the Holidays



With the holidays approaching, Local 86 wanted to help others in the community. In November and December, Local 86 collected money and canned food to donate to Second Harvest Food Bank. Following the December lodge meeting, Union Stewards Tony Wade, Allen Eveland and Darrin Truitt delivered \$618.30 in cash to Second Harvest. The cash donations will help a lot of families. In addition, more than 50 pounds of food was also donated. Local 86 will continue to have a Second Harvest food donation box at the Spokane office and local lodge meeting so members can feel free to continue to donate food all year long!