

DISTRICT 751 AERO MECHANIC

PUBLISHED BY THE WORLD'S FINEST WORKERS



VOL. 69 NO. 11 DEC 2014/JAN 2015

Union ensures pay is corrected

IAM 751-member Harginder Bhathal saw the value of union membership first hand as he received more than \$25,000 to correct an issue with his progression steps.

Business Rep Jason Redrup helped work the issue through Labor Relations at Boeing after Steward Lem Charleston advised Harginder to call our union.

Once Jason raised the issue, Boeing worked with him to ensure progression was corrected and proper pay received.

"It was wonderful to receive the check. I believed I should have reached the maximum rate of pay earlier and had done some calculations on what I thought it should be. When I inquired on my own, I was told my pay was correct," said Harginder. "It was great to have our union help me out. Without our union, I would not have gotten this back pay. I appreciate our union's effort on my behalf."

At lunch one day Harginder noticed

Lem was a steward and mentioned his situation to him. Since Lem worked in another part of the factory, he suggested Harginder get in touch with his representative.

Business Rep Jason Redrup investigated his work history, noted a discrepancy in progression steps occurred after he took a downgrade and was incorrectly reset to zero progression, and concluded he should have reached the maximum pay rate one year earlier.

"Once I brought the facts to Labor Relations' attention, they concurred with the timeline and agreed to the one year of back pay, which included the 4 percent AMPP payment," said Jason.

"I would encourage others to check with a steward if they have any doubts on their progression. If the timeline is incorrect, our union will ensure it is corrected and the proper pay received," Harginder added. "I believe there are



IAM 751-member Harginder Bhathal (right) thanks Business Rep Jason Redrup for his assistance in correcting a progression issue that brought him to max pay a year sooner, resulting in more than \$25,000 in back pay.

other members who have this kind of an issue, but just accept the answer they are

given. It's certainly worth bringing to your union steward's attention."

VRCs: Your advocate to return to work!

Injured IAM members at Boeing have advocates working on their behalf when they turn to an IAM CREST Vocational Rehabilitation Counselor (VRC).

VRC Counselor George Colwell recently shared that message with union stewards at meetings throughout Puget Sound. No one knows the importance of utilizing this resource better than George. He is not only an expert in helping members return to work and navigate the system, but learned firsthand the frustration members feel throughout the process. His own personal experience and the wealth of information provided by an IAM CREST counselor influenced his decision to become one.

George was an IAM member working at Boeing as a flight line mechanic

starting in 1979. While driving home after second shift in 1982, he had a bad car accident that landed him in a hospital. He was on heavy medication, unable to call into work and in danger of losing his job for not calling in. A union Business Rep found him in the hospital and saved his job. The accident, which crushed his ankle, proved to be life changing.

"I had lots of physical therapy and multiple surgeries before I was able to return to Boeing nearly three years later to continue my career as a flight line mechanic. Doctors told me because of the damage to my ankle, I needed to prepare for a new career because I wouldn't be able to do the required walking and

Visit the IAM-Boeing Joint Programs website <http://iamboeing.web.boeing.com> for a schedule of cafeteria awareness events in January focusing on VRC



standing for a flight line job until I reached retirement age," said George. "I took advantage of IAM-Boeing Joint Programs Education Assistance to train for a job that was less physical. I was impressed with the IAM CREST counselor who helped me when I was initially injured and liked the idea of helping others. I was lucky, I had time to plan for a new career."

Joint Programs Career Advisors helped George enroll in the proper training. In September 2001, he reinjured his ankle pushing his roll-away toolbox from one stall to another stall on Boeing Field.

"That was the last step I could take for a while and accelerated my career change. I went to Boeing Medical as an injured worker and an IAM CREST VRC again helped me and attempted to assist with light duty and disability management," said George. "Unfortunately, my injury was in September 2001 right after 9-11. Every shop in Boeing was surplussing and with permanent medical restrictions I had no chance of getting reassigned."

Americans with Disabilities Act (ADA) doesn't require employers to create a job for disabled workers nor to displace another worker. A company

Continued on page 4



Hazel Powers and Jeremy Coty teamed up to educate members to ask questions when they were requested to provide a self-assessment.

Ask questions before you respond

Members need to give careful consideration if they are asked to do a self assessment, write out a statement or answer a few questions about a situation. The answers provided could give management documentation to be used against them in future disciplinary action.

District Council Delegate Hazel Powers and Union Steward Jeremy Coty recently teamed up to protect members from a potentially harmful situation. Their approach was straightforward and simple: ask questions rather than simply complying with a request from

Continued on page 5



Steward Justin Bowhall (l) talks with VRC George Colwell about the return to work process. VRC's are advocates for our members in this complicated process.

Shops Talk Safety

Interactive safety videos are relevant, fun and informative

4



Happy New Year from the Officers, Business Reps and Staff of 751



Inside Index

President's Message	2
Political Action	3
IAM-Boeing Joint Programs	4
Community Service	6
Retiree News	9
Want Ads	10
Eastern Washington	12

REPORT FROM THE PRESIDENT

Difficult year ends with signs of future hope, strength

BY JON HOLDEN
IAM 751 President

I think it's safe to say that this past year, 2014, was one of the most-difficult years our union has ever experienced. The Jan. 3 vote that resulted in the loss of our pensions, in exchange for Boeing's promise that we'd get to build the 777X, bitterly divided our union.

I don't think anybody – even the people who voted for it – thought the offer Boeing made to us was a good one, and I know many of our members are still angry about the circumstances of the vote.

However, Boeing very effectively used the media and our own elected officials as a tool to disseminate fear that if we didn't sacrifice our pensions, our whole community would suffer. In the end, Boeing's heavy-handed tactics and threats worked.

But now that 2014 is behind us, I'm optimistic that our union is taking the actions necessary to unite our members and place us on a path to a position of strength. Part of that optimism is based on things that have happened since the Jan. 3 vote.

Hundreds of you came out to the Town Hall meetings we held in Auburn, Everett, Renton and Seattle in May and October. At each of these meetings, we had candid conversations about where we are at as a union. You asked tough questions; I gave you honest answers. I thought it was a really valuable dialogue, and I think most of you who took part would agree.

We're going to continue with those meetings in the new year.

Hundreds more came to the first round of members' rights education classes we held in the fall. This was also very important: An informed membership, one that knows its rights in the workplace and how to defend them, can't be pushed around. The more you



know about your rights under your union contract, the better our stewards and business reps will be able to help you defend those rights.

Our staff has been preparing for a second round of these classes, which I hope to announce soon.

In addition, we had excellent attendance at a series of called stewards meetings in November. At those meetings, we talked about mutual expectations, accountability, and a shared responsibility to make our union stronger. We reviewed basic procedures, and we had more frank discussions. These were very productive meetings, and I appreciate everyone who took part.

Although the majority of our members work for Boeing, we made great strides in helping other workers in 2014 achieve the kind of gains that only come with union contracts. We ratified several contracts at both Joint Base Lewis McChord and NAS Whidbey Island and throughout Eastern Washington. We also secured a first contract with Doss Aviation.

Our brothers and sisters at AIM Aerospace in Sumner ratified their first union contract this past year. It brought up wages by an average of 5.8 percent, helping to improve their standard of living. We also welcomed the workers of Jorgensen Forge in Seattle to our union. They voted in August to join District 751, and our business reps and staff have been working with shop floor representatives to negotiate their first collective bargaining agreement.

Our organizing department continues to meet with workers at other companies – many of them aerospace suppliers who are vendors for Boeing. These workers create tremendous value for their companies and our industry, and they deserve a share of the wealth they are creating. These workers are coming to us for help

in achieving that, and this reinforces the value of belonging to a union. Our commitment to community service remained strong in 2014. Our MVP Committee continued its legacy of outstanding work, and as a district, we had our second-highest fundraising total ever for Guide Dogs of America. We remain the No. 1 fundraiser in all of North America for that very worthy charity.

And as we look ahead to January in Olympia, it seems almost certain that the Legislature will debate and vote on legislation that our union, along with SPEEA, has been working on.

We believe that the \$8.7 billion tax incentive that our Legislature approved last year for Boeing and its suppliers should actually grow our state's industry; as it stands, the law does not set any guaranteed employment numbers and does not force vendors to pay wages that allow people to participate fully in the economy.

If an employer receives tax incentives to locate in Washington State, they should also be required to pay wages that keep a whole sector of our society from being forced to use subsidized housing, health care, school lunch programs and food banks. These workers deserve better and our goal is to give them the opportunity to raise their standard of living through legislation since their employers benefit from the tax incentives.

We think that law needs to be changed, and enough key legislators agree with us that we'll at least get a chance to make our case before the Legislature during the upcoming session. So all these things are encouraging to me, and demonstrate that our union is still vital and effective.

Yet there's one more thing that strengthens our resolve to build a unified, stronger District 751. That's because we've done it before.

Members of our Labor History

Committee will tell you that our union's greatest challenge came during our first strike, in 1948. Then, just like last year, it seemed that the entire community was against us: businesses, elected officials, media, politicians – even other labor unions.

After six months on the picket line, our union was forced to accept contract concessions that wiped out years of gains. It would take decades of negotiations – even strikes – to win back what was lost in 1948.

And yet, they did it. Our members who came before us in this union – which for many of us means our actual

Continued on Page 8

Machinists, Building Trades state mutual support

Machinists Union District Lodge 751 and the Washington State Building and Construction Trades Council in December issued a joint statement of support in connection with the building expansion at the Boeing Co.'s Everett site:

Construction is underway on Boeing's new \$1 billion 777X wing-fabrication center at the company's Everett site. This state-of-the-art, 1.3 million-square foot facility is scheduled for completion by 2016, with wing fabrication expected to start in 2017.

"It is good to see the new building is

being built by our fellow trade unionists who are in Washington's Building Trades," said IAM 751 President Jon Holden. "Their work ensures our members will have a first-class facility to work in. We have and will continue to work for good jobs in coalition with our brothers and sisters in the Building Trades."

Washington State Building and Construction Trades Executive Secretary Lee Newgent added that "the Building Trades and the IAM have a long-standing and profitable working relationship.

Our members, who are building this leading-edge manufacturing facility, are proud to know that union Machinists will be working for decades in the facility they are building."

The Machinists Union in Washington State has a long history of supporting transportation and other construction projects. The Washington State Building Trades have long supported investments in aerospace manufacturing in our state. The two groups are committed to creating good union jobs to support Washington State families and communities.

IAM 751 officers elected to Labor Council board

Three IAM 751 officers have been elected as vice presidents on the executive board of the Washington State Labor Council. IAM 751 President Jon Holden was re-elected as one of five vice presidents representing the council's First District, which covers central Puget Sound.

In addition, IAM 751 Retirement Club President Jackie Boschok was elected to the council's executive board to represent the Alliance of Retired Americans, and IAM 751 activist Stephanie Lloyd-Agnew was elected to represent the Coalition of Labor Union Women. Lloyd-Agnew is president of CLUW's Seattle chapter.

All three will formally take the oath of office in February to serve four-year terms.

As members of the executive board, Holden, Boschok and Lloyd-Agnew will meet quarterly with their fellow board



Holden



Boschok



Lloyd-Agnew

members to set policies for the Labor Council.

The Washington State Labor Council is the state's largest labor organization, representing the interests of more than 400,000 rank-and-file members statewide.

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

Jon Holden
*President, Directing
Business Representative*

Susan Palmer
Secretary-Treasurer

Clark Fromong
Sergeant-at-Arms

Tommy Wilson
Heather Barstow

Don Morris

Ray Baumgardner

Brett Coty

D. Joe Crockett

Ron Bradley

Emerson Hamilton

Charles G. Craft

Steve Warren (Eastern WA)

Richard McCabe

Jason Redrup

Wilson 'Fergie' Ferguson

Dan Swank

Dena Bartman

Pat Bertucci

Union Business Representatives

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
Tacoma 253-627-0822
Hotline: 1-800-763-1310
Web site: www.iam751.org



751 AERO MECHANIC

Connie Kelliher, Editor
Bryan Corliss, Editor
Member of The Newspaper Guild,
CWA #37082

District 751 AERO MECHANIC (ISSN 0894-7864, USPS 008-660) is published Monthly except Bimonthly in December/January by Aerospace Industrial District Lodge 751, 9125 15th Pl. S., Seattle WA 98108. \$3.50 of the annual dues goes toward a one-year subscription to the Aero Mechanic. \$4 per year for non-members by District Lodge 751, International Association of Machinists and Aerospace Workers, AFL-CIO, 9125 15th Pl. S., Seattle, WA 98108. Periodicals postage paid at Seattle, WA. POSTMASTER: Send address changes to District 751 Aero Mechanic, 9125 15th Pl. S., Seattle, WA 98108

POLITICAL ACTION

Unions find support for aerospace tax accountability

Highly probable that bill will get introduced this year

It seems highly probable that the Washington Legislature will take up proposals by District 751 and SPEEA that would ensure the nation's largest tax incentive package actually grows our state's aerospace industry.

"We're getting a lot of good feedback from legislators from both parties," said IAM 751 Legislative Director Larry Brown. "The general feeling seems to be that if our state is going to give Boeing and its suppliers \$8.7 billion in tax breaks, then these companies have an obligation to the citizens of this state in return."

It won't be easy, Brown warned: Boeing is already trying to confuse legislators with a high-pressure lobbying campaign.

"Right now it's easy for Boeing to take both our tax dollars and our jobs out of state, and it doesn't want the Legislature to change that," Brown said. "When the time is right, we're going to need our stewards and our members to step up and contact their representatives in Olympia, to make sure they're hearing from real voters, not just Boeing's lobbyists."

For several months, District 751 and SPEEA have been working on what we're calling an Aerospace Tax Incentive Accountability Act, which would place some reasonable requirements on aerospace companies that are receiving part of the \$8.7 billion tax-break package.

The Legislature approved the \$8.7 billion incentive during a November 2013 special session, extending a \$3.2 billion tax break that Boeing and its suppliers had already received in 2003 out until 2040.

The breaks are worth about \$250 million a year to the industry, with Boeing getting the lion's share. With the extension to 2040, the total value of the tax break -- \$8.7 billion -- is the largest corporate tax giveaway in U.S. history, according to several state government watchdog groups.

But shortly after it accepted the extension, Boeing also announced it was moving several thousand more engineering jobs out of Washington State. Unlike most states that approve major tax give-aways for companies -- like South Carolina -- Washington's legislators trusted that Boeing would live up to the intent of the tax break legislation so they didn't stipulate any job-creation or minimum pay requirements in the

aerospace plan.

District 751 and SPEEA set out to change that.

Representatives from the unions have been meeting with key legislative leaders to work out a general outline for a bill, which will very likely be introduced when the 2015 Legislature session convenes in Olympia in January.

"We've got solid support from legislators in both parties," Brown said.

There are two parts to the proposal, he said: One would require large aerospace employers to maintain a certain number of jobs in Washington State in order to receive the full benefit under the tax incentive package. If Boeing or its suppliers failed to reach that jobs target, then the state would reduce the tax advantage.

"Boeing and its suppliers shouldn't be able to use our tax dollars to create jobs in other states and then collect more incentives in those states" he said. "That's just common sense."

The second part of the proposal addresses the quality of the aerospace jobs created by the tax incentive plan. The unions seek to set some kind of wage standard for companies that share in the tax breaks.

Too many non-union aerospace suppliers pay starvation wages, Brown said. "We see companies that today pay \$12 an hour to do work that 25 years ago was done by our members at Boeing -- and our average pay back then was \$12 an hour."

To survive, those workers rely on charity and public assistance: food stamps, food banks, taxpayer-subsidized housing and health care, and free school lunches for their children.

"The citizens of Washington State already are subsidizing these companies, by providing their workers with food and shelter they need to stay alive," Brown said. "We shouldn't be asking citizens to subsidize those companies twice. Our preference is that these companies receive the full tax advantage, but only if the state is receiving the benefit of good family wage jobs."

Brown said the unions have found a lot of support in Olympia for their ideas. Last month, a key legislative committee came out with a recommendation for the state to at least try to assess whether the tax breaks are working -- something IAM 751 President Jon Holden had called for last fall.

Boeing, of course, is opposed. A

Continued on Page 8



A worker at AIM Aerospace-Sumner during a union rally outside the plant in February 2014. A review of data collected by the Washington Department of Revenue done by SPEEA and IAM 751 found that -- excluding Boeing -- 58 percent of the workforce at companies receiving Washington State aerospace tax breaks are paid less than \$15 an hour, which means they must rely on public assistance to provide food, housing and medical care for themselves and their families.

Aerospace Tax Incentive Facts

Jobs

Total Boeing employment has fallen by 1,600 since the Legislature approved the \$8.7 billion tax package in November 2013.

More jobs are leaving. In 2014, Boeing announced:

- **2,000 defense engineering jobs will go from Washington to Oklahoma and St. Louis.**
- **1,200 design and research jobs will go to South Carolina, Alabama, Pennsylvania, and Missouri.**
- **1,000 customer service engineering jobs will go to California.**
- **777X tail and wing work is going to Missouri -- and China.**

And in 2013, Boeing said 2,275 IT, engineering support and pilot jobs will leave Puget Sound.

Pay

Outside of Boeing, an increasing number of aerospace workers are being paid poverty wages.

- **In 2012, more than 7,600 Washington aerospace workers were paid less than \$15 an hour;**
- **That's up from 2009, when 4,300 workers were paid less than \$15 an hour.**

Excluding Boeing, 58 percent of the workers employed by companies that receive aerospace tax incentives are paid less than \$15 an hour.

According to the latest data from the Massachusetts Institute of Technology's "Poverty in America" study, a single Washington State parent with one child must earn \$19.49 to make ends meet; with two children it's \$23.73.

Thanks to IAM lobbying apprenticeship funding grows in budget

Washington Gov. Jay Inslee has proposed an 80 percent increase in funding for aerospace apprenticeships statewide.

"This is something the governor can do that we can support," said IAM 751 Legislative Director Larry Brown. "This would be a wise investment of public dollars, and our union is in favor of it."



Inslee

In the draft budget he is sending to the Legislature, Inslee proposes increasing the state's annual contribution to the Aerospace Joint Apprenticeship Committee to \$2.5 million.

AJAC, as it is known, was founded in 2008 after District 751 received a \$3 million state budget proviso

to establish an apprenticeship program for Washington's aerospace suppliers. After a couple of years in start-up mode, it began accepting apprentices into a full four-year program in 2010.

The first class of 21 journeymen graduated in June after completing 600 hours of classroom training in addition to more than 8,000 hours of supervised work in the shops of aerospace suppliers. There are now more than 300 more apprentices training through AJAC-organized programs at companies statewide.

Expanding AJAC would be good for both the aerospace industry and for the men and women who will work in it, said Tom Lux, a retired IAM 751 member who is AJAC's chairman.

AJAC's research shows that Boeing and its suppliers will need more than 7,000 new workers in the next five years, he said.

"Hundreds of those openings will be for people to replace highly skilled, experienced manufacturing workers who have spent a lifetime honing their craft, but now are ready to retire," he said. "Apprenticeships are the best way for companies to train those replacements."

At the same time, Lux continued, studies show that people who get apprenticeship training earn \$300,000 more over their lifetime, compared to workers who don't get the training.

"Plus you're earning while you're learning," he said. "You don't graduate from apprenticeship programs with tens of thousands of dollars of school loans."

Because of the benefits to both the industry and to workers, District 751 will work with Inslee in support of his proposal to increase AJAC funding, Brown said.

"Our Union appreciates our state's commitment to workforce training," he said.

IAM-BOEING JOINT PROGRAMS

IAM members star in their own workplace safety videos

Thanks to a new program driven by our members, monthly safety crew meetings are becoming more relevant and fun. Interactive safety videos have more members participating and useful information is communicated and retained to make the workplace safer.

This Interactive Safety Crew Meetings Training Project brings together IAM-Boeing Joint Programs, LTD, EHS and most importantly our members.

IAM member Mark Clark, who serves as IAM-Boeing Joint Program Coordinator along with Tim Johnson, helped with the initial pilot, along with a crew of talented curriculum developers from IAM-Boeing Joint Programs. IAM members have responded positively and are taking ownership of this safety training.

"Initially, we were asked to investigate what works and what doesn't in the monthly required safety meetings. We quickly learned there was no consistency from shop to shop. State compliance information was boring and seldom applied to our members," said Mark. "We interviewed crews, safety coordinators, stewards, managers and conducted surveys. We really listened to what they said. The conversations focused on two central themes: Make it relevant to our



The Interactive Safety Crew Meeting Training Project team is comprised of: Left to Right: Ricky Fowler, Tim Johnson, Miller Stevens, Rachel Jorren, Nieldon Coloma, Mark Clark, Michael Rice. This team ensures the videos are relevant, feature IAM members from the crew and provide useful information to make the workplace safer.

work area and make it fun so people get involved."

To accomplish that, interactive safety crew videos are being produced. 'Go Pro' cameras make it simple to capture the information in the shops with little set up time.

"Members like to see people they know in the video talking about issues in their shop affecting their daily jobs. Each video is unique to the crew involved," Mark added.

The videos are designed to inspire shops to have meaningful conversations

on safety. Each video ends with an activity to engage people – a jeopardy or trivia game or questions for open discussion.

The group putting together the videos initially focused on the nine high hazards EHS had identified: Aircraft Towing, Chemical Process Management, Hazardous Energy, Machine Operation, Vehicle/Pedestrian Safety; Crane Operations, Confined Space Entry, Ordnance, and Sprains and Strains. Each video starts with a standard message

Continued on page 5

Off-hour computer classes at Joint Programs

Interested in learning more about computers or software programs, IAM-Boeing Joint Programs has off-hour computer classes in Windows 7 Basics, Excel 2007, PowerPoint 2007. Check schedule on the Boeing intranet, to view available classes (<http://iamboeing.web.boeing.com/index.aspx?com=1&id=195>).

Tukwila - Fort Dent Classes

Windows 7 Basics (JP0086)

Saturday Bootcamp - 8 a.m. to 4 p.m.

Jan. 10 - Activity Code: 2012343

Jan. 31 - Activity Code: 2012392

Excel 2007 Level 1 (JP0088)

Tuesday & Thursday

Morning: 8:30 a.m. to 12:30 p.m.

Evening: 3 p.m. - 7 p.m.

Jan. 20-27 Activity code 2012373

AM class

Jan. 20-27 Activity code 2012385

PM class

Power Point 2007, Level 1 (JP0089)

Monday & Wednesday

8:30 a.m. to 12:30 p.m.

Jan. 19-26 Activity code 2012387

Tutor-LED training by appointment only on Fridays from 8 a.m. to 4 p.m. email camie.j.gates@boeing.com

Auburn Joint Programs, 17-239 Bldg.

Windows 7 Basic - Saturday, Jan. 17, 7 a.m. to 3:30 p.m., Room 103 (Activity code to be determined)

Joint Programs celebrates 25 years of partnering together!

IAM/Boeing Joint Programs is celebrating 25 years of partnering together!

Since 1989, IAM/Boeing Joint Programs has been the model for Union/Company partnerships. Our leadership, our staff and our services all reflect a balanced relationship between the International Association of Machinists Union and The Boeing Company.

"Partnership" isn't just a word to us. Day in and day out, everything we do, we do from a collaborative point of view. Together, we are dedicated

to improving the health, safety, and educational opportunities for IAM-represented employees in the Puget Sound region in Washington, and in Portland, Oregon.

The products and services we provide to the IAM-represented workers are unequalled in the industry. We offer a comprehensive portfolio including, but not limited to, professional Career Advising, Education Assistance for tuition and related costs, Employee Requested Transfer (ERT) and Career Guides, Vocational Rehabilitation Services, Safety Shoe reimbursement, Continuous Productivity Improvement training (LOU 28), Computer Skills training, Site Committees focused on safety, Safety Leadership Training, Incident Investigation training, the IAM/Boeing Joint Apprenticeship Program, and more! Each has its own distinctive

character, but all share a level of excellence that identifies them as IAM/Boeing Joint Programs programs.

We are proud to be an industry leader in the design, development, and implementation of innovative and creative solutions to improve health and safety, employee development, and quality and productivity in the workplace.

We strive to provide superior customer satisfaction and recognize our customers are among the most discerning Boeing employees and leaders. Whether you seek training for career enhancement, a safer workplace, or understanding of how The Boeing Company does business, you'll find all this and more at the heart of IAM/Boeing Joint Programs.

As 2015 progresses, be on the lookout for events happening in your area. IAM/Boeing Joint Programs will be hosting information booths at lunchtime, in cafeterias throughout Puget Sound and Portland. A different IAM/Boeing Joint Programs service will be highlighted each month, and staff members will be on hand to provide information, printed materials, and some fun goodies to help you remember IAM/Boeing Joint Programs and celebrate our 25th Anniversary. We hope everyone has an opportunity to visit a booth and learn all about what IAM/Boeing Joint Programs has to offer.

Visit our website <http://iamboeing.web.boeing.com> for a schedule of events.

Your Future Happens Here



VRCs: Your advocate to return to work!

Continued from page 1

just has to make a reasonable attempt to accommodate. As a result of the re-injury, George found himself getting medically laid-off.

He again took advantage of our rich education benefits. In 2003, he got certified as a disability management specialist and became a vocational rehabilitation counselor. In 2010, he got hired by IAM CREST and has been helping our members at Boeing ever since.

George encouraged stewards to reach out to co-workers who are off work due to injury or illness.

"VRC's have a wealth of knowledge. Their goal is to ensure that every member gets the best help and use of all our resources available. Seek out your VRC if you have medical restrictions, light duty assignment, if you need ergonomics to perform your job or if you are facing medical layoff."

--IAM District 751 President Jon Holden

individuals to an IAM CREST counselor.

These caring counselors can help members with accommodations in the workplace and ergonomic assessments that make it easier to come back from an injury.

"VRC's have a wealth of knowledge. Their goal is to ensure that every member gets the best help and use of all our resources available. Seek out your VRC if you have medical restrictions, light duty assignment, if you need ergonomics to perform your job or if you are facing medical layoff," said IAM District 751 President Jon Holden.

The IAM CREST VRC's mission is to return injured workers to productive

employment safely and promptly. The VRCs are your advocate and help break down barriers in communication and navigate the light duty, accommodation and return to work process. IAM CREST (Corporation for Re-Employment and Safety Training) is a non-profit designed to provide job re-entry and safety training services.

Core services provided by CREST counselors include: job analysis, ergonomic assistance, assistance for job modifications and reasonable accommodations.

Again, these individuals do not work for Boeing, but are advocates for you, the worker. The VRCs go to great lengths to make every reasonable effort to work around your schedule,

assist Accommodation Services and Disability Management in identifying light duty tasks and alternative work. They perform ergonomic assessments of workplace to make it easier to perform the work and prevent re-injury. VRCs work closely with medical care providers, insurance company representatives, and Boeing management to facilitate return to work in a safe and productive environment as soon as possible.

They are your advocate so don't hesitate to contact them. Inside Boeing visit <http://iamboeing.web.boeing.com>, click on "Vocational Rehabilitation." Outside Boeing, visit <http://iam-boeing.com>.



IAM 751 members Gil Molinari, Jr and Jack Stendahl go over safety procedures for a new tool to be used in the PSD in Renton. Rather than using cranes to move engines, the new tool will be used. IAM-Boeing Joint Programs Curriculum Developer Rachel Jorren captures the safety information they discuss on video to share with other members of the crew. This is just one of the interactive safety videos developed to use at monthly safety meetings to encourage participation and make it relevant to our members.

IAM members star in their own workplace safety videos

Continued from page 4

that includes where to find information on the Boeing website and definitions from EHS. Then each video is customized with photos and videos of members from the shop to personalize it to the situation.

Initial feedback from members is positive:

“For once, it was actually relevant to what we do.”

“Program specific topics kept me more engaged, and I actually learned something I can use.”

“Very interactive, people actually put down their cell phones and the entire crew participated.”

To date, the project team has featured 250 members in more than 80 videos. Each game in the videos is unique with questions specific to that area or crew. Members from other programs can view videos from other crews if they want. The goal is to develop a library of these interactive safety videos with topics relevant to specific work areas.

The video on overhead cranes was shot from the crane operator’s perspective above the shop floor. Members

realized how limited the operator’s view is from the cranes and how much the operators rely on their ground crew to clear the area and keep it safe. Having members aware of this hazard will make them pay more attention when the crane horn sounds.

“We use different people all the time and with 33,000 members the variations are endless. The premise is to continually expand participation,” said Rachel Jorren, one of the curriculum developers.

Once a video topic is determined, curriculum developers contact Subject Matter Experts (SMEs) in the shop to gather area specific information.

“It is amazing what happens when our members get involved and take ownership. The goal of the videos is to get members talking about safety and it has worked. They see we are listening, they drive the message and learn something useful from each video,” Rachel added.

To view the video library, visit: <http://bcaehs.web.boeing.com/InteractiveCrew.asp>

Always ask questions before you respond

Continued from page 1
management.

The issue began when a temporary manager sent an email to all the Tooling QA Inspectors in the Auburn and Frederickson plants asking each employee to assess their knowledge and skills on a form he provided. No additional information was given.

When Hazel received the email while working a weekend shift, she immediately recognized potential hazards if members answered the questions. Hazel crafted a carefully worded email to not just the manager, but all employees pointing out that each person should be concerned when management begins to ask for things in writing – especially a self assessment. The email was designed to educate members to ask questions when such requests are asked of them.

Hazel’s email respectfully asked questions that needed to be known before any form was completed. Questions like:

- Who wants the information and why,
- How will information be used,
- Is it mandatory to fill it out,
- Will management be filling it out,
- Who will see the information,
- What does HR think about managers asking employees to rate themselves,
- How can this information be used against a person.

Every member should know the answer to those questions before providing such information to management. Hazel pointed out that employee evaluations were eliminated in the 1990’s. If members fill out the form, they might say something innocently

that is used against them in future discipline.

The temporary manager responded he was merely trying to find out if any training was needed.

Jeremy clarified to all that the questionnaire/assessment was strictly voluntary. He suggested a more straightforward approach from management would have been clearer; for example, just ask members if there is any training that can help them in their job.

The emails educated the temporary manager, as well as raising awareness among members about their rights and why they should question any assessments.

Our union contract gives members the right to ask for union representation in any meeting that may result in discipline.

Just as important: if management or human resources present something as a friendly discussion to clarify a situation, be aware they are conducting a formal investigation and the conversation could lead to discipline so again ask for a union steward to be present before engaging in the conversation.

This also applies if management asks members to write a statement on an incident. Have your steward look over any statement or better yet it is perfectly acceptable to write “I need more information on the situation and what you

are asking.”

It is always best to ask questions and know how information will be used before providing statements, assessments or other pertinent information. If you think it’s questionable, ask your union steward.



New savings plan recordkeeper and website at Boeing

In early 2015, Xerox Business Solutions LLC will replace Voya (formerly ING) as recordkeeper for The Boeing Company Voluntary Investment Plan (VIP). This transition unites Boeing’s savings and pension plans under one recordkeeper. At the same time, a new website will bring all your Boeing retirement plan accounts and information together for easy access.

To ensure a smooth transition, there will be a blackout period from Dec. 31, 2014, at 4 p.m. Eastern time until Jan. 5, 2015 at 9 a.m. Eastern time. There is only one full business day (Friday, Jan. 2, 2015) during this short blackout period. Your VIP account will remain fully invested, but you will not be able to request plan transactions.

You can find more information about the transition to Xerox by reading the VIP Transition Guide you received in late November. The guide is also posted at Boeing Savings Plans Online. It provides details about when changes will happen, when activities are restricted and what actions you can take. In addition to the guide, you also received a *Summary of Savings Plan Changes* that updates the VIP summary plan description and an *Important Notice Concerning Your Rights under The Boeing Company Voluntary Investment Plan (VIP)*.

As part of the transition, Boeing also is making improvements to the online experience beginning Jan. 5, 2015.

My Retirement Benefits will replace My Savings & Pension in TotalAccess. This page will provide personalized retirement benefit information and also serve as the gateway to the new My Retirement Income website.

My Retirement Income will replace both Boeing Savings Plans Online and Boeing Pension Plans Online and provide access to all of Boeing’s retirement plan information, including the VIP and pension plans (as applicable). Through the new website, you will be able to perform daily transactions, find information about plan investments, receive investment advice (as applicable) and learn more about planning for retirement.

Because of the online improvements being made, Boeing Pension Plans Online will not be accessible from 9 p.m. Eastern time on Jan. 2, 2015, until 9 a.m. Eastern time on Jan. 5, 2015.

The Boeing Savings Service Center and Boeing Pension Service Center will have a common name beginning Jan. 5, 2015 – the **Boeing Retirement Service Center**.

Reaching the Boeing Retirement Service Center will be the same as it is to today. Simply call TotalAccess at 866-473-2016 and follow the prompts.

The savings TTY/TDD line will be discontinued as of Dec. 31, 2014, at 4 p.m. Eastern time. Hearing-impaired callers will need to use the local relay service of their telephone provider in 2015.

Money Management Workshops

District 751 members who work at Boeing can learn how to maximize their retirement benefits at retirement planning workshops. See below for times and locations. Learn about your VIP options, how to maximize your Boeing pension options, about tax favored investing and proper asset allocation, calculate your post-Boeing income and examine creative budgeting.

Check the schedule below and register for the workshop of your choice.

751 Everett Hall, 8729 Airport Rd	751 Auburn Hall, 201 A St. SW
Jan. 15 Feb. 12 March 12	Jan. 14 Feb. 11 March 11
11:30 a.m. to 1:30 p.m. AND	9:30 a.m. to 11:30 a.m. AND
2:30 pm to 4:30 pm	2:30 p.m. to 4:30 pm

751 Seattle Hall, 9135 15th Pl. S.
Jan. 22 Feb. 19 March 19
Noon to 2 p.m. AND 3 pm to 5 pm

751 Renton Union Hall, 233 Burnett Ave N.
Jan. 21 Feb. 18 March 18
Noon to 2 p.m. AND 3 p.m. to 5 p.m.

To reserve a seat for any location, contact Money Management Educators at 888-223-8311 or email mmepugetsound@mmeducators.org

COMMUNITY SERVICE

Machinists show commitment to fight against hunger

More than 120 volunteers from District 751 helped KING-TV and Northwest Harvest feed hungry people in our state.

The union volunteers took part in the annual Hometeam Harvest food drive on Dec. 6 at locations in Everett, Puyallup, Seattle and Tacoma, where they helped load semi-trailers with enough donated food to provide an estimated 291,000 meals.

That was about a third of all the food donated on the day at sites across Puget Sound.

The Machinists did not show up empty handed either: Along with manpower, the IAM 751 volunteers also brought more than 500 pounds of food collected at union halls from Auburn to Everett, and checks totaling \$3,100 from District 751, Locals A, C and F, and from the Washington Machinists Council.

IAM 751 Machinists have been part of the Hometeam Harvest food drive from its beginning in 2001, said MVP Committee Chairman Rob Curran.

“There are a lot of working people who work jobs with low pay or irregular hours and they rely on food banks to feed their families,” he said. “We’re here to help them, and everyone else. Nobody should go hungry in America.”

In all, the food drive generated enough cash and food donations to provide more than 4 million meals to hungry families in our state.

Organizers thanked our union for taking part again.

“We are in awe of your commitment to the fight against hunger,” said Jennifer Chew, the volunteer program manager at



Above: MVP Chairman Rob Curran is surrounded by union staff and volunteers as he presents checks from District 751 and Locals A, C and F at the Hometeam Harvest food drive in Tacoma. Right: Local A President Les Mullen is joined by other Local A officers as he presents a check from the Washington Machinists Council. More than 120 IAM 751 Machinists took part in KING-TV’s annual food drive, which benefits Northwest Harvest.



IAM 751 volunteers make a difference in Pierce County



The MVP Committee presents a check for \$800 to the Toy Rescue Mission, a Tacoma non-profit that provides Christmas, birthday and Easter gifts to underprivileged children. Through the first two weeks of December, the mission had helped 1,673 families with toys, stockings and Christmas wrapping paper.



MVPs continued to serve weekend breakfasts at The Rescue Mission in Tacoma during November and December. L to R: Clark Fromong, Donna Swenson, and George Braun.

Snow doesn't slow wheelchair ramp

A blast of winter weather in November didn't stop District 751 volunteers -- including District President Jon Holden, Business Rep Jason Redrup and Local F President Robley Evans -- from building a wheelchair ramp for a Machinists Union family in Covington.



COMMUNITY SERVICE

When it comes to Guide Dogs, we're (still) No. 1

Members of District Lodge 751 raised more than \$322,000 for their favorite charity, Guide Dogs of America, in 2014.

The announcement was made by IAM 751 President Jon Holden at the annual Guide Dogs of America charity banquet in Las Vegas, where Holden presented a check for \$322,266.50.

It costs roughly \$42,000 to breed, raise and train each guide dog, which means our union's contribution was enough to provide seven people with the independence that a service dog can bring.

District 751 remains the No. 1 fundraiser for Guide Dogs of America across North America. Over the past six years, the union has raised and donated nearly \$1.8 million to the California-based charity, which provides service dogs and training in their use free of charge to people who are blind or have impaired vision from across the United States and Canada.

Holden said he was proud of our union members, officers and staff who had organized a dozen different fundraisers across Washington State.

"No matter what hurdles are placed in our members' way, they just won't stop," Holden said.

The fundraisers included:

- The district's annual Guide Dogs Charity Golf Tournament at Willows Run in Redmond;

- The District's annual "Dog Days" benefit drag racing promotion with Pacific Raceways in Kent;
- The District's annual Puppy Putt motorcycle poker run, which starts in Marysville and Lacey and concludes at the Seattle Union Hall;
- The annual Flight for Sight fun run sponsored by the District 751 Women's Committee;
- Local A's annual Bill Baker Memorial Steel & Wheels Super Show in Everett;
- Two Local C poker tournaments at the Tulalip Resort Casino;
- A Local C sporting clays charity shoot at the Sumner Sportsmen's club;
- The annual Jimmy Darrah Memorial Salmon Derby at Westport;
- Local E's annual Shoes for Puppies horseshoes tournament at the Red Dog Saloon in Maple Valley;
- Local F's annual Karting Challenge at PGP Motorsports Park in Kent;
- Local 86's second annual trap shoot at the Spokane Gun Club; and
- The annual prize drawing sponsored by Eastern Washington locals 86, 1123 and 1951.



District 751 members this year raised more than enough money to breed, raise and train seven guide dogs. Above: The second-annual Local F Karting Challenge raised \$14,500. Christine Fullerton and Robley Evans presented the check.



Left: Cerecia Ayers greets a Guide Dogs puppy-in-training at the Local F Karting Challenge in September in Kent.

Machinists bring toys to tots



IAM 751 volunteers joined members of other Snohomish County labor unions for the annual Marine Corps Toys for Tots drive in Everett.

More than 70 volunteers from District 751 and other Snohomish County labor unions came together to support the annual Marine Corps Toys for Tots campaign in Everett.

Altogether, the volunteers donated more than 300 hours to the drive, picking up, sorting and unloading trucks full of donated toys and assisting families at the warehouse. The volunteers also donated more than \$1,700 worth of toys themselves.

"We were able to help make the holidays a little brighter for Snohomish County families this year," said IAM 751 Steward Jereme Wise. "Being able to give back to our neighbors is so important to the labor community."

The project was organized by the United Way of Snohomish County and the Snohomish County Labor Council. Members of SPEEA, IBEW Locals 77 and 89 and the Teamsters Union also took part.



Rob Carver was one of the many 751 members volunteering to help.

North End MVPs helping to make Snohomish County better



Above: Members of the MVP Committee's North-End Subcommittee pose for a photo before setting out to clean up their Adopt-a-Road site, which is along Fourth Avenue in South Everett.



Center left: MVPs (including Thong Trang, at lower left) prepared and served breakfast to homeless people at the Everett Gospel Mission in November and December.

The North-End Subcommittee meets monthly to discuss community service projects in Snohomish County. The next meeting will be at 12:30 p.m. Jan. 21 at the Everett Union Hall.



IAM 751 honors veterans for service to nation, union

Unions and the military share common values: looking out for each other and working together to achieve their missions, IAM 751 members who had served in the U.S. Armed Forces said.

"You look out for each other, in that foxhole," said Dwyane Johnson, who served as a helicopter door gunner in the U.S. Army in Vietnam before joining our union. "It's the same thing here."

District 751 honored the thousands of its union members who have served in the Armed Forces with a Veterans Day ceremony. At the ceremony, our union unveiled a plaque thanking veterans, which reads: "You fought for our freedom to have the right to organize and bargain collectively so that we all may have a better way of life."

Identical plaques are being installed at all five IAM 751 union halls, in Auburn, Everett, Renton, Seattle and Spokane.

District 751 has close ties to the Armed Forces. Our union today represents close to 700 workers employed by defense contractors at Joint Base Lewis-McChord, Whidbey Island Naval Air Station and Fairchild Air Force Base, as well as Boeing Co. workers at Edwards Air Force Base.

And for generations, IAM 751 Machinists have built the Boeing Co. aircraft that have helped defend our nation, noted Ira Caterman, the president of Machinists Union Local Lodge 751-E and an Army veteran.

"Boeing's been building military products since World War I and we as Machinists have been involved since 1935," he said. "Boeing has a long his-



District 751 members who served in the Armed Forces pose with a plaque that was dedicated to honor their service.

tory of hiring veterans. We have a lot of familiarity and expertise, and we have a vested interest."

As a result, veterans make up a relatively high percentage of union members in Washington State, said Larry Brown, our union's legislative director and a U.S. Navy veteran.

"It seems like its a quarter to a third of everyone at a union meeting is a veteran," he said. "That's a greater percentage than you'll find at any other group's meeting, except maybe the VFW."

The keynote speaker at the ceremony, Al Link, is the former secretary-treasurer of the Washington State Labor Council. He served in the Army in Vietnam, then came home to Spokane to a union job at Kaiser Aluminum. He told the IAM 751 veterans that the bond between soldiers are just like the bonds

between union members.

"You always come out of the service with a feeling of camaraderie with your fellow soldiers," Link said. "When you work at a union mill or a foundry or a Boeing plant, you have the same thing."

Brown agreed: "Military people understand that we have to do this together and we have to have each other's back."

IAM 751 President Jon Holden said it was important for our union to do

something to honor the many thousands of Armed Forces veterans who have been members of our union, past and present.

"To our brothers and sisters who work beside us, to our brothers and sisters who came before us, and to our brothers and sisters who bravely fought for our country, thanks for the sacrifice," Holden said. "It's given us everything we have as a country."

Unions find support for aerospace tax accountability

Continued from Page 3

company spokesman repeatedly claimed that the \$8.7 billion tax giveaway isn't actually costing the state anything, and added that it would be "burdensome" for Boeing to have to comply with job creation and pay standards just like those it meets in every other state where it gets tax breaks.

"It's not 'burdensome' for Boeing to keep track of all the executives and shareholders who are getting money from the latest \$12 billion stock buy-back," Brown said. "What we're proposing wouldn't be any more 'burdensome' than that."

The company is circulating a document titled "Myth Busters" in Olympia, and has embarked on what The Herald newspaper described as a "charm campaign" with community groups. But Boeing's claims are full of holes, Brown said.

"The company's trying to cherry-pick the data," he said. "They're trying to compare today's employment levels with 2003 – which was in the middle of the biggest aerospace layoff cycle in our

generation. We'd just lost 30,000 people as a result of 9/11. So of course we've got more aerospace workers today than we did in 2003."

Boeing also is trying to argue that it has grown its Washington workforce, relative to the other states where it operates.

"You know that old saying about lies, damn lies and statistics?" Brown said. "Boeing has pretty much eliminated its workforce in Kansas and California, and it's cut the Missouri operation to the bone. That's why the numbers shifted."

Brown said IAM 751 Machinists will need to speak out during the upcoming legislative session to ensure that Boeing doesn't get away with misleading Olympia.

"The way the law is today, Boeing and its suppliers are free to use our tax dollars to create good-paying jobs in other states, and poverty-wage jobs here at home," he said. "Our goal is to change that, and we'll need the support of all our members to get that done."

Difficult year ends with signs of hope, strength

Continued from Page 2

parents and grandparents – rallied together, rebuilt their solidarity and in time made District 751 one of the most-effective, and most-respected, labor organizations on the West Coast. In the process, they built good middle-class lives for themselves and their families, creating the prosperous communities we live in today and winning contract benefits that we still enjoy.

I have nothing but respect for those

Machinists of years past. They were working people who came together to create something special. I believe that our members are just as strong today, and we can accomplish anything we set our minds to.

And the first steps that we took in 2014 have set us on the road to achieving our goals.

Thanks for all you did, for our union, communities and companies, in 2014. Here's to better things in the year ahead.

Swearing the oath



Local A District Council Delegate John Kussy (r) repeats the oath of office from District President Jon Holden.



Local F President Robley Evans (l) administers the oath of office to Local F Communicator Charles Cesmat.



Bob Belles (r) takes the oath of office as District Council alternate for Local C from District President Jon Holden.

RETIREMENT NEWS

Holiday luncheon kicks off the season in style

Retirees and their guests packed the Seattle Union Hall on Dec. 8 for a festive holiday lunch. Attendees were treated to a delicious turkey dinner with all the trimmings, music from the Northstar Sax Quartet (AFM Local 76-493), and a free drawing featuring dozens of wonderful prizes.

District President Jon Holden thanked the retirees for all they did to build this great union and wished everyone happy holidays!



The Seattle Union Hall was packed with retirees and their guests for the annual holiday lunch.



Left: Many attendees were festive wearing holiday hats and decorations as they visited with friends.



Retirees pose for a photo following the prize drawing.

Photo right: District President Jon Holden greets Dave Muellenbach who served as a union steward for many years before retiring from the 767 line in 2013.



Ruth Render (l) and Florence Harrell each won a beautiful gift baskets in the free drawing.



Attendees were treated to a delicious turkey dinner with all the trimmings.



Pumpkin pie was one of the desserts offered.

November Retired Club meeting minutes

The Nov. 10 meeting was called to order by President Jackie Boschok. John Guevarra led the attendees in a prayer which was followed by the flag salute and the singing of God Bless America.

Roll Call of Officers: All officers were present or excused.

Minutes: The October minutes were not available to review so the decision was made to wait until the January 2015 meeting to discuss the minutes.

Financial Report: Jackie Boschok gave the report in Tom Lux's absence. Tom kept the cost of the Leaf Festival trip low to encourage participation since it was the first time we did this. The Executive Board will look at this for next year to see if we want to do this again. **M/S/P** to accept the report.

Communications: Lucia Raum read a recommendation from the Executive Board to spend up to \$4,500 for the Retiree Christmas luncheon to include food, raffle prizes and a union musical group. **M/S/P** District 751 gave \$300 towards the cost of the luncheon.

The Executive Board recommended spending up to \$25 to purchase a turkey for the Puget Sound Labor Agency Turkey Drop. **M/S/P**

Health & Benefits & Business Reports: Garth Luark gave the report.



Retired Club President Jackie Boschok (far left) congratulated Helen Lowe who has a December birthday, Michael Keller who has a November birthday, as well as Helen and John Pompeo who celebrated their 66th anniversary.

Jim Hutchins thanked Garth for helping to build a ramp for a retiree in Auburn who wasn't able to come home from the hospital until the ramp was built.

Health and Welfare: Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: William Baumann, Mimi Chabot, Daniel Hopkins, W.W. Layton, Jr., Robert W. Nelson, Kenneth Robinson and Lawrence Street. Sympathy cards were sent to the next of kin.

Legislative Report: Carl Schwartz

reported the Nov. 4 election results favored Republicans. Unfortunately, senior citizens can expect attacks on both Social Security and Medicare, so-called "reforms." Both the Machinist's Retiree Department and the Alliance for Retired Americans (ARA) will follow closely any congressional proposals to hurt these programs and will keep us advised.

We have postcards addressed
Continued on Page 10

RETIREES

Congratulations to the following members who retired from the Union:

Deriece Allen	Christopher Manning
Douglas Allen	James Marshbanks Jr
Les Alsobrook	Steve Martin
Waymon Beam	Robin Miller
Jon Bellah	Jay Papillon
Randall Belles	Philip Payne
Bill Benson	William Pedersen
Donald Buckner	Christina Pettibon
Rudolph Chacon	Maria Raley
Alyssa Crawford	Jose Ramirez
Judie Crooks	Eric Smit
Kurt Dykema	David Springstead
James Edwards	Mark Woodford
James Forsythe	Margaret Wright
Marion Goff	Yun Yim
Brenda Hill	
Elmer Hulstrom Jr	

RETIRED CLUB OFFICERS

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

FREE
WANT ADS
FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

HOODFOR2000SIHondaCivicanдреarspoiler, \$200 for both, good shape. 253-638-8112

FORD 9” TRAC-LOC 3L 50, 31 spline. Works great. \$450. 360-563-2422

BOATS

19’2008 BAYLINER 192 Cuddy, V-6 Mercury, excellent condition, \$10,500. 425-488-4259

GREAT FISHING BOAT. 1998 Bayliner Trophy, 21 ft w/trailer, including 9.9 kicker, 4 stroke and 115 HP Mercury outboards. Garmin fishfinder with GPS. Scotty elec downriggers. \$16,000, will negotiate. 425-238-8737

COTTAGE INDUSTRIES

SALMON/STEELHEAD FISHING fishing guide services in western Washington rivers. All equipment included. Call, text or email 253-737-7292 or coleschrome.com.

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

FURNITURE & APPLIANCES

SEVERAL ANTIQUE DRESSERS. Make an offer on one or all. 425-226-2385

TWIN BED, used 2 months \$100. Love sofa \$100. End table \$40. Small table 30 x 24.5 top, \$50. Call Ted 425-346-0653 before 8 p.m.

FURNITURE, dining room table, chairs, bed. 206-783-1111

HOUSING

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

RENTAL: DUPLEX with fireplace, bottom level, Queen Anne hill, \$750 monthly. Call 206-783-1111

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

FOR SALE BY OWNER: 3 BDRM, 2.5 BATH, 1644 sq foot home on 7+ acres, oversized 2 car garage with RV carport & unattached 12’ x 24’ garage. Between Sequim and Port Angeles. \$343,000. 360-460-4868

MISCELLANEOUS

½ HORSE CHAMBERLAIN GARAGE DOOR OPENER, 1 wired, 2 remote controls, \$50. Call after noon. 425-255-2210

STEEL WIRE SHELVING UNIT for garage. Approximately 6 feet tall, 40 inches wide and 20 inches deep \$25. 425-226-2385

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

OLD PUMP ORGAN, good condition \$75. 253-941-8910

NORTHSTAR 550W HONDA POWERED GENERATOR with wheel kit. Less than 50 hours run time, owner’s manual, exc cond. \$700. 253-243-4286

KILN FOR SALE, \$400, needs \$20 worth of parts & \$60 for labor, was serviced at Tacoma Clay Arts Center. 360-268-3400 or 360-268-3300

TWO FORMAL SLEEVELESS DRESSES with jackets. Size 18. One beige, one light rose. \$15 each or both for \$25. Also two street dresses. 425-226-2385

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. 12th

TWIN BED, used 2 months \$100. Love sofa \$100. End table \$40. Small table 30 x 24.5 top, \$50. Call Ted 425-346-0653 before 8 p.m.

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

SEVERAL ANTIQUE DRESSERS. Make an offer on one or all. 425-226-2385

LOTS OF OLD BOOKS. Priced individually. Some recent ones. 425-226-2385

HANDMADE CEDAR CHEST, \$25. Makes a good Christmas present. 425-226-2385

SMALL SILVERTONE ORGAN with owner’s manual. Would make a nice Christmas gift. \$25. 425-226-2385

MINI WOODWORKING LATHE, central machinists model #95607. New for half price of \$75. Make a good Christmas gift for someone. 425-765-7478

LUMBER, used clean 2 x 12’, (7) 14’, (5) 16’, \$15 each. (1) 4 x 6 x 16’ \$20. 206-242-1538

FRAMING JACKS (used) (35) plus construction alignment jacks. \$10 each. 206-242-1538

FURNITURE, dining room table, chairs, bed. Saws, 1983 Ford Taurus \$850. 206-783-1111

HEAVY DUTY ¾ MOTOR CRAFTSMAN commercial table saw with saw dust box & parts. \$350. 253-852-6809

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

POMPAS GRASS PLUMES, 60, \$2 each. 253-852-6809

LOG CHAINS, heavy duty, various sizes \$12 to \$25. 253-852-6809

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

PROPERTY

RECENTLY RENOVATED retail/office/professional building for sale. 200 amp service on 1800+ sq ft. 1M= visitors/yr. Asking \$185K. View by apt. Call Bill 509-631-0067

TWO CEMETERY PLOTS in Floral Hills Cemetery, Lynnwood, WA. \$5000 OBO. Call collect 480-983-0956 AZ

1191 SQ FTR, 3 BDRMS, 2.5 BATH, 2 parking lots. 7 minutes to Boeing Renton. \$1395 plus \$75 utilities including g/s/w and cable. 1st and last month deposit. 12 month lease. Prefer Boeing employee. Call Samara 425-898-3188 for more info

3 CEMETERY PLOTS in Washington Memorial, SeaTac. Garden of meditation, Section 14. \$3,500 each. Sold separately or as a group. 360-882-8458

1968 APACHE POP UP TRAILER, no tent or accessories, in good shape. Good for hauling. \$600 firm. 253-370-4368

SPORTING GOODS

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

50 CAL TC HAWKEN, like new, slugs, balls, patches, quickloaders, powder, clips and more \$250 cash please. 253-839-2519

TOOLS

HEAVY DUTY ¾ MOTOR CRAFTSMAN commercial table saw with saw dust box & parts. \$350. 253-852-6809

MINI WOODWORKING LATHE, central machinists model #95607. New for half price of \$75. Make a good Christmas gift for someone. 425-765-7478

SNAP-ON ROLL CAB, like new. Cost \$6400, sells \$4500 or best offer. I can text pictures of this box. 425-512-1535

SAWS, 206-783-1111

VEHICLES

1971 DODGE CHARGER, like new. 206-783-1111

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

1955 CHEVY 4-door, automatic, 6 cyl, excellent condition and runs great. \$10,000. 206-818-4883

1997 CORVETTE (Shoreline WA), 3 speed, auto trans, 350 cu in engine, cash only. \$12,950. 206-365-1063

1999 DODGE CARAVAN SPORT mobility van, complete with powered wheelchair/scooter ramp. Sensitive power steering, cruise control, 37,000 miles. Body not perfect. \$6,900. 253-848-3878

2011 FORD FOCUS SE, 4,000 one owner miles. \$12,500. Email don-stephens76@yahoo.com for details.

1983 FORD TAURUS, \$850. 206-783-1111

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

Retired club Nov. meeting minutes

Continued from Page 9

to President Obama asking him to keep community based Social Security offices open. Also we want full restoration of staffing to the Social Security Administration. You are asked to add your full name, address and a comment if you wish. The club will mail them.

We will continue to participate in senior lobby day in Olympia on February 26. If you are interested in joining this effort let Jackie know. The more that attend, the better.

President’s Report: Jackie Boschok reported District 751 will hold a special ceremony and dedicate a plaque to honor our veterans on November 11. Everyone is invited to attend.

She also announced that the ARA would be hosting a state-wide convention February 10. More information will be available later.

Old Business: None.

New Business: None.

Good & Welfare: John Guevarra read an article prepared by the ARA called Social Security Myth Buster which debunked statements such as Social Security is going broke and everybody needs to sacrifice, cut seniors’ Social Security COLAS!

Carl Schwartz asked for suggestions for programs for the club next year to bring in new members. Jackie said this would be discussed at 10 a.m. prior to the Dec. 1 meeting.

Mike Keller said if you receive a call from someone stating they are from the IRS it is a scam. The IRS does not call people.

In honor of Veteran’s Day the veterans were asked to stand and received a round of applause. Veterans present were: George Braun, Jan Egger, Jim Hutchins, John Mah, Ron McGaha, Joe Pinezes, Jerry Seidl, Max Templin and Larry Wade. Joe Pinezes brought in pictures of his military service to share with everyone.

Birthdays and Anniversaries: Michael Keller celebrated a birthday in November and Helen Lowe in December. John and Helen Pompeo will be celebrating their 66th wedding anniversary.

Dean Dickinson won the drawing for a Fred Meyer gift card.

Adjournment: The meeting was adjourned at noon.

Circle One: ANIMALS
BOATS
TOOLS
HOUSING
AUTO PARTS & ACCESSORIES

ELECTRONICS & ENTERTAINMENT
FURNITURE & APPLIANCES
RECREATIONAL VEHICLES
MISCELLANEOUS

PROPERTY
RECREATIONAL MEMBERSHIP
SPORTING GOODS
VEHICLES
COTTAGE INDUSTRIES

Ad (25 word limit. Please print).

Phone (or Address)

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

Name Clock Number

Address Shop Number

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Jan. 12th!

FINANCIAL \$ENSE: College Tuition Anxiety? Get schooled on financial aid - whatever your income level

Did you know that in the 2012-2013 academic year, more than \$238.5 billion in financial aid (grants, federal loans, federal work-study, and federal tax credits and deductions) was awarded to undergraduate and graduate students? And that those students came from households spanning a wide range of household incomes? During that same time period, the average amount of aid for a full-time college or university student was \$13,730, including \$7,190 in grants (that don't have to be repaid) and \$4,900 in federal loans.*

Once you realize how many resources may be available to your student and begin your research on financial assistance, you may be on your way toward easing some of the anxiety often associated with paying for higher education.

Five lessons on seeking financial help for your student's tuition

Start planning for aid during your student's high school years. Pay particular attention to your child's junior year of high school, and reposition assets or adjust income before that year begins. When financial-aid officers review a family's need, they analyze the family's income in the calendar year that begins in January of the student's junior year of high school.

SCOTT

WEALTH MANAGEMENT GROUP

of Wells Fargo Advisors

Assume you are eligible for aid until you're told otherwise. There are no specific guidelines and no rules of thumb that can accurately predict the aid you and your student may be offered. Because each family's circumstances are different, you'll want to keep an open mind as you consider various financial-aid alternatives. A number of factors – such as having several children in school at the same time – could increase your eligibility.

Reassess assets held by your children. Federal institutions expect children to contribute 20 percent of their savings toward their education's costs, while parents are expected to contribute up to 5.64 percent of their savings.** That's why assets held in custodial accounts may reduce the aid for which the family qualifies. Assets held in Coverdell Education Savings Accounts (ESAs) and 529 plans will be factored into the parent's formula, having less effect on the aid for which the family qualifies.

Steer grandparents' gifts in the right

direction. Grandparents' hearts often lead them toward gifting directly to grandchildren or paying the student's tuition expenses. Even though payments made directly to the institution avoid gift taxes, institutions generally count these payments as an additional resource the family has to pay for college expenses. Distributions from grandparent-owned 529 plans are also considered as additional resources and assessed as student's income – which reduces the amount of eligible aid. A better idea for grandparents may be to consider gifting to a 529 plan owned by the parent or student. The financial aid treatment of gifts to a 529 plan is generally more favorable than that for gifts made directly to the student, and grandparents may realize estate-tax and gifting benefits by using this alternative.

Assess your family's financial situation to determine the amount of funding your student will need. Gather records and begin researching available financial aid, grants, loans and scholarships. Two forms will be key to your aid application process: the Free Application for Federal Student Aid (FAFSA) and the College Scholarship Service Financial Aid Profile (PROFILE). The FAFSA form helps you apply for federal aid, and many states also

use it to determine a resident student's eligibility for state aid. You can find this form in high-school guidance offices and college financial-aid offices or online at fafsa.ed.gov.

Proudly Serving the I.A.M.A.W. for over 25 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.

*Trends in Student Aid 2013, collegeboard.org

**fafsa.gov

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

Investments in securities and insurance products are: NOT FDIC-INSURED/NOT BANK-GUARANTEED/MAY LOSE VALUE.

Wells Fargo Advisors, LLC, Member SIPC, is a registered broker-dealer and a separate non-bank affiliate of Wells Fargo & Company. ©2014 Wells Fargo Advisors, LLC. All rights reserved.

0414-05082 [92893-v1] 04/14

Local 751-F membership meeting incentive winner

Local F President Robley Evans (l) presents Local F member Jimmy James with a \$250 gift card. Jimmy won the new member drawing. Local F enters each member at their first meeting in the drawings which are held each August and December. Local A also has the same program with winners in August and December.



Notice of Nomination & Election for District Vice President

To the fill the vacancy for the unexpired term of District Vice President, District 751 will hold nominations for the position at the Jan. 27, 2015 District Council meeting to be held at the Seattle Union Hall, 9125 15th Pl S, Seattle, convening at 5:30 p.m.

To be eligible for nomination, members must be a seated District Council delegate as well as meeting all the "Qualifications of Candidates" listed in the District By-laws and the IAM Constitution.

Election Day. If more than one person is nominated for the position of District Vice President on Jan. 27, an election will be held on March 5 from 5 a.m. to 6 p.m. at the following Union offices:

Auburn Hall: 201 A Street SW
Everett Hall: 8729 Airport Rd.
Renton Hall: 233 Burnett N.
Seattle Hall: 9135 15th Pl S
Frederickson: Tacoma Sportsmen's Club Inc., 16409 Canyon Road E., Puyallup 98375
Richland: 1305 Knight
Spokane: 4226 E Mission St.
Wenatchee: 180 Rock Island Rd, E.

Wenatchee

Absentee Ballots. Absentee Ballots will be furnished upon written request to the District Secretary-Treasurer. Such requests for absentee ballots must be received no later than 10 days before the election (by 5 p.m. on February 23, 2015). Members must qualify under the provisions of the IAM Constitution.

For Locals A, C, E & F: Direct absentee ballot requests to: District Secretary-Treasurer, 9125 15th Pl. S., Seattle, WA 98108 or personally deliver to one of the following offices between 8 a.m. and 5 p.m. (NOTE: Auburn, Everett & Renton halls are closed for lunch from noon to 1 p.m.):

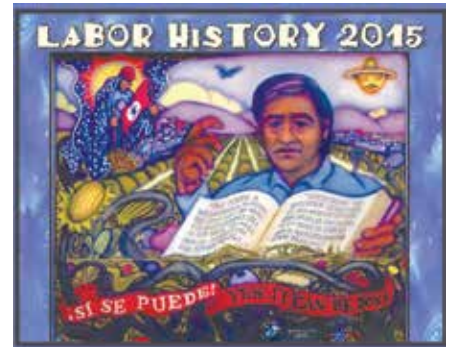
Auburn - 201 A Street SW
Everett - 8729 Airport Road;
Renton - 233 Burnett N;
Seattle - 9125 15th Pl. S.

For Local 86, 1123 and 1951: Mail or personally deliver absentee ballot requests to: IAM & AW Ballot Request, 4226 E. Mission, Spokane, WA 99202. Office hours are 7:30 a.m. to 4:30 p.m. and closed for lunch from 1 to 2 p.m.

Labor History Calendar \$5

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

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



2015 IAM Scholarship competition now open

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

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

Awards to Children of Members are:

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

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

Eligibility for Competition

Any applicant must be either:

- an IAM member, or
 - the son, daughter, stepchild or legally adopted child of an IAM member.
- Child of a Member Applicant--
- Must have one living parent with two years of continuous good-standing

membership up to and including the closing date of Feb. 27, 2015.

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

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

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

- A "continuous good-standing membership" is understood to be a period of membership during which the member continuously has paid monthly dues uninterrupted by withdrawal cards;

- The IAM member must maintain continuous good-standing membership throughout the life of the award.

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

Obtain an IAM Scholarship application and guidelines online by visiting www.goiam.org/iamscholarship. Completed applications must be postmarked no later than February 27, 2015.

EASTERN WASHINGTON

Year-long effort delivers tons of toys in Yakima

IAM members working at Pexco lend a helping hand all year with their participation in the Marine Corp Toys for Tots Program.

Union Stewards Katie Bronson and Rex Dietz took on a leadership role in coordinating the event that has turned into a year-long fundraising drive.

This year's efforts raised an impressive \$2,935 and delivered literally truckloads of toys for area children.

Members enjoy giving back to the community and helping make the holidays brighter for children.

The first year of a concerted effort, they held a food and clothing drive near the holidays and raised \$1,500. The next year they selected Toys for Tots and made it a year-long effort. They experimented with various fundraisers such as bake sales, raffles and nacho feeds and learned what were the real money makers.



IAM members at Pexco held fundraisers all year to help Toys for Tots. They raised \$2,935 and were able to purchase the toys above for area children.

This year they planned activities for the entire year with one event every other month. The group organized a Valentine's Day bake sale, breakfast burrito sale, an ice cream social, a Seahawks wagon raffle and a Thanksgiving bake sale.

The group also held another event, but designated proceeds to benefit a member, whose 6-year old had cancer.

Members had a great time shopping for the various age groups and took advantage of the Black Friday sales.



Union Steward Katie Bronson delivers toys to distribute to the local Marine Corps.

"It is wonderful to know you are making a difference in someone's life," Katie said. "That is our plan every year with Toys for Tots. We figure having an event every other month is a good pace so people don't get burned out. We all enjoy the event and know it raises money for a good cause. It's nice to see just how many toys will bring smiles to children over the holidays thanks to our year-long effort."



Stewards Katie Bronson and Rex Dietz helped shop for the toys and coordinate fundraisers.

New contract implemented for members at Pexco

When members at Pexco voted on a new five-year contract on Nov. 25, they voiced their displeasure at the length of the proposed agreement. While an overwhelming majority voted to reject the contract proposal, members did not prevail in obtaining the required two-thirds for a strike. Therefore, the new agreement was accepted by default.

Under the terms of the IAM's Constitution, a majority must reject the contract and two-thirds of workers voting must authorize a strike or else the contract is ratified by default. The super-majority protects our members from sacrificing their earnings and savings when the support necessary to sustain a strike does not exist.

Members expressed concern at the length of the agreement and believed the raises should have been higher.

The committee pushed Pexco hard to ensure there were no takeaways. The committee made gains in wages, temporary work assignments, overtime, attendance, holiday pay and many other areas. Some highlights of the offer include:

- Raises each year of the contract:
12/1/14 - 3% 12/1/17 - 2.5%
12/1/15 - 2.5 % 12/1/18 - 2.75%
12/1/16 - 2.5%
- Shift differential of 40 cents for those working 12 hour shift (5 p.m. to 5 a.m.)



Members lined up to get their ballots and vote on a new proposed 5-year agreement on Nov. 25

- Ratification bonus of \$600
 - Personal time may now be taken in one-hour increments on either end of the shift (previously 2 hour increments)
 - Added language if holiday falls on a scheduled workday, employees will be paid holiday pay equal to their missed shift (i.e. if would have worked 12 hours, paid for 12 hours)
 - Added option for employees to rollover a maximum of 12 hours of deferred holiday time into the following year.
 - Added up to \$150 for purchase of safety boots one time in 12-month period.
- Special thanks to the negotiating committee and negotiations subcommittee for all their hard work and effort. Also thanks to all members who voted and took part in the process.

Lunch meeting builds solidarity at Pacific Power Products

A lunch time meeting at Pacific Power Products helped facilitate discussions on issues in the shop. It also gave an opportunity for new members to meet their union representatives.

Business Rep Steve Warren and Union Steward Jeff Salpeter introduced themselves and answered questions about the contract, issues at work, and our union.

Jeff is a new Union Steward at Pacific Products who is energized and excited to represent the membership.

Thanks to everyone who attended the meeting (Jon Brown,

Bill Bergloff, Joseph Hoerl, Jeff Salpeter, Jason Smith) and also welcome to two other new members Albert Rudenko and Stacey Singer who hired into Pacific Power Products in 2014.

The meeting gave members a chance to talk issues for their upcoming negotiations. Their current agreement expires on January 31. Discussion also focused on solidarity and sending a strong message to management.

Getting all members educated and on the same page will result in a stronger bargaining unit when faced with a contract vote in the coming months.



Members at Pacific Power Products held a lunch time meeting in December to talk issues in the shop and discuss a timeline for upcoming negotiations.

Members take part in a question and answer session on the proposal before voting on the contract.



Photo left: Special thanks to the Pexco negotiating committee and negotiations subcommittee, who worked hard to address issues members had identified.