

DISTRICT 751 AERO MECHANIC

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Ideas to make our union stronger going forward

How can we effect change to make our Union stronger for the future? That was the question IAM 751 members turned out to answer in October at nine workshops throughout Puget Sound.

We have often been told that the Machinists Union is one of the most democratic unions in America. But democracy is a muscle that must be exercised or it will atrophy.

Members and retirees exercised their rights and took part in the workshops to help determine the direction our Union takes going forward.

Candid discussion, brainstorming ideas, sharing proposed concepts for Constitutional revisions, as well as general question and answer sessions provided informative two-way interaction between Union members and Union leadership.

The ideas are leading up to the IAM Constitutional amendment process, which happens every four years at the Grand Lodge Convention as elected delegates from across the U.S. and Canada gather to debate programs and rules governing our Union.

District 751 President Jon Holden is leading the effort to energize our members, inspire participation and encourage members to take more ownership in our Union.

"The goal of these workshops was to have good

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Members brainstorm Constitutional changes at an Everett workshop.



District President Jon Holden asked for input on how to make our Union stronger going forward.



At a Seattle workshop, David Wyatt discusses Constitutional changes.

Pickets at Cadence on Oct. 26 promoted solidarity and determination, as members fight for a fair first contract.



United for a fair contract at Cadence

Solidarity is alive and well for Machinists Union members working at Cadence Aerospace-Giddens in Everett. On Oct. 26, pouring rain couldn't dampen the spirit of these workers determined to win a fair contract with their employer.

Bolstered by support from more than 40 IAM 751 members from Boeing, Cadence workers marched through the parking lot on their lunch time and at shift change to demand fairness at the bargaining table and for the company to end their illegal tactics that caused our Union to file unfair labor practice charges against them.

This was the second strong showing by members at Cadence in October. On Oct. 15, members were unified with an overwhelming 95 percent 'YES' vote to authorize strike sanction. The overwhelming support demonstrates members are serious about getting a first contract that addresses their issues and sent a strong message to company negotiators that members support their IAM Negotiating Committee.

District 751 filed formal complaints with the National Labor Relations Board (NLRB) on Oct. 6. From the start Cadence management has engaged in activity that violates the workers' rights, the union charged in its complaints to the

NLRB. The charges included:

- Cadence illegally withheld 401(k) matches that were due to the workers, in retaliation for their vote to form the union.
- Managers refused to do employee evaluations that were necessary for the workers to receive raises, also in retaliation.
- Cadence kept enforcing rules laid out in an employee handbook that violate the rights of workers under the National Labor Relations Act;
- Cadence negotiators delayed the negotiations by refusing to provide information union negotiators need to bargain on behalf of the workers. Information the union has a right to see under NLRB rules for collective bargaining.
- Cadence made repeated statements to discourage workers from getting involved in the process for negotiating a contract, and interfered with, coerced and restrained workers by indicating that unionization harmed the company and workers will lose benefits due to unionization.

"Workers at Cadence have a right under federal law to form a union, free from interference, coercion and restraint," said Richard Jackson, the union's lead negotiator. "All employers –

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Union ensures member's job is secure while on LOA

IAM 751-member Steve Kaes can breathe a little easier thanks to assistance from his Union. After having a lung removed in his battle with lung cancer, Steve was threatened with potential termination for what was "perceived" as him not following the proper leave process.

When his pleas for an appeal fell on deaf ears, he turned to his Union for help. Health & Benefits Rep Rod Sigvartson and Business Rep Dena Bartman immediately contacted a Boeing HR General, who provided a letter to reopen his case, and reversed the potential termination within two days.

"If I didn't have our Union to help with my case, I would be terminated from Boeing today. No one at Aon Hewitt would listen to the facts or even consider deviating from their process. They insisted there is no appeals, period," said Steve. "I appreciate our Union being there to help. When I explained what happened, our Union immediately jumped into action and ensured the matter was corrected."

"It was so frustrating and stressful to literally be fighting for my life and having to fight to save my job, as well," Steve added. "TotalAccess insisted I should have reported back to work July 7. I explained I was still in the hospital. Even now months later I have an open cavity where they extracted the lung, when the nurses change the bandages daily they look around inside with a flashlight. There is no way I could have returned to work in July or even in October."

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Steve Kaes (center) thanks Business Rep Dena Bartman (r) and Health & Benefits Rep Rod Sigvartson for ensuring he was not terminated while he was recovering from having a lung removed after Aon Hewitt mistakenly told him his leave was approved.



Strong Solidarity
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REPORT FROM THE PRESIDENT

Our Union and our strength begin with YOU

By JON HOLDEN
District 751 President

There's an old saying in the Labor Movement: You can't have a strong union without "you."

I saw a lot of our union's members stepping up, getting involved and being accountable for making things better in October. Those kinds of acts by all of us as individuals will make our union stronger.

Some of our newest members took some important first steps in October.

We had very strong turnout for our first-ever new member introduction meetings. These are new workshops we will hold every month starting in January in Auburn, Everett and Seattle to help new IAM 751 members learn about our union: the power of solidarity, the benefits of collective bargaining and both the rights and responsibilities they have as union members.

The classes are specifically targeted for brand-new union members, but they're



open to everyone working at an IAM 751-represented shop. To RSVP for a January class, send an e-mail to either: aub@iam751.org, sea@iam751.org or evt@iam751.org.

Our new members at Cadence Aerospace-Giddens in Everett also stepped up in October. Contract talks with their employer have been hampered by unfair labor practices, so the negotiating team there asked for volunteers to post an informational picket outside the company's two plants.

We got a great turnout of volunteers, but what was most impressive was the way that so many of the Cadence-Giddens Machinists themselves came out on their lunch breaks and at shift change, grabbed picket signs and union ponchos and staged their own marches and rallies inside the gates exercising their right to concerted activity.

I believe that their willingness to get involved and be accountable to each other will pay off. They sent a very strong

message that day, and I believe their managers heard it.

While all this was going on, many of our long-standing activists and officers gathered in October for a series of meetings to prepare for the upcoming Grand Lodge Convention. Every four years, representatives from every local lodge in the International Association of Machinists & Aerospace Workers, from all across both the United States and Canada, come together to discuss changes in our union's constitution.

Next year, the Grand Lodge will meet in Chicago, and our meetings in October were designed to start the process of preparing constitutional amendments that our local lodge delegates will propose at the convention.

The IAM 751 members who attended our October meetings came up with a lot of ideas that I think would help make our union even stronger, by giving local lodge members an even greater voice and more ability to shape the direction our union takes in the future.

It should not be easy to change

our union's constitution. To make a difference, ideas must benefit the majority of the 1,000-plus Machinists Union local lodges across North America.

Whatever we want to achieve as a union, whether it's winning better pay, benefits and working conditions at places like Cadence-Giddens, or helping out in our communities, or simply making our union work better, we can't be successful without the support and involvement of all our members.

A successful, democratic union requires accountability, involvement, education and solidarity. A successful union requires you.



The Auburn meeting prompted good discussion and brainstorming on how to get members more involved.

Meetings give members more knowledge of our union

Knowledge is power and our newer members now have another avenue to harness that power by attending "new member introduction meetings" that will be held monthly.

The idea is to help new members learn what it means to be Union. The 90-minute meetings will be held monthly starting in January beginning the week of the fourth Tuesday of every month. Next meetings are as follows:

- Jan. 26 - Auburn Hall 11 a.m. & 4 p.m.
- Jan 27 - Seattle Hall, 11 a.m. & 3 p.m.
- Jan. 28 - Everett Hall, 11 a.m. & 3 p.m.

"This is another way to provide members with access to Union leaders

and to educate members on the importance of solidarity, the power they have when they are united, and their rights and responsibilities," said District 751 President Jon Holden.

The workshops help members learn more about our history, our Union structure, their rights, contractual provisions and other useful information. While they are targeted to newer members, any member is welcome to attend.

The initial meetings included discussion and brainstorming on ways to make our Union stronger.

"Lack of participation hurts us all. Our Union is only as strong as each of

us makes it," said Robert Dale, a member who had previously belonged to the IBEW. "Don't undermine our efforts by badmouthing our Union, that hurts all of us. Get involved and encourage others to do the same. Boeing is counting on young people to be complacent, but we need you to take control. Don't let others make decisions for you, which is what happens if you don't vote and participate."

Steward Travis Proefrock, who invited members to attend, noted, "It takes each of us talking to other members and inviting them to these workshops or the monthly local lodge meetings. Participation is key to our strength."

Mike DeJesus Jr. suggested a Union Instagram account to reach younger members, which was set up by the end of the day @iam751.

"This is your Union. You have a voice so use it. Once you speak out, it is easier to speak up the next time, and it encourages others to use their voice," Robert added.



Members display the shirt they received for attending the 90 minute workshop.

Grievance filed on new Boeing installed job

Recently the Company notified your Union that they had created a new job classification called a Mechatronics Maintenance job #87706, which they implemented effective Oct. 2. To date, Boeing has not populated the new job, but we wanted to let you know the actions your Union is taking to challenge this.

Let's be clear. Your Union Reps did not have input on this job. The Company did not seek agreement from the Union in order to install the job so there was no agreement or input when the job was installed.

Per the contract, our Union has 45 days to evaluate the work being

performed in order to challenge the labor grade assigned, but our concerns go far beyond just the labor grade.

Our concerns are multi-faceted regarding the installation of this new job classification and we intend to challenge the Company to address our concerns by filing a grievance. Concerns with this new job include:

- This classification would be used to erode important seniority rights within our contract and result in job erosion reducing the number of members working in currently populated Grade 9 and Grade 10 classifications today.
- This job destroys the Category B inline

promotion and seniority process in existing job families contained in Article 22.

- There are not "new or substantially changed requirements" in the work being performed as defined in Article 13.5. This job contains work that is already performed in other classifications. We question the right to install the job at all.

- The job description reflects Grade 9 and 10 work rather than Grade 6.

Business Reps and Stewards representing members currently in these crafts will meet to give additional input to ensure we have strongest possible evidence in filing the grievance.

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

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Nov. 20 - Day of Action in Olympia

Nov. 9 marks the two year anniversary for the \$8.7 billion aerospace tax cuts for Boeing and the aerospace industry - the largest corporate welfare package in U.S. history.

Since passing the incentives that were designed to "maintain and grow" Washington's aerospace workforce two years ago, Boeing has cut 3,343 jobs from its Washington workforce.

Many of these jobs moved to other states where increased employment was a requirement to tap into tax breaks there. That means Boeing collects Washington State tax incentives, moves our jobs to another state and then collects the tax incentives in the other state.

Why? Because unlike other states that require jobs in exchange for tax incentives, Washington's incentives not only don't require jobs to grow, but allow jobs to diminish with no consequence or reduction in the incentives.

This is why District 751 and SPEEA worked so hard for the Aerospace Tax Incentive Accountability legislation in the 2015 legislative session and will continue pushing for these accountability bills in 2016.

As we prepare for the upcoming session in Olympia, members have an opportunity to help ensure these tax



incentives are revised so that not just the aerospace industry receives a benefit - taxpayers of this state benefit, as well.

On Friday, Nov. 20, District 751 and SPEEA will be renting buses to go to Olympia and highlight the need for the Aerospace Tax Incentives Accountability Act. Members travel to Olympia that day so House and Senate leaders can hear from us about the importance of maintaining good aerospace jobs in Washington state through tax incentive accountability. If you want to take part in the activities, please call Kay Michlik at 206-764-0335 or email at kaym@iam751.org.

Membership Action in Olympia

When: Friday, Nov. 20
Where: State Capitol, Olympia
What: Educating lawmakers on the need to revise tax incentives to maintain our aerospace jobs.

Buses will be leaving from Everett, Seattle & Auburn Halls. RSVP to kaym@iam751.org or call 206-764-0335. Let her know if you would like to ride our bus or if you will be driving yourself

Local lodge officers elected for 2016

In September, Local 751-E and Local 751-F officers were nominated without opposition and elected by acclamation for three-year terms beginning in January. Local 86 in Spokane held an election for the office of President with other positions being nominated unopposed. Below are the results of the Local 86 election on Oct. 8, as well as the Local 751-E and 751-F officers.

Local 86:

President (only contested office):

Richard (Rick) Olson – 131
 Gary Lee Swartz, Jr. – 80
 John Kofol – 3

Vice President: Kenya Conway

Recording Secretary: Carl Andrews

Secretary-Treasurer: Peter L. Hedemark

Conductor-Sentinel: Allen Eveland

Trustees (3 elected): Casey Streeter, Darrin Truitt, William I. Nikkola Jr.

Audit (2 elected): Ida Auckerman, Rene Ochoa

Local E:

President: Ira J. Carterman

Vice President: Guerdon Ellis

Recording Secretary: Roy Wilkinson

Secretary Treasurer: Bruce McFarland

Conductor-Sentinel: Travis Oney

Trustees (3 elected): Hainz Perry, John Cowin, Chris Olafson;

Audit (3 elected): Craig Kassian, C. Lee Verfaillie, Ross Veenker

Local F Officers:

President: Robley Evans

Vice President: Terri Myette

Recording Secretary: Christine Fullerton

Secretary Treasurer: Dorothy Crace

Conductor-Sentinel: Denise Strike

Trustees (3 elected): Terry Castle, Shannon Pruitt, Melissa Allen;

Audit (3 elected): Charles Cesmat, Luizane Chiv, Shane Van Pelt

Adam Smith stands with workers

In recognition of his years of supporting workers' issues, District 751 hosted a fundraiser for Congressman Adam Smith at the Seattle Hall on Oct. 12. Congressman Smith had the courage to vote against Trade Promotion Authority for the TPP. He continually fights to stop Corporate greed that is hurting the middle class in this country.



Ideas to make our union stronger going forward

Continued from Page 1

discussion and to brainstorm ideas on the changes we want to see that will make our Union stronger going forward," said Holden who led the workshops. "We recognize that changing the Constitution shouldn't be easy, but it is our duty and responsibility to search for ways to make our Union stronger and to share those ideas through a democratic process. Higher participation is the key to a better Union."

"We believe strongly in having an inclusive democratic process throughout our Union. We want our International to be strong in order to help locals and districts across the country," said Holden.

The IAM Constitution was meant to stand the test of time with reasonable modifications - making members and the labor movement better equipped to stand up against corporate greed.

A central theme emerged at each

Roger Walker shares his ideas to promote solidarity.



workshop focusing on a 'Members' Bill of Rights' to make our Union more democratic and empower the members. Many other concepts were also introduced that will be explored by the local lodge committees.

Members also brought ideas outside of the Grand Lodge convention to promote solidarity and visibility in the shop – all with the goal of building a stronger union for the future.

The workshops included an explanation of the Grand Lodge Convention, its importance, deadlines for submitting changes and how delegates are



Steward Nick Marmolejo talks changes he would like to see in the IAM Constitution.



Patric Boone shares his ideas for the IAM Constitution at the third shift meeting in Everett.

elected. Look for an article in a future *Aero Mechanic* on this topic to educate additional members on the subject.

Each Local Lodge will be appointing committees to develop the Constitutional amendment proposals in early 2016. If you would like to serve on the committee, please email Kaym@iam751.org and provide your name and BEMSID or last

4 digits of your Social Security Number, and local lodge.

Our local lodge leaders will be putting out a survey in January to get additional input from members on revisions/suggestions to make our Union stronger.

Members appreciated the invitation to provide input, discuss policies and get questions answered.



Retired member Pam Harris gives her ideas at a Seattle workshop.



Members at an Auburn workshop discuss suggestions for change going forward.

SERVICE TO THE COMMUNITY

Machinists make Halloween sweeter

District 751 members did their part to make Halloween a little sweeter for kids in one South Seattle neighborhood.

Union members collected close to 600 pounds of candy, which was donated to the Salvation Army of White Center for its annual Halloween party.

"There was enough candy left over to cover their Christmas party too," said IAM 751 Business Rep Rich McCabe, who was the union's focal for the candy drive.

The Salvation Army's annual Halloween party provides a safe alternative to trick or treating for children in a rough neighborhood.

This year's party was a lot of fun for everyone, thanks in large part to Machinists Union members, said Maj. Raymond Erickson-King, the



District 751 Business Rep Rich McCabe and Local A President Les Mullen give nearly 600 pounds of candy to Salvation Army Maj. Raymond Erickson-King and Social Services Director Bill Talbot.

Salvation Army's senior officer in White Center. "Lots of kids and families benefited from your organization's generosity," he said.

"Lots of kids and families bene-

MVPs plan one-day turkey drive

District 751's MVP Committee is organizing a one-day turkey drive to help homeless people in Everett and Tacoma have heartier holiday dinners.

The committee will collect frozen turkeys -- no fresh ones -- between 8 a.m. and 4 p.m. Friday, Nov. 20, at all IAM 751 Puget Sound union halls.

(The Auburn, Everett and Renton union halls all close from noon to 1 p.m. for lunch.)

Turkeys donated at the Everett Union Hall will be given to the Everett Gospel Mission. Turkeys donated at Auburn, Renton and Seattle will be donated to The Rescue Mission in Tacoma.

"It will be a friendly competition to see which group of union members can do the most good for the most people in these communities," said MVP Committee Chairman Rob Curran.

More holiday events

Volunteers from our union will take part in a number of other holiday-themed community service events during December.

You must sign up in advance to participate in these events. To do that, call the Seattle Union Hall at (206) 764-0335 or e-mail KayM@IAM751.org.

Salvation Army bell ringing, Dec. 4

Machinists Union members will ring bells and encourage shoppers to fill the red Salvation Army kettles from 6 to 8 p.m. Friday, Dec. 4, at Westlake Center in Seattle.

Toys for Tots, Dec. 11-12

Members of the MVP Committee's North-end Subcommittee will help the U.S. Marine Corps Reserve unload, collect and sort donated toys donated for Snohomish County children on Friday, Dec. 11, and Saturday, Dec. 12.

On Dec. 11, volunteers are needed from 1 to 5 p.m. to help unload a semi-trailer full of toys.

On Dec. 12, volunteers are needed from 9 a.m. to noon and from 1 to 4:30 p.m. to unload collection boxes, sort and distribute toys.

All the work will take place at the Foundation Church at 2730 Oakes Ave., Everett.

In addition, volunteers who have large trucks or vans are needed from 1 to 4:30 p.m. to pick up toy collection boxes around Snohomish County and return them to the church Oakes Avenue.

Toy & Joy, Dec. 15-16

MVPs will help the Salvation Army put on its annual Toy & Joy event at the CenturyLink Field Event Center, 1000 Occidental S., Seattle.

The Toy & Joy event gives low-income Seattle parents a place to "shop" for free Christmas gifts for their children.

On Tuesday, Dec. 15, volunteers are needed to help set up for the event from 10 a.m. to 1:30 p.m. or from 1 to 4 p.m.

On Wednesday, Dec. 16, IAM 751 volunteers will help distribute stocking stuffers. Volunteers are needed to fill four shifts: 8 to 11 a.m., 10:30 a.m. to 1:30 p.m., 1 to 4 p.m., and 3:30 to 6 p.m.

Northwest Harvest, Dec. 29

MVPs will help sort and repackage donated food during the year's last community service event, from 10 a.m. to noon on Tuesday, Dec. 29 at the Northwest Harvest warehouse, 22220 68th Ave S, Kent.

Union gives to North Whidbey Help House

IAM 751 Union Steward Greg Ringelstetter, who works for URS Corp. at Whidbey Island Naval Air Station, and Chief of Staff Richard Jackson present a check for \$4,037 to North Whidbey Help House Executive Director Jean Wieman. The money was raised by District 751 members who work at Whidbey Island Naval Air Station, who hosted their third annual benefit golf tournament this summer.

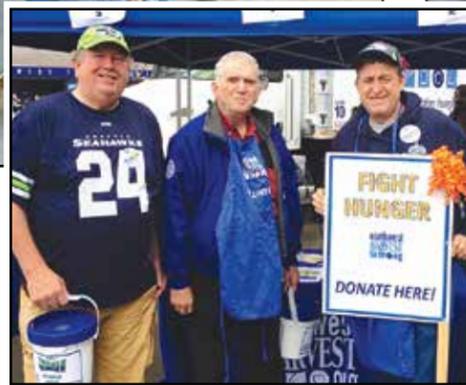


Union volunteers build better communities



Above: Chris Dofredo, Jeremy Coty, Brett Coty, and Robley Evans (not pictured) built a ramp for a resident.

Right: Vennie Murphy, George Braun, and Rob Curran collect donations for NW Harvest at a Seahawks game.



Above: Volunteering at the Toy Rescue Mission: Rob Curran, Brenda Brammer, George Braun, Vennie Murphy.



Machinists helped with Project Homeless Connect and pose with event coordinators. Helping out were Vennie Murphy, George Braun, Adrian Camez, Cam Griffin, Rob Curran, Jason Chan, Dallas Anderson, Brian Butler, Prinnie Stewart, Terri Myette, and Hazel Powers.



George Braun and Rob Curran recently prepared meals at the Rescue Mission.

SERVICE TO THE COMMUNITY

IAM 751 joins 'Home Team' in fight against hunger

District 751 is teaming once again with Northwest Harvest and KING-TV to fight hunger in western Washington.

Our union is collecting food at all Puget Sound union halls as part of KING-TV's annual Home Team Harvest food drive. Donations of non-perishable food will be taken through Dec. 4.

In addition, as many as 150 IAM 751 volunteers will take part in the Home Team Harvest food drive on Dec. 5, taking donations of food and cash and helping to load semi-trailers with donated food at sites around Puget Sound.

Last year, more than 120 union volunteers took part in Home Team Harvest, bringing with them more than 500 pounds of donated food and checks totaling \$3,100 from District 751, Locals A, C and F and from the Washington Machinists Council.

This will be the 14th consecutive year for IAM 751 volunteers to take part in the Home Team Harvest food drive. Organizers said the Machinists Union is a major part of the event's success each

year.

"We are in awe of your commitment to the fight against hunger," said Jennifer Chew, the volunteer program manager at Northwest Harvest. "That's one grocery bag and one handful of change at a time, and if you had decided to stay warm in your bed, and hadn't come out to help us, families in Washington State would not have these meals. It's that simple."

The need this year is as great as ever: The U.S. Department of Agriculture this fall reported that 13.7 percent of Washington state families – roughly 1-in-7 – struggle to put food on the table, while 5.5 percent regularly go to bed hungry.

That means more than 371,000 Washington State families aren't getting enough to eat.

"There are a lot of working people – even in the aerospace industry – who work in non-union jobs that have low pay or irregular hours," said MVP Committee Chairman Rob Curran. "Because of that, they rely on food banks to feed their families. We're here to help them, and



Above: Some of the food collected by Machinists in last year's food drive. Right: IAM 751 volunteers help carry bags of food donated at the Everett Mall.



everyone else. Nobody should go hungry in America."

IAM 751 volunteers are needed at the Everett Mall, Kenmore Safeway, Northgate Mall in Seattle, Southcenter Mall in Tukwila, US Bank in Puyallup and the LeMay Car Museum in Tacoma. To volunteer for the Home Team Harvest

food drive, call the Seattle Union Hall at (206) 764-0355. Donations can be dropped at the Auburn, Everett, Renton or Seattle union halls.

Team 751 makes strides in Everett against breast cancer

More than three dozen members of District 751, plus friends and family, took part in Making Strides Snohomish County -- the American Cancer Society's breast cancer walk in Everett on Oct. 17.

The union members raised more than \$2,100 for the charity, which helps fund breast cancer research and provides mammograms for women who can't afford them.

Team 751's participation in the event was part of our union's Women's Committee's annual breast cancer awareness campaign.

"Great strides have been made to ensure that more birthdays are celebrated each year," said IAM 751 Business Representative Grace Holland. "But the battle is not over."

The Cancer Society recommends that women older than 40 should get annual mammograms and breast cancer exams. In addition, everyone can reduce their breast cancer risks by maintaining a healthy weight, being physically active and by limiting alcohol consumption.



Above: Team 751 members pose for a group photo at the starting line at the Port of Everett. Right (top and bottom): Machinists Union members and officers joined others on the route, which led along the Everett waterfront.



Helping a brother: Everett spaghetti dinner raises \$6,200



Above left: Machinists at the Oct. 17 fundraising dinner ate spaghetti and other food prepared by a team of volunteers.

Above right: The volunteers pose for a photo.

Bottom left: Joseph Degolier and Business Rep Dan Swank sat together at the dinner, which raised more than \$6,200 for Degolier to help cover the costs incurred after the death of his wife, Joshalynn, during childbirth in September.

Members of our union raised more than \$6,200 for a union brother who lost his wife in childbirth, leaving him with a newborn and a toddler to care for.

Officers of Local A organized a spaghetti dinner to benefit 777 mid-body mechanic Joseph Degolier, after learning that he had to take out a hardship loan to cover the cost of his wife, Joshalynn's burial.

More than 100 people attended the dinner, which was held Oct. 17 at the Everett Union Hall. Volunteers – many of whom had walked in the breast cancer walk that morning -- cooked and served the meal.

"I really appreciate everyone who came out to the dinner, and all the volunteers who helped put it together," said Local A President Les Mullen. "The money we contributed will help our brother as he tries to rebuild his life, but the show of support from so many people probably means more than any money we could ever raise."



CHOOSING YOUR COVERAGE AT BOEING

At Boeing open enrollment for health plans through Dec. 1

District 751 members working at Boeing will be asked to select their health and dental insurance coverage for 2016 during the annual enrollment period, which runs Nov. 6 through Dec. 1.

This is the only time you can make routine changes to your health care. If you select a new medical or dental plan, changes take effect Jan. 1.

IAM members at Boeing in Puget Sound can choose from the following medical plans:

- Selections Coordinated Care Plan (CCP)
- Group Health Cooperative HMO
- Traditional Medical Plan (TMP)

If you don't take action during open enrollment, your current benefit choices will continue automatically and the new monthly contributions will apply.

2016 contribution rates for Puget Sound are noted in the table below:

Monthly Employee Pretax Contributions Beginning Jan. 2016*				
Coverage Level	TMP	Selections CCP	Group Health	Kaiser Permanente HMO
Employee Only	\$26.62	\$59.90	\$59.90	\$26.62
Employee + spouse	\$53.24	\$119.79	\$119.79	\$53.24
Employee + child(ren)	\$53.24	\$119.79	\$119.79	\$53.24
Family	\$79.86	\$179.69	\$179.69	\$79.86

*Amounts reflect completion of health assessment questionnaire.

Our contract with Boeing spells out your health care benefits, including deductibles, office co-pays and prescription coverage. You should be aware of several items:

• Complete the **Health Assessment Questionnaire** to avoid additional paycheck contributions in 2016 (NOTE: you must complete assessment each year to avoid additional charges in the following year). Taking the

questionnaire is not mandatory, but it is a choice members and/or their covered spouse or domestic partner need to make to avoid additional monthly payroll contributions.



Members can take the IAM Health Assessment Questionnaire until Dec. 1 by logging into TotalAccess and clicking "My Well Being" (spouses must visit www.webmdhealth.com/boeing). Please note that when taking the Health Assessment Questionnaire, you can always select "Don't Know" if you prefer not to answer a question, or enter "0" if you choose on applicable questions. There are also a number of questions that are optional and marked as such.

District 751 members at Boeing can also choose between two dental plans in Washington State: the Network Plan (Delta Dental PPO) or Prepaid DeltaCare Plan.

Considering the 2016 benefit options – and remembering your benefit needs are unique and can change over time – annual enrollment is your opportunity to rethink your current plan. Be sure you're in the plan that's best for you and your family. An annual enrollment packet has been mailed to each member's home.

In addition, there are many online tools on the "Your Benefits Resources" through Boeing TotalAccess to help you in reviewing your plan choices, including plan comparisons and provider lists.

Again, no action is required unless you want to change coverage plans.

However, even if you are not planning to make a change to your benefits, you can take this opportunity to:

- Review your Health Care Cost Summary (review of out-of-pocket costs)
- Estimate your medical costs for next year;
- Compare plan details;
- Research hospitals and providers;
- Review and update your dependent information.
- Decide whether to complete the online Health Assessment Questionnaire to avoid additional paycheck

contributions.

From inside Boeing, log on to <https://my.boeing.com> and click the TotalAccess tab, go to "My Health & Insurance Plans, then "Your Benefits Resources".

Outside Boeing go to www.boeing.com/express and click TotalAccess, then My Health & Insurance.

Log on with your TotalAccess Password and your BEMS ID or Social Security number. If you've misplaced it, log on to Boeing TotalAccess, click My Profile, click TotalAccess Password. When you complete enrollment, click Confirm and print the confirmation and keep it until a copy comes in the mail or email.

You can also call TotalAccess by phone at 866-473-2016. If you do, you'll be asked to enter your BEMS ID and follow the prompts.

Your union recommends that you study the plans carefully before selecting coverage, review how different plans affect your out-of-pocket costs and check lists of network providers to see which networks your doctor is in.

Things to Remember

- ◆ Make changes outside Boeing at www.boeing.com/express, click TotalAccess or inside Boeing at <https://my.boeing.com> - click on TotalAccess. Or call 1-866-473-2016 and have your TotalAccess Password. Hearing-impaired callers can access TTY/TDD services at 1-800-755-6363.
- ◆ Review enrollment materials, examine co-pays and out-of-pocket expenses, check list of network providers.
- ◆ Any members who do not complete the health assessment by Dec. 1 will face an additional \$20-a-month paycheck deduction for health care in 2016. If a spouse or partner fails to complete the assessment by Dec. 1, there will be an additional \$20 a month in 2016.
- ◆ After you enroll, print the confirmation and keep the copy until the hard copy comes in the mail; if you have an email address on file, you'll also receive an email confirmation.

2016 medical plan update from BlueCross BlueShield of Illinois

In November, we are reminded that once again, Annual Enrollment is here! At BlueCross and BlueShield of Illinois (BCBSIL) we strive to provide you with the information you need to make the best healthcare decisions for you and your family.

We wanted to remind you about BCBSIL's online and telephonic resources available to you and your dependents at no cost. These resources can help you manage your benefits and get the most out of your benefit plan. Please also take the time to read through your annual enrollment materials so you can become familiar with your 2016 benefits.

If you have any questions about your plan, you can talk with a Health Advocate at 888-802-8776 from the hours of 5:00 AM to 5:00 PM Pacific Time.

Primary Nurse Program

The Primary Nurse Program provides members with access to a Registered Nurse who can assist you with managing your health care needs. A BlueCross and Blue Shield of Illinois Primary Nurse can help if you are living every day with an ongoing health condition, have any health concerns or when you:

- Are going into the hospital to seek treatment
- Are being discharged from the hospital and need support
- Have any questions about your care or a medication you are taking
- Need assistance with any other health care concerns
- Need help understanding your benefits

Our Primary Nurses are trained to work with you, your doctor and your caregivers to find the best ways to help you manage



your care and stay healthy. Working with a Primary Nurse is confidential and included in your medical benefits package at no extra cost. If you have questions about this program, please call Boeing Member Services at 888-802-8776 from 5 a.m. to 5 p.m. Pacific time and ask to speak to a Primary Nurse.

Online Tools

Did you know that BlueCross and BlueShield of Illinois provides you with a number of online tools that can help you become a better healthcare consumer? Blue Access for Members (BAM), is a secure website that allows members to review balances, claims status, benefits, coverage details, and more. You can even print a temporary ID card and securely chat online with customer service through BAM.

Blue Access for Members can also be used to locate a network doctor, hospital or urgent care center. BAM is a great resource when you want to get personalized cost estimates for tests, treatments and procedures by providers. You can also access your Explanation of Benefits (EOB) online instead of having them sent to you in the mail. Just use BAM to sign up for paperless EOBs. BAM is accessible at www.bcbsil.com/boeing.

Choose the best plan for your smile Delta Dental PPO vs DeltaCare®

Smiles are powerful and Boeing offers two great plan options to help keep yours healthy—Delta Dental PPO (Network Dental Plan) and DeltaCare (Prepaid Dental Plan).

Both plans make taking care of your smile easy and affordable.

They also come with excellent service and support from Delta Dental of Washington. However, they're designed very differently.

Here are the key features of each plan's design:

Delta Dental PPO plan

• It's a preferred provider organization (PPO) plan whose member dentists agree to provide services at discounted rates

• You get the flexibility to see any Delta Dental PPO dentist or specialist without referral

• You have set coinsurance levels for dental services

• You must reach your annual deductible before your benefits pay

• Annual maximum applies to your plan and your benefits stop paying once this dollar amount is reached

A Delta Dental PPO plan is a great

fit if you want greater flexibility in your choice of dentist or if your smile requires routine care and maintenance (cleanings and fillings).

DeltaCare plan (prepaid plan)

• It's a managed care dental plan, like a medical health management

organization (HMO), whose member dentists agree to provide services for set fees

• You must select and see a primary care dentist (PCD) from the DeltaCare network or your benefits will not work

• Your PCD manages all of your dental care needs and must refer you to specialists when

needed

• There's no deductible or annual maximum limit for most services which gives you greater financial protection.

A DeltaCare plan is a great fit if you want your primary care dentist to handle all of your care. It's also a great fit if your smile requires more than routine care because it offers greater financial protection.



CHOOSING YOUR COVERAGE AT BOEING

Group Health: Our shared goal – Build something better

As a Boeing employee, you're doing your part to help build something better. We are, too. At Group Health our job is to build the best health plan possible to help you stay healthy and on the job. In fact, keeping you healthy is part of our plan.

Convenient care and plenty of it

With Group Health Medical Centers' 25 locations statewide, there's probably one close to where you live or work. Boeing members also have easy access to the 16 locations that make up The Everett Clinic. Plus, we have another 9,000 community providers* to choose from within the Group Health service area.

In addition, we offer walk-in care through CareClinics at Bartell Drugs in Ballard, Bellevue Village (opening Nov. 9), Crossroads, Greenwood, Sammamish, and University Village, with plans for others to come. Staffed by board-certified physician assistants and nurse practitioners, CareClinics provide after-hours access for minor medical needs such as sore throats, cuts, and more. Prescriptions can be obtained right on the spot, too.

Better care from better doctors

From pediatrics to obstetrics to cardiology, Group Health physicians have received more than 90 top doctor mentions in Seattle Met magazine this year. And more than 700 in area magazines since 2008.** All of which helps explain why we're the highest-ranked medical group in the state.† Nominees are voted on by doctors all around the region—peers judging peers. It's validation of the quality of care Group Health patients receive everyday—even for the most serious medical conditions.

Care built to keep you healthy and save you time

We're not just concerned with treating you when you're sick. Thanks to our emphasis on preventive medicine, we work to keep you from getting sick in the first place. If by chance, you do need care, our evidence-based approach relies on the latest and most proven avenues of treatment to get you back on your feet as soon as possible.

We've even integrated care at our clinics. Office visits, lab, X-ray, and pharmacy all under one roof at most locations. If you need to see an optician, physical therapist or pediatrician, there's a good chance that he or she is



Group Health has CareClinics at Bartell Drug in Bellevue, Crossroads, University Village, Greenwood, Sammamish, and Ballard that provide after-hours access for minor medical needs such as sore throats, cuts, and more.

right in our clinic. And with our coordinated care, your prescription could be ready before you even reach the on-site pharmacy.

Online access that makes a world of difference

As a Group Health Medical Centers patient, you can easily manage your care at ghc.org. You can e-mail your doctor, check your online medical record or test results or make an appointment anytime, day or night. Need a prescription refilled? Do it online and get free delivery. All from your computer or—with our free mobile app—your iPhone or Android smartphone.

Simplified payments

Group Health care means predictable costs. Boeing members pay one low copay for each office visit. Preventive care is covered in full. There's no deductible. There's no pile of bills to tackle.

A better approach to care

We've made our health plan easier to use. Because the more you use your health plan, the healthier you'll be. And that's the shared goal we have at Group Health: better health for everyone.

To see how Group Health can help you live a better, healthier life, visit ghc.org.

Reminder: Boeing's Annual Enrollment period is Nov. 6 through Dec. 1.

*Source: OIC Provider Network Form A

**ghc.org/topdocs

†2014 Community Health Checkup, Washington Health Alliance

Best Doctors offers expert second opinions

Best Doctors offers you an Expert Second Opinion Service like no other. With Best Doctors, you can have your diagnosis and treatment plan reviewed by a leading specialist from the comfort of your home. Best Doctors services are provided at no cost and are confidential.

How it works

Contact TotalAccess at 866-473-2016. When prompted, say, "Best Doctors"

A dedicated Member Advocate Nurse will have an in-depth



discussion with you about your medical condition and obtain a full health history. With your written approval, Best Doctors will collect all appropriate medical records, images and pathology samples on your behalf. The files are reviewed, the images are re-read and the pathology samples are retested.

The Best Doctors clinical team will conduct a comprehensive analysis of your case and select the most appropriate experts to review your information.

The expert will review your case and provide Best Doctors with a detailed report that includes his or her recommendations. Best Doctors then shares the report with you. Best Doctors can also send the report to your treating physician if you would like.

The Treatment Decision Support program connects you with a Best Doctors clinician who will help you understand all your treatment options. You'll get access to personal health coaching, online interactive decision aids, and the latest information about your medical condition and treatment alternatives.

Common conditions for the Treatment Decision Support service include:

Cervical or lumbar disc disease.

Degenerative hip or knee joint.

Early stage breast or prostate cancer or enlarged prostate.

Coronary or carotid artery disease or stable angina.

United for a fair contract at Cadence

Continued from Page 1 including Cadence management – need to accept this truth and know that these laws apply to them."

"The millionaires who run Cadence do not seem to realize they have a workforce that takes pride in their work and wants nothing more than to see the company succeed," Jackson said. "Our members work hard at Cadence and are doing the work that makes the company profitable. It's serious for them. It's their livelihoods, and their families."

The Everett plants have the reputation for being the most-profitable and productive parts of the entire Cadence operation, which has eight subsidiaries across the United States and Mexico, said IAM 751 President Jon Holden.

"Our members deserve a contract that recognizes and rewards them for all they do to make Cadence a profitable corporation," Holden said. "We have



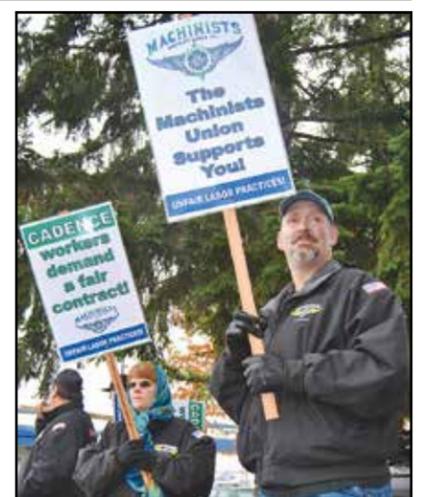
Members from Cadence showed their solidarity and spirit with informational picketing at lunch and shift change.

33,000 members at Boeing and other employers who are ready to help them achieve that."

The union represents about 225 hourly workers at two Cadence plants in Everett.

The workers voted by a 3-to-2 margin

in May to join District 751. Talks on a new collective bargaining agreement began in July. These Cadence workers produce precision-machined aerospace components, sub-assemblies and kits, and do sheet-metal forming. The Boeing



Members from Boeing stood in solidarity with Cadence members.

Co. is a major customer for Cadence-Giddens, but parent company Cadence Aerospace also sells parts to Airbus, Lockheed Martin, Northrup Gruman and Fokker, along with providing parts to other aerospace suppliers.



Cadence members approve strike sanction by 95 percent.



Members from Cadence lined up on Oct. 15 to approve strike sanction by 95 percent.

Delivering the Green for Guide Dogs of America

Recent fundraisers delivered big for Guide Dogs of America. The Eastern Washington locals more than doubled their best previous year by raising more than \$18,000. L to R: Dist. Sec-Treasurer Susan Palmer, Jim Henle, Ken Howard, Chris Powers, Fred McNeil, Gary Swartz, Jim O'Brien, Allen Eveland, District Vice President Les Mullen, Business Rep Steve Warren.



The Women's Committee Fun Run delivered more than \$14,000 for Guide Dogs. L to R: Dist. Secretary-Treasurer Susan Palmer, Jill Saunders, Business Rep Dena Bartman, Patience Sarzynski, Princie Stewart, Rachel Sarzynski, Terri Myette, Business Rep Grace Holland, Shannon Pruitt, Helen Lowe, Kathy Jude, Hazel Powers, Jackie Boschok, Sara Baumgardner, Jo Blake, Dist. President Jon Holden, and Denise Strike.



The District 751 Golf Tournament delivered more than \$13,880 for Guide Dogs. L to R: District Sec-Treasurer Susan Palmer, Howard Carlson, Mark Clark, John Lopez, Chris Schorr, and Dist. President Jon Holden.



This year's Puppy Putt delivered more than \$10,000 for Guide Dogs. L to R: Rachel Sarzynski, Dist. Sec-Treasurer Susan Palmer, Art Schilling, Terri Myette, Jim Kakuschke, and Dist. Vice President Les Mullen.



Local A Car Show delivered \$7,817 for Guide Dogs. L to R: Brian Butler, Wes Heard, Susan Palmer, Tracy Moore, Les Mullen, Joel Hetland and Eldon Smith.



District Sec-Treasurer Susan Palmer (l) and Dist. President Jon Holden (r) accept a check for \$3,372.15 for the Local E Horseshoe Tournament from Roy Wilkinson and Ira Jay Carterman.

Union ensures member's job is secure while on LOA

Continued from Page 1

Steve is tough and a fighter who likes to handle things on his own. He has been battling aggressive lung cancer for several years with radiation and chemotherapy. When his cancer returned earlier this year, he was told they would have to remove a lung through a hole in his back, which requires extensive healing time. Steve made the necessary calls, filled out the paperwork for his leave of absence and even called to verify the leave was approved prior to going into the hospital for surgery.

"When I called TotalAccess, they said my leave was approved through Oct. 7. I said great and assumed it was fine. That was a mistake," Steve recalled.

TotalAccess/Aon Hewitt had given him the wrong information on the phone and needed additional paperwork.

Unfortunately, Aon Hewitt assumes everyone gets their mail so they simply followed their process of mailing several letters to Steve's home and then attempted to reach him by phone several times. Steve was in the hospital and since he is a single guy, he had no way to get his mail. To make matters worse, while he was in Swedish Hospital, his cell phone was lost so the phone calls also went unanswered. Aon Hewitt assumed he didn't care and insisted the Boeing policy allowed for no appeals.

By the time Steve learned his leave was denied, Aon Hewitt was already proceeding with termination paperwork. Even after hearing they had mistakenly told him the leave was approved through Oct. 7, Aon Hewitt insisted there are no appeals under any circumstance and refused to reconsider their decision. It was then, Steve called his Union for help.

"This is not the only member who has run into this type of problem. Our Health and Benefits Office is here to help members with their leave process. No one should face possible termination because of an administrative error," said Rod Sigvartson. "Since Aon Hewitt began managing Boeing's leave process, we are hearing of more and more issues with the LOA process and FMLA approval process. If members need help, please call the Union's Health and Benefits Office at 206-764-0350."

Steve has beat the odds with his lung cancer and is steadily improving. He makes sure he pays his monthly premium to keep his health insurance current.

"The last thing I need is to have my medical insurance cancelled while I'm recovering. Our union-negotiated insurance has provided great benefits that have covered my entire bill eliminating that financial worry," said Steve. "I look forward to getting back to work in the 48 section on the 767 and want to say hi to the 767 final body join crew and thank them for all the good wishes."

Tips for LOA at Boeing

You must call TotalAccess at 1-866-473-2016. Be sure to document time and date of phone call and who you spoke with. Have your BEMSID, as well as:

- ◆ Last day worked and first day of absence
- ◆ Expected return to work date
- ◆ Treating Physician's full name, specialty, phone number, fax number. If more than one doctor, this information is needed for all.
- ◆ Request that documents be faxed timely to your doctor and you directly.

For a checklist on employee responsibilities for various LOA's go online to Total Access, then:

- ❖ Click Life & Community
- ❖ Click Leave & Disability
- ❖ Click blue "More Information" link. "Checklists" is one of the links near the top of that page. Select the type of leave and download the specific checklist for your leave.

Keep a copy of ALL paperwork for yourself, as well as all fax transaction receipts. As the employee, it is your responsibility to ensure all paperwork gets to Aon Hewitt. If you have problems with your LOA, call the Union Health & Benefits office at 206-764-0350.

RETIREMENT NEWS

Retirement Club minutes for October

The meeting was called to order by President Jackie Boschok. Carl Schwartz led the prayer which was followed by the flag salute and the singing of God Bless America.

The regular order of business was suspended in order to present a short video about Social Security.

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

Minutes: It was M/S/P to approve the September minutes.

Financial Report: Tom Lux noted he had not received the September bank statement but gave an overview of expenditures. The report was M/S/P.

Health and Welfare: Helen Lowe gave the report. A moment of silence was observed for the following deceased IAM 751 retirees: Worth Best, Sheila Clark, Robert Erdman, William Mattson, James Moorehead, Ray Ness, Pedro Ramos, Erna Sonnenfeld & Clyde Tolliver. Sympathy cards were sent to the next of kin.

Legislative Report: Carl Schwartz asked retirees to sign the following petition, which will be sent to U.S. Representative Adam Smith: *Dear Representative: I am outraged by the fact that one person, solely for his personal profit, was able to raise prices of a number of medically necessary drugs from about \$13 a pill to over \$500 per pill. There is no justification for this, except for greed. I want to know what you will do to stop this. Please let me know. Thank You.*

Carl encouraged everyone to send a note of your own to your representative on this issue.

Ballots for local elections have been mailed. Be sure to vote and check the October *Aero Mechanic* for recommendations.

The state convention of the Alliance for Retired Americans will be Oct 14

in Federal Way. The club is sending 10 delegates, but any member is invited to attend. One of the resolutions to be considered will address drug prices.

Carl also invited retirees to attend Grand Lodge Convention workshops at the various halls to determine changes in our Union for the future.

There will be no increase in Social Security next year – no cost of living.

We will be meeting with Congressman Denny Heck to discuss senior issues with him (see article below).

Carl announced there will be an interactive workshop titled Making Retirement Security Real for Everyone led by the Puget Sound Advocates for Retirement Action on Friday, October 30 from 10 a.m. to noon at the Washington State Labor Council offices.

The Trans Pacific Partnership is in the process of being adopted. It will negatively impact drug prices. John Guevarra recommended sending a letter to your congressman about this and then send a copy to your local legislators.

Health and Benefits Report: Rod Sigvartson reported the open enrollment period for Medicare is October 15 until December 7, 2015.

Business Rep Report: Dena Bartman gave the report.

Executive Board Report: Lucia Raum read the following motions recommended by the Executive Board.

Motion: To pay for the Washington State Senior Citizens Foundation 2015 Annual Fall Conference that will be held on October 28, from 8 a.m. to 3:30 pm, at the Hotel Murano in Tacoma. The conference will cover topics such as: Long Term Care, Fraud Abuse, Transportation, Guardianship, Medicare, Report on the 2015 White House Conference of Aging

and the Budget. For more info, visit www.waseniorlobby.org. Cost \$60. The motion was M/S/P.

Motion: To spend up to \$4,500 for the Christmas Luncheon on December 14. Approximate costs are as follows: \$400 union musicians, \$2,000 food, and \$2,000 for raffle prizes and decorations. The motion was M/S/P.

Motion: To spend up to \$25 for one turkey for the Puget Sound Labor Agency Operation Turkey Drop. There was discussion and T.J. Seibert amended the motion to increase the number of turkeys to three at a cost of up to \$75. After further discussion the amended motion was M/S/P.

President's Report: Jackie Boschok noted John Pompeo has been picking up the food for lunch for quite a while but cannot continue at this time. We need a volunteer who can take over this task. Let her know if you would like to help. Helen Lowe suggested ordering pizza for lunch and having it delivered. Jackie said she would look into that.

Turkey and pumpkin pie will be served for lunch at the November business meeting.

Jackie announced we will be sending delegates to the IAM Retiree Convention in Las Vegas, November 16 to 19.

October Birthdays & Anniversaries: Betty Ness, Mary Seibert & Max Templin celebrated a birthday. George & Julie Braun celebrated an anniversary. The club sang Happy Birthday to them.

Good & Welfare: Ron McGaha spoke about the low cost of gasoline



Mary Seibert and Betty Ness celebrated October birthdays while George and Julie Braun (Julie not pictured) celebrated an anniversary.

contributing to no cost of living for Social Security recipients but that does not reflect the type of costs seniors have.

John Guevarra said the average retiree spends 37 percent of their Social Security benefits on prescription drugs.

Helen Lowe noted supplemental Medicare costs are going up next year.

Old Business: None.

New Business: Carl Schwartz made a motion: To increase attendance if you bring a new IAM 751 retiree to the November meeting you will receive a \$5 check and the new retiree will also receive a \$5 check. The motion was M/S/P.

The Fred Meyer gift card was won by: T.J. Seibert.

Meeting was adjourned at 11:50 p.m.

Heck supportive of senior/retiree issues

By Carl Schwartz, 751 Retirement Club

On October 15, the Legislative Committee of our 751 Retiree Club met with Representative Denny Heck in our Seattle Union Hall.

Retirees thanked Heck for taking the time to meet with us and to hear some of our concerns on senior issues. We asked him to support efforts to maintain full staffing of Social Security offices and gave him a copy of the resolution to that effect that our State Alliance for Retired Americans just adopted. We noted that there will be no cost-of-living adjustment for 2016 mostly caused by factoring into the index items such as gas prices, while not giving weight to drug and medical costs which impact seniors more heavily and asked him to support efforts to change this. Representative



Meeting with Congressman Denny Heck were John and Robin Guevarra, Ron McGaha, Carl Schwartz, T.J. Seibert, Lucia Raum and Max Temblin.

Heck was supportive of our concerns and indicated his support. We also thanked IAM 751 Political Director Larry Brown for arranging the meeting

751 delegates attend state ARA convention

By Carl Schwartz, 751 Retirement Club

The Washington State Alliance for Retired Americans annual convention on October 14 attracted more than 45 delegates, including 10 from our District 751 Retirement Club.

The delegates listened to educational speakers, elected officers and considered resolutions.

Rich Fiesta, national director of the Alliance, gave an update on senior issues nationwide, including the fact there will be no cost-of-living adjustment to Social Security payments in 2016. He noted the new national President of the Alliance is Robert Roach, past General Secretary-Treasurer of the Machinists Union.

Lynne Dodson, Secretary-Treasurer of the Washington State Labor Council, spoke about the proposed Trans-Pacific Trade Partnership and noted it will create problems for retirees,

especially with drug prices. Representative Adam Smith also spoke and pledged his continued support for senior issues.

The convention passed a resolution calling for full staffing of Social Security offices and for maintaining offices in local community centers. We also adopted a resolution submitted from our IAM 751 Retirement Club calling for Medicare to have the power to negotiate for lower drug prices. The convention voted to change the Alliance from a 501(c)3 to a 501(c)4 tax code. This will make it easier to endorse political candidates and issues, especially on senior issues.

IAM 751 Retirement Club President Jackie Boschok was re-elected president of the State Alliance, Kathy Wallentine was elected secretary, and Jim Brandley was elected Treasurer. Thanks were given to WEA for making their hall available to us.

Annual Retirement Club Christmas Lunch

Monday, Dec. 14, 2015

Doors open at 11 a.m.
Lunch served at noon

Seattle Union Hall
9135 15th Pl. S., Seattle

\$10 for members/assoc. members
\$15 for guests

Lots of fun and a chance to wish each other a happy holiday season

Purchase tickets by Dec. 7 at Retirement Club Meetings or send your check, made payable to: District 751 Retirement Club, 9125 15th Place S. Seattle, WA 98108

RETIREES

Congratulations to the following members who retired with our Union:

Richard Agarenzo	Dallas Johnson
Demetrio Almachar Jr	Bobby Jones
Richard Artis	Michael Jones
John Baker	Leonard Iredale
Daniel Brown	Rolf Krueger
John Butrick	Robert Lind
Ofelia Caguioa	Timothy Marshall
Allan De Asis	Kathy Martini
Freda Donat	Gary Mejia
Kim Duvall	Harman Middleton
Clifton Ellison	Randal Orndorff
Judith Ferguson	Sandra Oxentenko
Erna Fields	Michael Peltier
Patrick Ford	Rodney Phelps
Martin Fuglestad	Bruno Pinaquy
John Goerz	Craig Smith
Jeff Gould	Kenneth Strickland
Julie Hammett	Lehong Tram
James Hoover	Roger Ulm
James Howe	Rebecca Van Berg
Jeffrey Jackson	Edward Valkenaar

FREE WANT ADS

FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

FOUR MOUNTED MICHELIN TIRES on chrome rims 31 x 10.50 R15 LT. Off a 1984 F150 4x4. 11/32 tread left. 5 3/8" bolt pattern with chrome lugs. 425-902-1399

RADIAL SNOW TIRES studded winter-cat 245/65R17 new mounted on 17" Pathfinder 2004 rims \$800 or best offer. Winter Pike studded snow tires 195/65R on 2007 Pontiac rims \$500. 253-232-8397

1960 FORD R.H. truck door & fender N05 \$800. 1964-65 & 66 Comet hoods \$125 each. Lots of 1979-71 Torino parts. 360-563-2422

BOATS

14 FT POPULAR CLARK, novice friendly, sail boat. Exhilarating to sail, traditional fiberglass, rigged day sailor, ready to sail, main sail, furling jib user friendly. \$500 206-243-1278

COTTAGE INDUSTRIES

BUY - SELL - CLOSE. Call your real estate professional Von Provo at 425-359-0165 or email at von@skylineproperties.com

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

WANT A FUSSY HOUSE KEEPER? Call Barbara at Beefussy House Keeping in the late afternoon. Works mornings and early afternoon. 425-413-5354

ELECTRONICS & ENTERTAINMENT

"DENON HOME THEATER SPEAKER SYSTEM" (speakers only) black, five speakers with subwoofer. Great condition #SC-68HT/DSW-38. \$185. 253-5631-0261

HOUSING

LIVE IN YOUR RV ABOVE MARYSVILLE on 2 acres. 200 amp service, washer /dryer & storage shed. \$450/month. Call Steve 360-659-3116.

3.07 ACRE COUNTRY RAMBLER, 1644 sq ft, 3 bd, 1 3/4 bath, many updates. Stainless steel appliances stay. Fruit trees, shop, barn. Centralia urban growth area. \$229,000. VanDorn Realty 360-790-9897

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 Dec. 4th

OCEAN FRONT 2 BDRM/2BATH, Kona Hawaii. Enjoy luxurious view on 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. \$1,050-1,250/wk. 206-459-3444

FURNITURE & APPLIANCES

CURIO CABINET, mirrored back, 6 shelves, sliding door with dust free felt edge. Almost brand new. Medium wood color. Scrollwork on front. \$200 cash. 360-897-8533 in Buckley.

MISCELLANEOUS

BUTCHER BLOCK WORK BENCH 1 3/4" thick, 30 3/4" wide, 94" long, 37 1/2" high. \$100 firm. (lower shelf also) 206-767-3228

GPS - PORTABLE (TOM TOM) like new (barely used) - make offer, refurbished - XXL 550 call 206-523-9526

WOODSTOVE INSERT brass door (convector) \$450 253-232-8397

"NORTHSTAR GENERATOR" nine horsepower 550 watt/12/240 volt/20 amp/6.5 gallon/wheel kit power cable/50 hour run time max use. \$650. 253-631-0261 leave message.

HARLEY DAVIDSON WOMEN'S JACKET, XL, black & turquoise, removable hood and sleeves, like new \$125. Call 206-735-8939

NASCAR TOYS plastic models, die cast, truck haulers, banks, IROC. Racing champions, Matchbox, Road Champs, collector sets. Petty, Elliot, Earnhardt, Allison. 206-772-4070

SAND BLASTER CABINET w/extra supplies. Bought in 2008. 4 foot x 2 foot. Great for restoring cars, trucks etc. Almost like new. Paid close to \$1,000. Sell for \$400 OBO. Ask for Bob in Puyallup area. 253-859-0381

PROPERTY

3 CEMETARY PLOTS at Washington Memorial Park, section Garden of Flowers. Location: SeaTac WA. \$2,500 each. 623-556-2662

MONTANA PROPERTY FOR SALE, 242 acres 14 miles from Libby, MT. 360 degree view of the Cabinet Mountains, trees, private. Surrounded by Forest Service property. 253-569-2943

20 ACRES view of Lake Roosevelt. Great hunting, deer and turkey. Power on the road. Blow out price \$35,000. 253-218-5546

REC VEHICLES

1961 PIPER COLT 115 HP-LYC. 3670. hrs TTAF 1070 hrs - SMOH lifetime fabric, exc. Condition. \$15,500. Call for details. 360-933-1979

2002 WINNEBAGO BRAVE 32ft. Ford - V-10 automatic 5 speed, 2 slide outs, 2-AC units, generator, 35000 BTU, furnace, 2 TV's, low miles, \$45,000. 360-933-1979

SPORTING GOODS

BIKE RACK (fits 2004 to 2009) Toyota Prius (like new). Paid \$324, will sell \$140. 206-523-9526

TREADMILL - get ready for winter walking inside. \$100 firm. Auburn area. 253-735-6290

TOOLS

RED: SEARS CRAFTSMAN ROLL-A-WAY, 3 box, 11 drawer plus. No tools, just a nice tool box set \$240. 360-829-5230

VEHICLES

'71 NOVA PROJECT, big block, 12 bolt posi, disc brake, sheet metal done, bare metal, solid car, lots more. Asking \$4,200, call 360-459-7378.

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The Everett Massacre Remembered

By Andrew Dennis, with excerpts from "The Everett Massacre" by Scott Wilson

On Nov. 5, 1916, 250 men packed aboard the steamer Verona and sailed from Seattle to help striking shingle workers in Everett win back pay cuts. Five of them would never make it back. These men, from the Industrial Workers of the World (IWW), though not part of the AFL like the shingle weavers in Everett, still felt the need to help their fellow working men get a decent wage for their work.



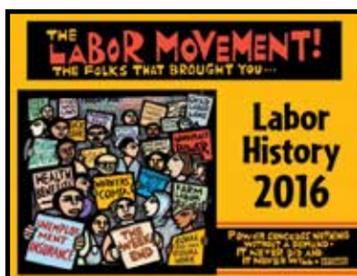
The business leaders in Everett, fearful of the IWW's revolutionary rhetoric, had the sheriff and some 200 "deputized" and armed men confront the union men at the docks. Undeterred by the hundreds of guns pointed at them, they prepared to disembark.

"Who is your leader," shouted Sheriff Donald McRae.

"We are all leaders here," came the reply.

Labor History Calendar \$5

You can get your labor history all year long by purchasing a 2016 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 these calendars available for purchase at the Local Lodge meetings and the Everett, Seattle, Renton and Auburn Union Halls.



McRae pulled his gun. The gangplank was almost in place. "You can't land here!" McRae shouted.

"The hell we can't!"

And a shot rang out, from somewhere. Then another. Then the battle was on and all chaos erupted. Five men from the IWW lay dead after the shooting stopped, many more wounded. Once the members of the IWW returned to Seattle they were arrested and charged with murder, but no one was convicted and eventually all charges were dropped.

The Pacific Northwest Labor History Association (PNLHA) and the Snohomish County Labor Council will commemorate the 100th anniversary of the Everett Massacre in 2016 with several activities culminating in a sailing from Seattle to Everett on a restored steamer similar to the Verona. Details of the commemorative activities will be publicized ahead of time.

2016 IAM Scholarship 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 for 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. 26, 2016.

• Must be planning to graduate during the winter or by the end of the spring 2016 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.

For information on all 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. 26, 2016.

Obtain an IAM Scholarship application and guidelines online by visiting www.goiam.org/iamscholarship.

FINANCIAL \$ENSE: Aging Parents: It's Time to Talk

Does the thought of asking your aging parents about the way they handle their household finances—or how they'd feel about moving to a nursing home—fill you with anxiety? You are not alone.

However, you can't afford to delay this conversation. As your parents get older, it's important to sit down with them and talk about their health and financial well-being—before urgent decisions are forced on you or your family.

You want to be as prepared as possible to make sound medical and financial choices when Mom or Dad has an emergency.

There are ways to make this process easier. The most important is to plan ahead. Starting these discussions early and revisiting them regularly will help you and your family handle lifestyle-changing issues concerning your parents.

How to Start the Conversation

If only there was an easy way to speak to Mom and Dad about their health and finances. That does not exist, but you might bring up the topic around the time the older parent turns 70. Once you start the dialogue, you'll have laid the groundwork to continue it in the future.

Make sure to involve everyone from the family. Also include your parents' tax advisor, lawyer and financial advisor.

Medical

On the medical side, you might ask your parents what they'd like to happen if their health starts to fail. Do they want to stay in their home, or are they open to moving to an assisted living or long-term

care facility?

If acute care becomes necessary, is there a hospital they prefer? How much medical intervention do they want if their condition becomes dire? How would they like to handle end-of-life issues?

A meeting with their physicians can also help address some of your parents' issues or concerns.

The answers to these questions will play a critical role in helping you create a realistic and well-thought-out plan that includes everyone's wishes and values.

Finances

Conversations about finances can be just as challenging, especially for families not used to discussing money. At some point, parents may need help with day-to-day financial tasks such as paying bills and balancing the checkbook, or with larger issues like investing.

It's important to clearly understand your parents' goals for their wealth, from being able to afford the retirement lifestyle they envision to supporting charities they care about. A meeting with your parents and their financial advisor can be a forum to discuss their goals and wishes.

Having these discussions as early as possible helps establish the rationale for estate planning decisions. For example, if parents have spent more on one child's education or provided funds to help start a business, they might decide to compensate the other siblings later on with larger shares of the estate.

This discussion can be difficult

SCOTT WEALTH MANAGEMENT GROUP

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for parents to have with their child or children. But if they don't have it while they're alive, they risk having their children always wonder why they made certain decisions about their assets.

What to Look For

Parents are not likely to volunteer that they need help, so it's up to their children to watch for red flags.

Look to see if they are having uncharacteristic difficulty with things such as:

- Performing daily chores
- Keeping track of household finances
- Opening mail
- Managing investments
- Avoiding scams

Discreetness and sensitivity are essential. One way to monitor your parents' approach to household finances is to suggest going through a routine chore together during one of your regular visits. You might offer to sit with your mother as she pays bills. If your mother appears to be struggling during the process, offer to take it off her hands or lend her a hand.

Get the Whole Family Involved

If you have siblings, open communication can foster cohesion and make handling the issues a lot easier,

even if you live in different parts of the country.

Since the burden of care can easily land on the shoulders of the child who lives closest to the parents, it's important the others pitch in. This might mean picking up the bill for housecleaning or in-home medical care, or making regular weekend visits to look after Mom or Dad and give the caretaker sibling a break.

Addressing medical and financial issues early can prevent problems later, as well as help maintain family harmony. If you try to start those conversations while your parents' health is fragile, that's a real challenge for everybody. Knowing what to expect from each other can give everyone in the family better knowledge of expectations and make them feel more comfortable about choices being made.

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

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IAM 751-member Brad Davis (second from right) is alive today thanks to swift action from Supervisor Mark McGarrity (l), IAM 751-members Anthony Alsted (second from left) and Darren Gremmert (far right). Their heroic efforts earned them the Governor's Lifesaving Award.

Members earn Governor's Lifesaving Awards

Because of the quick thinking and swift action of Anthony Alsted, Darren Gremmert, Randy Walbrun and Mark McGarrity IAM 751-member Brad Davis is alive today.

On Oct. 8, Anthony, Darren, and Mark (Randy declined to be honored) were presented with the Governor's Lifesaving award. They were among 32 people from around the state who received the award at the annual Governor's Industrial Safety and Health Conference.

The incident occurred at the start of first shift in August 2014. Anthony noticed Brad sitting in a chair appearing to have a seizure. He walked over and asked if he was okay. Suddenly Brad stopped breathing. Anthony immediately laid him down on the floor to clear his airway and called for others to help.

Randy and Darren were in the area

and immediately jumped into action. One started chest compressions while the other called 911.

Anthony kept Brad's airway clear the entire time while Randy and Darren traded off performing chest compressions. Mark came into the area toward the end and did some chest compressions. Between the four of them, they kept Brad alive until the Boeing Fire Department arrived on the scene where they had to shock him multiple times.

Brad had suffered a major heart attack. The emergency room doctor told them later it is extremely rare for someone in his condition to live. But thanks to their quick action, Brad is alive today and back at work.

Congratulations on the recognition and for taking the initiative that saved a co-worker's life.

Santa Claus is coming...



Santa Claus will pose for pictures with the children of District 751 members at local lodge meetings in December at the Seattle Union Hall. Free prints will be available and the photos will be posted on Flickr for members to download. Kids are also treated to a gift while members receive a ticket for a chance to win a free turkey. Plan to attend the festive meetings.

Administering the oath of office



District 751 President Jon Holden (r) administers the oath of office to Local A Council Alternates Levi Wilson and Jerry Banks.

EASTERN WASHINGTON

Strong solidarity in contract talks at Republic Services

The 157 Machinists Union members working at Republic Services in Goldendale are united and strong in their efforts to obtain a fair contract. The current four-year agreement expires on Nov. 21.

On Oct. 3, our members demonstrated their overwhelming support for union negotiators by casting a 96 percent vote to approve strike sanction authorization. The strong vote sent a message that

members are united and determined to get a fair contract.

In late October, union negotiators finished the three days of formal negotiations with Republic Services. Union negotiators presented a

comprehensive proposal to address the issues members identified as important through membership input and surveys. Progress has been made on several issues. However, specific details are not being released since ultimately all proposals are only tentative agreements until the final agreement is reached.

District President Jon Holden and staff assistant Ken Howard toured the entire facility on Oct. 26 and met with various groups including container maintenance



Members at Republic Services had a chance to talk to Union negotiators during the strike sanction vote on Oct. 3, as well as asking questions to clarify issues.



Members voted 96 percent to approve strike sanction authority on Oct. 3.

mechanics, container maintenance repair, landfill, and intermogal. Many of the truck drivers had finished for the day, which gave them an opportunity to meet with the night shift mechanics to hear their concerns and what they would like to see addressed in the upcoming contract.

The next bargaining sessions are scheduled for November 13 and 14. An all member meeting will be held on Sunday, Nov. 15 at 1 p.m. at the Goldendale PUD Building. The plan is to

present members with Republic Service's last, best and final offer at the meeting and give members an opportunity to ask questions. To allow members to discuss the offer with their families, the vote will take place on Thursday, November 19 from 3 a.m. to 10 p.m. at the Goldendale Quality Inn.

Thanks to our negotiating team for all their hard work and efforts: Rich Fahlenkamp, Rick Porter, Jake Campbell, Tom Barrett, Mike Elli, Matt Olson, Steve Warren, and Ken Howard.

Training arms stewards to better represent our members

Stewards from Local 86 and from Grand Coulee Dam are better prepared to take on management and represent members, thanks to a one-day training class held recently at the Spokane Union Hall.

IAM Grand Lodge Rep Kevin Cummings along with Business Rep Steve Warren gave indepth information on investigating and filing grievances, complete with a Steward's checklist, ten steps to a proper investigation,

ground rules for processing grievances, presenting the case, past practice, and Weingarten rights. Various laws including the National Labor Relations Act, OSHA laws, and FMLA were also discussed.

"This was a fantastic day. We had stewards from the federal sector, from the public sector and from Service Contract

locations. It was an open discussion and each steward shared experiences and asked questions. I don't know how it could have gone better," said Cummings. "Special thanks to Business Rep Steve Warren for putting it all together. The high level of the questions and comments were proof that he has done a great job of working with them. With the talent and energy of this group, I am confident the IAM members are in good hands."



Left: Stewards discuss tactics management may use to divert attention away from a grievance and a contract violation.

Below: Stewards proudly display their certificates of completion at the end of the class.



Talks continue for new contract with South Irrigation District



Photo Above: Union negotiators discuss proposals for a new contract for members at the South Irrigation District. Going around the table from far left: Laborer's Rep Bo Jeffers, Bryan McLean, Ricky Bauman, Chil Wonders, South Columbia Irrigation Council President Steve Agenbroad, Barb Corn, Skyler Holmes, and Ken Howard.

Bargaining sessions continue in an effort to secure a new contract for union members working for the South Irrigation District. The current contract expires in late December. Formal negotiations began in September and are ongoing with the goal to have an offer to vote prior to the holidays.

Wenatchee Alcoa plant to be idled

On Nov. 2, Alcoa announced it will idle its Wenatchee Works plant as part of a company-wide plan to shut down smelting operations that are losing money amid low world prices for aluminum. The plant employs 428 people with about 40 of them being Machinists Union members.

Since the announcement to idle the Alcoa Works plant in Wenatchee, District 751 has reached out to local and state government agencies to develop the best plan going forward to protect the interests of our members.

We are working closely with the Washington State Labor Council to apply for Trade Adjustment Act benefits, which have provided a safety net for such job loss in the past.

The Union, through the Aluminum Trades Council, will enter into effects bargaining with the company.

Our goal remains to assist our members in any way possible during this difficult time of transition. We will also continue to work to create conditions that will allow Alcoa to operate profitably in the future, which would restore these family-wage jobs in Wenatchee.



At Lee & Eastes, District President Jon Holden talked with member Darrin Gleich about issues in their plant.

Shop floor talk

District 751 President Jon Holden, staff assistant Ken Howard and Local 1951 President Chris Powers met and talked with members at several of the central Washington employers to get input from our members.

After touring the Hanford facility following a HAMMER steering committee meeting and nuclear advisory board meeting, Union leaders visited members at Pexco, Monarch Machine, Edwards Equipment and Lee & Eastes.

"We want to ensure members have access to Union leaders to discuss issues and concerns in their particular workplace," said Ken. "Since our District President was here, it was a good opportunity to talk to our members."