Members Appreciate Open Forum at Town Halls

In January, town hall meetings at the Auburn, Renton and Everett Union Halls for all three shifts gave members an opportunity for candid, two-way interaction with union leaders. These open meetings are part of the open and transparent leadership implemented since District 751 President Jon Holden was elected in March 2014. Town halls invite members to speak up on any topic that is on their mind and members turned out in force.

This round of meetings included discussion on the 737MAX grounding and the resulting temporary movement of people. Boeing continues to report there will be no layoffs as a result and in fact hired nearly 100 per week throughout January. It is a situation we will continue to monitor closely and report any news as it develops.

Business Reps were available at the meetings to address issues specific to their areas of assignment.

Other topics covered decisions Boeing has made since the merger; the $47 billion stock buyback Boeing has executed rather than investing those resources into research and development of new products. Discussion also focused on multiple company leaders who studied under the Jack Welch.


Steward Helps Protect Members’ Pay & Benefits

Diligence and persistence are keys to being an effective Union Steward and Ali England brings those qualities every day to her shop in Renton.

Recently, she was able to help members with a number of issues, including vacation and pay issues, as well as getting unjust corrective action pulled.

“All does a great job representing our members and ensuring our members get justice on the job,” said Business Rep Robley Evans.

Two recent issues she worked for members involved Boeing’s WorkLife.

In the first instance, 13 members had an issue with their vacation/sick leave accrual. Those members had hit their 10-year anniversary and accrual should have increased to one hour for every 13 hours worked. As Ali investigated, she learned that WorkLife had failed to inform payroll of the change. Ali had each member fill out the proper form, get a ticket number from WorkLife, then followed up to ensure the benefit was accruing correctly.

Ali discovered another issue with WorkLife not communicating with payroll when four members failed to get their step progression issue corrected.

Since Boeing transitioned to the WorkLife system, members have faced continual issues that require action to correct. Because this new system seems to be plagued with concerns, our members must be proactive when it comes to their pay and benefits to ensure six-month progression increases, vacation accrual and other pay issues are correct.

Recently, Union Steward Jake Studlar assisted five different members in getting their step progression increase pay corrected after WorkLife failed to automatically increase pay at their six-month mark.

Union Steward Joe Ruth helped another member ensure the six-month progression increases were credited appropriately so the final seniority progression increase was received on time. Without the correction, the member would not have received the final increase for another six months, which was important since it was more than $10 an hour.

Other Stewards have also reported helping members get this pay progression issue corrected.

“When I didn’t get my last seniority increase, I figured I wasn’t the only person who had experienced this. My pay was corrected after I submitted a WorkLife ticket to payroll,” said Jake. “I began talking to all members in my area and advised them to check their paycheck closely to verify they have indeed received their six-month step progression. No one will care about your pay like you do and if your final progression increase is delayed, which is often $10 or more, it can cost you a lot of money.”

In TotalAccess, members had the ability to see that every Step Progression Increase happened timely in their work history. That is not the case with the new WorkLife system. Members should verify in WorkLife that their paycheck reflects the correct rate of pay following a step increase or premium pay (i.e. team lead or temp upgrade) – see blue box below for instructions.

If the increase doesn’t happen automatically on the correct date (per their paycheck stub), the member should contact their Steward who can help them get a payroll ticket in WorkLife to get it corrected.

Steps to verify your pay is correct through WorkLife by making a Payroll History Request:

- Access WorkLife
- Select “My Paycheck” from the Quick access options.
- Select “Request or Display Payroll History”
- Select “Create A New Payroll History Request.” On this screen enter your date range for the report you would like to create along with the required fields and select “Submit.” Once requested report takes up to 24 hours to generate & will be available for 7 days.

Grievance Coordinator Dan Swank answers a contract question.

Business Rep Spencer Burris (center) talks with members at one of the Everett town hall meetings.

Members at the afternoon town hall meeting in Auburn had many questions about the movement of members surrounding the halt of production on the 737MAX.
REPORT FROM THE PRESIDENT

Open Two-Way Communication Makes Us Stronger

By JON HOLDEN
IAM 751 District President

First, I want to thank all the members who made it to our January town hall meetings at the Auburn, Renton and Everett halls. Town hall meetings were introduced after I was elected president in 2014 to give members easier access to their leaders for three shifts at halls closer to where they work or live. After presenting information on current topics, we invited members to bring up any concerns, suggestions, criticism, or questions. This open, candid communication makes us stronger and members feel comfortable bringing up any issue.

For those who couldn’t attend, I want to recap some of the topics discussed at the town halls. Each meeting was a little different since conversations are driven by those attending.

The meetings began with discussion on how Boeing went to where it is today. Decisions can be traced back to the merger with McDonnell Douglas in 1997 when the company shifted its priorities away from market share and product offering and began to focus on profit margin and stock price. Since the merger, we have endured a string of CEOs and executives who trained under the Jack Welch/GE model.

Boeing has a new CEO, Dave Calhoun, who has been an influential leader in the industry and won broad support. In the last six years, Boeing spent $47 billion on stock buy backs, which did nothing to improve the value of the Company. This simply drove up the stock price by reducing the shares of outstanding stock. This is not investment, this is not innovation, this is not beneficial to our members, stewards and Business Reps.

The Membership Bill of Rights on the shop floor is a part of this equation. This Bill of Rights is divided into three sections, each providing a different way union members can be involved. To ensure the Bill of Rights remains relevant, we must make sure that union members are able to use all of these rights.

The Membership Bill of Rights is new for 2024, we have yet to build our power through solidarity. More than 1,100 of our newer members have attended our 90-minute Introduction to Your Union seminar and trade schools. I felt a better understanding of what it means to be a Machinists Union member.

It does take work from each of us. The relationships built on the shop floor with our co-workers is our strength so share your experience and educate newer members on the power we have when we stand together.

We also talked about the importance of preparing early with an Individual Strike Fund (ISF). Personal savings are important in all aspects of your life and our contract is no different. Boeing asked if we were promoting a strike when we announced the ISF last year. I responded that I’m certainly not promoting a strike and hope that when the time comes we are able to negotiate a contract that will be accepted and our members can accept.

Notwithstanding, preparation is the key so that our members can make a decision on how to get to our contract based on principle and from a strong financial position.

At the town halls we also talked about the importance of retirement security, which is a major area of discussion for all six unions amongst all our members. It is important that we decide as a membership how we will improve retirement security for our members going forward.

Every town hall included discussion on the 737MAX grounding, the current production halt and how members are impacted. To date, Boeing has committed to keep our workforce together while we continue to have members in Everett and other locations, there are no layoffs at this time. In fact, they have hired close to 100 new members each week in January. It is a situation we continue to monitor closely.

We also discussed the AMPP. The payout number was not finalized before the AeroMechanic went to print, but will be included on the 27 paycheck. Look for an announcement on our webpage or email blast in February.

Membership Bill of Rights Ensured Members Decided Whether to Enter Talks at Spirit

In 2016, our members were the catalyst to bring about a significant change in the IAM Constitution that shifted power back to the members. This was passing the Membership Bill of Rights (MBOR) at the 2016 IAM Grand Lodge Convention. The Membership Bill of Rights, which is now part of the IAM Constitution, was in action in January. Machinists Union members in Wichita working at Spirit AeroSystems were coming to the union’s notice because of the new airplane they were building for Boeing.

Leadership at Spirit AeroSystems were coming to the union’s notice because of the new airplane they were building for Boeing. Clouded by the merger between Boeing and Spirit, many members were not sure they wanted to talk to the Machinists Union.

In the last six years, Boeing spent $47 billion on stock buy backs, which did nothing to improve the value of the Company. This simply drove up the stock price by reducing the shares of outstanding stock. This is not investment, this is not innovation, this is not beneficial to our members, stewards and Business Reps.

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Membership Bill of Rights on page 80 of the IAM Constitution guarantees:

No contract may be implemented without honoring the outcome of a vote of the members it covers.

Whenver practicable, contract negotiating committees must contain at least one member from the bargaining unit.

No contract shall be opened at other than normal expiration of duration without the vote of the bargaining unit members.

Union leadership must be clear that if the membership approved them entering into talks, the membership would have another vote on whether or not to accept any potential proposal.

The Wichita members voted by 88 percent to allow union negotiators to meet with Spirit and hear what they have to say. Local union leaders held the vote over three days to encourage every member to vote on such an important decision (again the MBOR ensured local leadership selected the time and location of the vote).

The process and MBOR worked exactly as intended and let the membership determine the direction of their union. It is not for us here in Seattle to weigh in on what the right decision is for those members, as that is something only those members have control over that contract can decide. But we can be proud that because of our hard work, members have more power and...
Union Prevents Unjust CAMs for Long-Time Members

751 members Rob Knipfer and Layne Crowston have always appreciated their union contractual pay and benefits, but recently realized the value of having union rights on the job — something they didn’t think they would ever need.

Thanks to diligent efforts from Union Steward Shari Boggs and Business Reps John Lopez and Jason Chan, unjust Corrective Action Memos (CAMs) for defective work were removed from their files.

In their 30+ years at Boeing, Rob and Layne had never received disciplinary action for workmanship, are masters of their complicated Mazak 7-axis Integrex CNC Lathes and have trained many others to use these seven-axis machines. They take tremendous pride in their work and had always eagerly accepted challenging jobs on the most-complicated machines.

Even when they found themselves getting discipline for workmanship issues for the first time in their careers at Boeing when the root causes were either MasterCam issues or machine malfunctions that were out of their control.

Frustrated when they found themselves being removed from their files.

In both cases, these experienced members followed standard operating procedures to the T, but even with their documentation, they still found themselves facing unjust discipline. It was then they enlisted the help of our union to ensure their side was heard and they were vindicated.

Shari presented documentation and witness statements about the machine malfunction that clearly showed no fault of our members. Because Business Rep John Lopez had worked for years in that shop, he provided assistance by explaining the history of these machines, as well as the issues that were wrongly attributed to our members.

Our union continued to elevate the issue rather than accepting the Company’s response. After meeting with the third and fourth level managers, the CAMs were removed.

“I appreciate having our union there to overturn this unjust discipline. If we didn’t have the union, we would both have unjust CAMs. I take pride that I have 40 years with a clean slate and a spotless performance record,” said Rob.

“T wo Wins in Congress

By CHELSEA MASON
IAM 751 Legislative Director

Just before leaving Washington D.C. last year, Congress moved on two major legislative priorities for the Machinists Union. In a larger spending bill passed by Congress and signed by the President, the ‘Cadillac Tax’ on high quality health plans was fully repealed.

The U.S. Export-Import Bank was also reauthorized on a long-term basis. Both were long-awaited, and hard-fought, victories.

The ‘Cadillac Tax’ was passed in 2010 as part of the Affordable Care Act. If implemented, it would have taxed high cost, employer-sponsored healthcare plans by 40 percent. Unions have fought this tax since it’s inception and, while it was repeatedly delayed, anticipation of it still hurt union members in negotiations over wages and benefits.

In a statement announcing the legislative victory, Machinists Union International President Robert Martinez, Jr. said, “health care is a basic human right and the idea of taxing workers whose quality healthcare affordable for our members and all Americans.”

The U.S. Export-Import Bank is important to the Machinists Union because it directly supports domestic manufacturing, spurs U.S. job creation, and helps the U.S. compete with other countries. It does so by helping foreign customers buy more U.S. goods, including aircraft, and requiring a high percentage of domestic content to get financing from the bank.

The Export-Import Bank has been wrongly scrutinized in recent years and the result was a number of short-term reauthorization bills to keep the Bank barely alive. It was further handicapped by not having a quorum on the Board of Directors to approve larger transactions, including for Boeing airplanes. Both of those issues were resolved by Congress when they reauthorized it in December for another seven years.

The IAM has always been a leading champion for repealing the ‘Cadillac Tax’ and for long-term reauthorization of the Export-Import Bank with a fully functioning Board. The vote late last year in support of both measures was a victory for our union and its members.

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“Bill Aims to Revise State Paid Family and Medical Leave

State Senator Karen Keiser, who is a long-time supporter of workers’ rights, has introduced a bill to ensure that our members and others covered by a union contract are not excluded from the new Washington State Paid Family and Medical Leave (PFML).

SB6216 would repeal the PFML waiver that excludes workers covered under collective bargaining agreements that were in place when the law was passed from eligibility to participate until the agreement expires, is reopened or is renegotiated.

A Labor & Commerce Committee hearing on the bill was held on January 20.

IAM 751 Legislative Director Chelsea Mason noted the bill would close the loophole to ensure paid family and medical leave does not exempt union members — especially those with a long-term agreement like our members at Boeing.

“T his is really an issue of fairness. There is no justification to exclude a whole bargaining unit of workers,” said Chelsea. “Our members should have the same rights as every other worker in the state of Washington. That is why we are supporting SB6216.”

Steward Helps Protect Pay and Benefits

Continued from Page 1

receive temporary Team Lead pay. Again, she had each member fill out the proper paperwork and ensured all received the appropriate pay adjustment.

When a member found himself getting walked off the property and his badge taken by two new managers pending an investigation, Ali was again there to help and knew this wasn’t right. The member wasn’t given a chance to ask for a Union Steward for representation since there was no formal meeting. During the investigation, Ali learned our member was walked out the gate for being out of his work area when in fact he was upstairs at a scheduled occupational therapy for an elbow injury he sustained while taking on two additional jobs.

Our member had done everything he was supposed to but still found himself out of work for three days pending an investigation. Ali presented the facts and ensured the suspension and corrective action was overturned and removed from his records.

“Larry Hagen (former Union Steward now Union Verification Optimization Rep) trained me well in how to be a good Steward and continues to provide support and guidance. He gave me everything I needed to represent our members including lots of one-on-one training, a book highlighting issues that regularly come up and talked through various situations I might encounter,” said Ali.

Every day our Union Stewards are fighting to enforce the contract and prevent unjust discipline to ensure justice on the job for our members. If you have an issue in the workplace, be sure to bring it to the attention of your Union Steward.
Financial Planning Workshops

**D i s t r i c t** 751 members who work at Boeing learn how to maximize their retirement benefits at a series of free retirement-planning workshops scheduled for early in 2020. The workshops will cover a range of topics to help you calculate your real post-Boeing income, including:

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

The schedule is:

- Everett Union Hall (8729 Airport Rd): Thu, Feb 13 – 11:30 am-1:30 pm & 2:30-4:30 pm
- Everett Union Hall (8729 Airport Rd): Thu, April 16 – 11:30 am-1:30 pm & 2:30-4:30 pm
- Seattle Union Hall (9135 15th Pl S): Thurs, Mar 12 – Noon – 2 pm & 3 – 5 pm
- Auburn Union Hall (201 A St SW): Wed, Feb 12 – 9:30-11:30 am & 2:30-4:30 pm
- Renton Union Hall (233 Burnett N): Tue, Feb 11 - Noon-2 pm & 3 – 5 pm, Thu, Apr 14 - Noon-2 pm & 3 – 5 pm

The workshops are offered by Money Management Educators. To reserve a seat, call (888) 223-8311 or e-mail mmesponder@mmeducators.com

**Nomination and Election Schedule for Grand Lodge Convention**

Nominations and elections shall be made for Grand Lodge Convention Delegates and Grand Lodge Convention Alternate Delegates as described in the table below. Nominations will be at each Local Lodge business meeting in April, 2020 and elections in each first Local Lodge meeting in May 2020, pursuant to Article II, of the IAM Constitution.

### NOMINATION QUALIFICATIONS:

In Local Lodges 751-E, 86, 1951, and 1123, a nominee shall be required to have attended at least 50 percent of the Local Lodge meetings during the 12-month period ending the date of the close of nominations (per requirements of the Local bylaws).

In Local Lodges 751-A, 751-C, and 751-F, candidates are encouraged to have attended at least 50 percent of the Local Lodge meetings during the 12-month period ending the date of the close of nominations.

According to the IAM Constitution, delegates to the Grand Lodge Convention must be a member of the Local Lodge or of a Local Lodge affiliated with District 751 for one year at the time of nomination. This qualification shall not be required of a member working at the trade transferred to a Local Lodge or of a Local Lodge affiliated with the AFL-CIO or the Central Labor Council, nor shall it apply to members who experienced a layoff during a 6-month period prior thereto, or to members who have been unable to obtain employment at the trade because of a strike, lockout, discrimination or temporary physical disability or to members who are retired on pension and paying full dues, whether or not they hold a retirement card or an exemption card.

### NOMINEE ACCEPTANCE:

All nominations must be made from the floor by a member in good standing. All nominees, who are nominated at the meeting, must sign an acceptance card or letter for the position nominated for, and it must be returned to the Recording Secretary of their Local before the close of that meeting. Members not present at the nominating meeting may have their names placed in nomination only if a member nominates them from the floor and the member nominating them submits a letter from the candidate, signing the candidate’s acceptance of the nomination to the office, to the Recording Secretary at the nominating meeting. The letter must set forth the candidate’s name and card number with candidate’s personal handwritten signature. (NOTE: since it must be signed, a member nominates them from the floor by a member in good standing.)

### ELIGIBILITY TO VOTE:

All members in good standing, whose dues are paid through the month of March, 2020 or retired Union members, are eligible to vote in their respective Local Lodge election.

### ABSENTEE BALLOTS:

Absence ballots are issued in accordance with the IAM Constitution (you can use form above). Any member entitled to receive an absentee ballot (per reasons listed on form) shall make a written request, stating the reason. Such request must be mailed singly or personally delivered by the member requesting the absentee ballot no later than 10 days before the election.

For Locals A, C, E & F: direct absentee ballots can be obtained from the Local Lodge office. To obtain a direct absentee ballot for the following offices: Auburn - 201 A Street SW; Everett - 8729 Airport Road: Renton - 233 Burnett N; Seattle - 9125 15th Pl S. Office hours are 8 a.m. to 5 p.m. NOTE: Auburn, Everett and Renton halls are closed for lunch from noon to 1 p.m.

### Absentee Ballots

<table>
<thead>
<tr>
<th>LOCAL</th>
<th>NOMINATION DATE</th>
<th>LOCATION</th>
<th>POSITIONS TO BE NOMINATED</th>
<th>ELECTION DATE/TIME</th>
<th>ELECTION LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>751A</td>
<td>April 2 6 p.m.</td>
<td>Stewards Meeting Hall</td>
<td>10 Grand Lodge Convention Delegates &amp; 3 Grand Lodge Convention Alternates</td>
<td>May 7 3 a.m. to 8 p.m.</td>
<td>Auburn: 201 A St SW Everett: 8729 Airport Rd Renton: 233 Burnett Ave N, Seattle: 9135 15th Pl S. Frederickson: Pierce Co. Skills Center, 11617 Canyon Rd E</td>
</tr>
<tr>
<td>751C</td>
<td>April 9 6 p.m.</td>
<td>Stewards Meeting Hall</td>
<td>9 Grand Lodge Convention Delegates &amp; 3 Grand Lodge Convention Alternates</td>
<td>May 14 3 a.m. to 8 p.m.</td>
<td>Auburn: 201 A St SW Everett: 8729 Airport Rd Renton: 233 Burnett Ave N, Seattle: 9135 15th Pl S. Frederickson: Pierce Co. Skills Center, 11617 Canyon Rd E</td>
</tr>
<tr>
<td>751E</td>
<td>April 1 5:30 p.m.</td>
<td>Stewards Meeting Hall</td>
<td>2 Grand Lodge Convention Delegates &amp; 1 Grand Lodge Convention Alternate</td>
<td>May 6 6 a.m. to 7 p.m.</td>
<td>Seattle: 9135 15th Pl S.</td>
</tr>
<tr>
<td>751F</td>
<td>April 8 6 p.m.</td>
<td>Stewards Meeting Hall</td>
<td>9 Grand Lodge Convention Delegates &amp; 3 Grand Lodge Convention Alternates</td>
<td>May 13 3 a.m. to 8 p.m.</td>
<td>Auburn: 201 A St SW Everett: 8729 Airport Rd Renton: 233 Burnett Ave N, Seattle: 9135 15th Pl S. Frederickson: Pierce Co. Skills Center, 11617 Canyon Rd E</td>
</tr>
<tr>
<td>86</td>
<td>April 9 6 p.m.</td>
<td>4226 E Mission Spokane, WA</td>
<td>2 Grand Lodge Convention Delegates &amp; 1 Grand Lodge Convention Alternate</td>
<td>May 14 Noon to 7 p.m.</td>
<td>Spokane Machinists Hall, 4226 E Mission Spokane, WA</td>
</tr>
<tr>
<td>1123</td>
<td>April 1 5:30 p.m.</td>
<td>Grand Coulee Fire Station, 205 Spokane Way</td>
<td>1 Grand Lodge Convention Delegates &amp; 1 Grand Lodge Convention Alternate</td>
<td>May 6 5:30 p.m. until close of meeting</td>
<td>412 Federal Avenue, Room 204 Grand Coulee, WA</td>
</tr>
<tr>
<td>1951</td>
<td>April 7 7:30 p.m.</td>
<td>1305 Knight St Richland, WA</td>
<td>2 Grand Lodge Convention Delegates &amp; 2 Grand Lodge Convention Alternates</td>
<td>May 5 8 a.m. to 8 p.m.</td>
<td>1305 Knight Richland, WA</td>
</tr>
</tbody>
</table>

**Request for Absentee Ballot**

In accordance with the Constitution of the IAM & AW, I hereby request an absentee ballot for the above-named delegate. I am a qualified candidate for an absentee ballot for the following reason (must qualify under one of the below - check appropriate box):

- I reside more than 25 miles from the designated balloting place.
- I will be at work during the times of the local lodge balloting.
- I am confined because of illness or injury.
- I will be on vacation.
- I am a refiner who will be more than 25 miles away from my residence on election day.
- I will be an IAM business approved by the Local, District or Grand Lodge.
- I am an approved employer travel assignment outside the area.
- I will be on Reserve Military Leave.
- I will be on approved Family Medical Leave of absence.

**NAME: (printed)**  
**Local Lodge:**  
**NAME (Signature):**  
**Union Book #:**  
**Address:**  
**City:**  
**State:**  
**Zip:**  
**Social Security Number or BENEDIT:**  

All absentee ballot requests must be received no later than 10 days prior to the election. Request must be mailed singly or personally delivered by the member requesting the absentee ballot. Send this form to the appropriate address. Locals A, C & F send requests to IAM Absentee Ballot, 9125 15th Pl. S., Seattle, WA 98108. Local 86, 1123 and 1951 send ballot to IAM Absentee Ballot, 4226 E. Mission, Spokane, WA 99202.

To reserve a seat, call (888) 223-8311 or e-mail mmesponder@mmeducators.com

**Management Educators. To reserve a seat, call (888) 223-8311 or e-mail mmesponder@mmeducators.com**

Heavy rain couldn’t dampen spirits as 7,800 nurses working at seven Swedish-Providence locations walked off the job on Jan. 28. 751 Machinists Union members were there to show support. Above at the Mill Creek facility: L to R: Chris Mirante, Dominic Job, Billy Lori, Kristi Kidrick, Gustavo Martinez, Paul Schubert, Matthew Sharpie, and Joe Ruth. Wes Heard was also picking this location, but took the picture.
By JOHN HOUSE,
IAM-Boeing Joint Programs Career Advisor

IAM’s 751 member Mylo Lang took to heart Boeing’s career slogan, Your Future is Waiting. In just a few short months following his 2018 high school graduation, Mylo landed a 30005 Aircraft Structures Mechanic job at Boeing. The bridge from graduation to full-time work was seamless for Mylo, who had been strategically building his manufacturing and workplace skills throughout high school. While in Capital High School’s Core Plus Aerospace program, he gained valuable hands-on experiences with advanced composites, welding, precision machining, and manufacturing skills. Core Plus Aerospace, developed in partnership with Boeing, is used in high schools and skill centers across Washington state.

With it comes to career planning, some say timing is everything. Soon after fulfilling Boeing’s 12-month retention requirement as a 30005, Mylo secured a C4608 NC Multiple Tool and Milling Machine Operator position in Auburn. Making this significant upgrade possible was the fact that he had a clear career plan and determination to balance weekend ERT classes and possible future was the fact that he had a clear career plan and career path after first hiring into Boeing in June 2018 as a 30005. He systematically fulfilled the ERT requirements and started in January as a C4608 NC Multiple Tool and Milling Machine Operator in Auburn.

its challenging mix of ERT requirements including trigonometry, geometry, milling machine, and geometric dimensioning and tolerancing, to name just a few of its more than twenty ERT ‘green light’ requirements. Soon after hiring into Boeing, Mylo started working regularly with IAM-Boeing Career Advisors in the 4-21 Building. Together, they reviewed career guides, created training plans, enrolled in ERT and college training, secured education assistance funding, and filed CAT C ER requirements. “If the career advisor program had not been in place, I would not be in the position I am today,” noted Mylo. In addition to exploring ERT opportunities, Mylo also expressed an interest in resume-only positions such as the General Machinist and the Boeing Apprenticeship Program. To support his interests, career advisors assisted him with writing a tailored resume to highlight his new training and work experiences.

Neve one to wait long to pursue a challenging skill or achieve a new goal, Mylo recently completed South Seattle College’s CNC Machine Program funded through Joint Program’s Education Assistance. Upon completion, Advisors evaluated his college coursework and granted him Boeing training equivalencies to meet select CAT C ERT requirements. By the coming months, he looks forward to learning more about 4 and 5 axis machining, close tolerance machining, and NC Programming. And future plans are already underway as he sets his sights on a degree in engineering using our generous contractual Learning Together Program funding, which also provides our members with stock awards upon completion of various degrees. To make an appointment with a Career Advisor to start exploring career and education opportunities, call 1-800-235-3453. Your Future is Waiting.

Joint Programs Career Advisors provide a Wealth of Resources

IAM Boeing Joint Program Career Advisors provide a wealth of information to help members pursue their career and educational goals. Every day these dedicated individuals assist our members at Boeing. By being aware of all the aspects and resources a career advisor can provide assistance in, it becomes much easier to break down the barriers that may affect your ability to work.

VRC’s are available to our members as part of our Contract Letter of Understanding (LOU) #18. The IAM C.R.E.S.T VRC’s work within collaborative interdisciplinary teams to assist our members in staying at work or helping them return to work following an injury or illness. VRC’s are available to answer questions and provide support throughout the Puget Sound area that includes detailed Job Analysis, Reasonable Accommodation assistance, Ergonomic Assistance, and Job Site Modifications for members with an injury, illness or another medical condition.

These VRC’s are subject to strict rules of confidentiality and will not discuss your issues with anyone else. They are also registered with the State and nationally certified. Recent accomplishments include: Kathie Ogle assisted a member who was hoping to transfer out of Auburn and relocate to a new job in Frederickson. Kathie met with our member several times to review the applicable Job Analysis (JA) on file and conducted several onsite visits to the job area. Our member appreciated this help, given that the Boeing employee job information site “Career Explorer” does not provide detailed information specific to the site/area where each individual job is located and is instead a comprehensive description generalized to all the sites in Puget Sound. As a Vocational Rehabilitation Counselor, Kathie Ogle daily assists members who have experienced injury, illness or another medical condition with support that includes job analysis, reasonable accommodation assistance, ergonomic assistance, and job site modifications.

Recently, this member accepted a new position in Frederickson and was extremely thankful for all the vocational assistance from our VRC’s. With assistance from the VRC’s, our member was able to make a solid informed decision before taking the job. VRC assistance was especially beneficial for our member who had sustained an on-the-job injury in Renton a few years back. At that time, our member went through the ER initially and later re-processed to a position more suited to their physical limitations and accepted a job in Auburn based on the general information contained in Career Explorer without assistance from a VRC. Upon starting the job in Auburn, our member quickly discovered the job was much more physically demanding than it was advertised or anticipated. It was then our member turned to VRC’s who helped find a more suitable job in Frederickson – making our member very thankful to have VRC assistance. Again, these VRC’s are Subject Matter Experts who help to resolve vocational barriers for our members at Boeing. VRC’s are available for your questions and support at multiple locations throughout Puget Sound. For more information or to schedule an appointment with a Career Advisor, call 1-800-235-3453.

March 1 Deadline for 2019 Safety Shoe Reimbursement

Each year the IAM-Boeing Joint Programs allows a grace period for employees to take care of their previous year’s safety shoe purchases. March 1 is the deadline for turning in applications for safety shoe reimbursements for purchases made in 2019. Safety shoe forms are available online at http://www.iam-boeing.com/safety-shoes.shtml. Applications for 2019 purchase reimbursement received after March 1 will not be accepted. Be sure you use the 2019 safety shoe reimbursement form with the return address of: 9725 East Marginal Way South, Bldg. 9-110, Tukwila, WA 98108.

Applications must be accompanied by the ORIGINAL itemized sales receipt. Mail your applications to “Joint Programs” at MC 4L101 (inplant) or through U.S. Postal Service at 9725 East Marginal Way South, Bldg. 9-110, Tukwila, WA 98108. This is also a good time to review the reimbursement guidelines and to browse the frequently asked questions for any possible changes. IAM-Boeing Joint Programs would like to encourage you to check back now and then to make sure you don’t miss any information that may be important to you.

The better you understand the reimbursement process, the smoother the experience will be. Questions can be directed to your local IAM-Boeing Joint Programs office by calling 1-800-235-3453.
Seeing Red to Raise Awareness of Heart Disease

IAM 751 officers and staff will wear red clothing on Feb. 7 as part of a nationwide effort to raise awareness of heart disease, particularly in women. We are asking others to wear red on February 7th as well.

“Heart disease is the No. 1 killer of women,” said Terri Myette, the chairwoman of the District’s Women’s Committee. “We need to do more to make sure we’re taking care of ourselves.”

Heart disease affects both men and women, but women who have gone through menopause are more prone to develop it, in part, because their body’s production of estrogen stops.

As a result, about one woman in four will die from heart disease, studies show. And two-thirds of women who have heart attacks die from heart disease, studies show. And estrogen stops.

To combat this, the National Heart, Lung and Blood Institute – which organizes the Wear Red Day campaign nationally – recommends that women speak to their doctors about heart health if they have any of these risk factors: High blood pressure, diabetes, high cholesterol, smoking, being overweight, older than 55, being physically inactive, family history of early heart disease.

If you have one or more of these risk factors, talk to your doctor about improving your heart health. Be open with your doctor, and answer questions truthfully, and make sure your doctor explains treatment options in terms you understand. Details are available online at www.hearttruth.gov.

Protecting your heart can be as simple as taking brisk walks and eating healthy foods like vegetables to maintain a healthy weight, said Myette. “Wear Red Day is a way for all of us to get started.”

Local F Rummage Sale Fundraiser Delivers $1,000+ for 2020 Convention

751 F raised more than $1,000 for the 2020 Grand Lodge Convention at their Rummage Sale in 2019. L to R: Susan Palmer, Jeremy Coty, Charles Cesmat, Lloyd Catlin, Travis Kendrick, Dave Bryant, Tom Kelley, Dorothy Lambert, Terri Myette, Larry Hagen, Shane Vardell, Carolyn Romeo, Blake Boczkielewicz, Princie Stewart, Garth Luark, Mitchel Christian and Jon Holden.

Save the Date! Saturday, March 28!

All members are invited to take part in an exciting and informative conference entitled “Winning the Right to Vote – the Role of Labor and Race in This Continuing Struggle” on Saturday, March 28 at the Seattle Union Hall.

This educational event will feature a presentation from Bill Fletcher, labor and international activist and author; AFL-CIO Secretary-Treasurer Liz Shuler; and WSLC Sec-Treasurer April Sims and a special presentation on the 100th anniversary of the suffrage movement and 19th amendment by the organization Living Voices.

Watch for more information on the website and emails. Make a note, save the date and plan to attend!

Members Appreciate Open Forum at Town Halls

Continued from Page 1

G.E. model.

Each meeting also included a segment on how we are stronger today than we were in Jan. 2014. Examples of how our strength is building were given and those attending were tasked with reaching out to other members and sharing their knowledge and past experience. Our strength is the members on the shop floor and the more aware of our past, the stronger our future.

Local Lodge leadership introduced themselves and described the makeup of their locals based on job classification. They invited members to get involved at monthly lodge meetings.

The Grand Lodge Convention was discussed, which will be held September 2020. Attendees learned about the process and timelines for submitting amendments to the IAM Constitution.

In 2016, delegates passed the Membership Bill of Rights to return power to the membership. At the town halls, members suggested increasing strike pay, webcast meetings and several other potential revisions to the Constitution which will be discussed in committee meetings before and after March and April lodge meetings. Committee proposals for changes will be voted at each local lodge meeting in May.

Members heard an update on the Aerospace Machinists Institute, the training arm of our union. AMI Executive Director Shana Peschok reported on projects currently in the works that include developing curriculum, pre-employment training, courses required through the ERT process and suicide and mental health training.

Shana noted we are looking for members willing to teach classes in their area of expertise. Other topics discussed included state paid family leave law, possibly putting a union representative on the Boeing Board of Directors, retirement security, Individual Strike Fund, suggested contractual changes for the next round of bargaining, AMPP, misassignments, and Boeing’s verification optimization plan to remove inspections.

Third shift members filled the Renton town hall meeting early on Feb. 16.
“20/20 Vision” was an appropriate theme for the annual Martin Luther King Jr. march and rally in Seattle that highlighted how decisions this year will have ramifications for years to come. District 751 again had a strong presence with more than 60 members and family members taking part. Educational and inspirational workshops were held in the morning, followed by a rousing rally. Then the crowd marched on the streets – spanning nearly a mile as people of all ages and races marched together in the spirit of Dr. King – fighting many of the same battles he was fighting.

Kathy Simmons was among the 751 volunteers collecting donations to fund the event. Steward Joe Ruth brought his two young daughters on the march. Steward Robert Pollack and Chief of Staff Richard Jackson collecting donations at the event. Business Rep Ira Carterman and Steward Brandon Stanfield marching through the Seattle streets.

Some of the 751 members and family members gather for a group picture before the MLK March began from Garfield High School to Seattle City Hall.

751 Still Fighting for Fairness at Annual MLK March

751 members and family continued their annual tradition over the Christmas holidays of spending a half day sorting and packaging food at the Northwest Harvest Warehouse in Kent. On Dec. 27, more than 25 members spent several hours packaging beans into family-size portions for distribution at foodbanks across the state. Our volunteers packaged an impressive 2,000 pounds of mixed beans that equates into 1,538 meals for families.

It was a great way to give back to the community over the holidays!

Above: 751 members and family members who helped package 2,000 pounds of mixed beans to distribute at area food banks on Dec. 27.

751’s Helping Hands at the Holidays with NWH

Members packaging mixed beans into family-size bags for distribution.

751 volunteers sealing and boxing the bags of mixed beans for distribution at food banks across the state.

Above: Gary Schmidt sealing the bags.
Left: Union Steward Rich Anderson brought his family to help package food at the Northwest Harvest warehouse.
Accepting the Oath of Office

Local C Vice President Donny Dowdron (l) administers the oath of office to Local C Audit Clint Moore.

Local A Trustee John Kassy (l) repeats the oath of office from Local A President Paul Schubert.

Union Member Service Milestones Reached in 2019

Below are the veteran members honored with 50+ year service pins in 2019 to acknowledge their service. Note that service pins are given for every 5 years of service starting at 15 years seniority. Members below reached their milestone for their union anniversary in the year 2019.

50 Year Old
Harold Blame
Philip Covello
Kenneth Davis
James Dolan
Alfred Fergen
Loren Harrison
Carl Huss
Hershel Keener
Edmund Learned
Bruce McCaffire
Donald McGinnis
Jack Mickelberry
Terry Mosteller
Roy Pedersen
Eugene Prince
John Regan
Donald Ritter
Glen Schultz
John Smith
Andrew Soderland
George Speerstra
Ben Thompson
Donald Warren
55 Year Member
Philip Aird
Charles Altier
Laura Boban
Thomas Brazell
Thomas Campbell
Orlin Clemans
Earle Colvin
Robert Coston
John Crittenden
Donald Crunion
Elaine Fife
Kenneth Graber
Dennis Hall
Wallace Hardin
Richard Hartley
Ronald Johnson
Thomas Johnson
Kenneth Kostick
Michael Konechgroarov
Linda Lawson
Adia Lee
Hugh Maysey
Harold Mccollum
Harley Moen
Charles Ostlund
Arthur Taylor
Frederick Tetzlaf
Thomas Tiede
Louis Veregge
Lawrence Wade Jr
Irving White
Wayne Wilcox
Richie Wilson
Douglass Wooding
Richard Worley
James Zellerhoff
Michael
Konechgroarov
Blanche Arbogat
Raymond Barwell
F Beashaw Jr
Jerome Benally
Wallace Bueng
John Burke
Harold Mccollum
Harley Moen
Charles Ostlund
Arthur Taylor
Frederick Tetzlaf
Thomas Tiede
Louis Veregge
Lawrence Wade Jr
Irving White
Wayne Wilcox
Richie Wilson
Douglass Wooding
Richard Worley
James Zellerhoff
60 Year Member
Cora Ashmore
Byron Banes
James Housin
James Drady Jr
Elmer Brown
Haley Chinn
Donald Cienmaska
Alan Dimick
Philip Manger
Dorothy Moore
Michael Pendras
John Predovich
John Rawley
Odell Roboben
Boyod Rockwell
Robert Smythe
Donald Sweet
Stanley Watson
Lawrence White Jr
Harold Mccollum
Harley Moen
Charles Ostlund
Arthur Taylor
Frederick Tetzlaf
Thomas Tiede
Louis Veregge
Lawrence Wade Jr
Irving White
Wayne Wilcox
Richie Wilson
Douglass Wooding
Richard Worley
James Zellerhoff
Hubert Woods
70 Year Member
Orville Ashley
Verne Daupherty
Donald Deibell
John Guevara
James Jordan
Morris Levack
Marmen Hammef
Norman Peery
Raymond Tindall

Free Online College for IAM Members and Their Family

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

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

Programs available include Associates of Arts Degree & certificate programs focusing on:
- Advertising
- Cyber Security
- Data Science
- Digital and Social Media Marketing
- Entrepreneurship
- Finance
- Healthcare Management
- Hospitality: Food & Beverage Management
- Hospitality: Event Management
- Hospitality: Hotel and Convention Management
- Human Resources, Information Systems, Labors Studies, Marketing, Programming & Development
- Criminal Justice, Teacher Education Degree, Paralegal and Patient Home Navigator
- To talk with union represented assistants, call 888-590-9009.

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

2020 IAM Scholarship Now Accepting Applications

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the United States and Canada. Awards to members are $2,000 per academic year. 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
- any child of a deceased parent, stepchild or eligible child adopted child of an IAM member.

For details on the Everett tournament at Secoma Lanes, call Dorothy Lambert (253-973-9585) or Christopher Follin (253-709-5766). There will be fun to spare...so sign up today!
751 Retirement Club
Meeting Minutes

The meeting was called to order on January 13 by President Jackie Boschok. She led the club in the flag salute and T.J. Seibert led the prayer.

The regular order of business was suspended so President Boschok could wear in Jim Hutchins as a Trustee.

Roll Call: All officers were present or excused.

Executive Board Report: President Boschok read the following motion. Spend $240 to buy Fred Meyer gift cards for bingo until the March Business meeting. President Boschok explained that changes are being made to ensure that we comply with the Gambling Commission. After discussion the motion was seconded and passed.


Audit Report: Trustee Michael Keller reported that the three trustees met and reviewed the accounts covering July through December. They found everything to be in order.

Magazine be Report: President Jackie Boschok gave the report prepared by Carl Schwartz, who was not able to attend the meeting.

Happy New Year to all, we wish you a good year, health and happiness. 2020 is a presidential election year, and also elections of state officers, and congressional members. Vital interests of seniors and Retired Americans will be decided. We will be monitoring the campaigns as they proceed and report on our concerns. As you know, Washington State will hold its presidential primary on March 10th, we all will have a chance to influence the choice of candidates. At the congressional level we will especially work to insure that a labor, senior friendly candidate is elected in the 10th Congressional District, to replace a good friend, Dennis Heck. In retiring he is retiring to serve the Alliance for Retired Americans.

We can see by the press that the Boeing Corporation is still deep in trouble, we can only hope for a positive resolution. The new CEO David Calhoun starts today.

We hope to build our Retiree Club in the coming year. In addition to our political efforts, we will continue to sponsor trips, sightseeing, bingo, casino visits and educational events.

We are open to suggestions from our members for positive participation.

Our state is now implementing a new paid family and medical leave insurance program which will be especially beneficial to seniors and their families (note this does not currently cover any members at Boeing, but we are supporting legislation to remove the exemption). On the flip side, Medicare premiums have increased and drug prices are still climbing. We notice that the state of California is taking steps to become involved in controlling the manufacturing of generic drugs and to price them on a non-profit basis. We will see what work can be done in our state. Senator Karen Keiser has sponsored new bills related to prescription drugs in Olympia and hopefully they will make a difference here.

We are continuing to campaign for a Social Security cost-of-living index that better reflects senior expenses. Our state’s Democratic Congressional representatives are also supporting that effort including Senator Maria Cantwell who recently joined the Expand Social Security Caucus.

And, just a personal note of thanks to our club and members for the recognition and support that I have received.

Health and Benefits: Vice President Helen Lowe read the decreased list:


Continued on Page 11

Schwartz Presented Activist History Lesson

When 751- Retiree Carl Schwartz was honored as a senior champion at the Washington State Alliance for Retired Americans Luncheon, his acceptance speech provided a good history lesson for newer union members. Therefore, we are printing a shortened version here so others can benefit from his experience. After Carl retired from Boeing in 1995, he stepped up his activism and remained a strong political voice for seniors.

“I give thanks to all who contributed and want to acknowledge the slogan that I used as a youth soccer coach – there is no I in team.

What we have accomplished has been the cooperative work of many – working together through SOLIDARITY through committees, panels, conventions, delegations. I hesitate to name people because I might omit someone that should be mentioned. So this will be a representative sample.

Two years ago a new boss was hired, union member and officer; Democratic party participation and many other organizations including The Alliance for Retired Americans.

A few highlights:

I first walked a picket line with my dad, who was in the butcher worker’s union in 1939. And we won recognition.

I graduated from high school in Utica, New York, the year the textile mills went south. I joined the army from 1949-1952, then returned to Utica where I worked at Bendix EO and served as a Steelworker Shop Steward. When Bendix closed that plant in 1960, I came to work for Boeing in Seattle and joined the Machinists Union.

I immediately plunged into dramatic activity in the contract negotiations of 1963 and the 1965 strike. The issue was not about wages as one might think – but rather seniority. Workers without seniority are temporary workers “Temps” are liable to be fired at will. I note that between 1963-1965 the Company had a 30 percent manpower turnover. The Company used a Performance Analysis System. Managers would rate workers on the assembly line against each other. We called it the FBI system – Friends, Brothers and Inlaws.

I was newly elected President of Local 751 and along with the other three local presidents, was determined that District President John Sullivan would NOT extend or compromise the contract. The members voted to strike by some 90%; the shops were red. We kept Sullivan in his office until the midnight deadline passed and the strike was on.

Many of us worked hard to make the strike a success. Jerry Dargie directed strike headquarters 6 a.m. to 6 p.m., I took from 6 p.m. to 6 a.m. and finally got home for a rest three days later. Then I got the phone call that Sullivan had a heart attack and died a couple days later. The Grand Lodge sent V.P. Charles West to complete negotiations ON OUR TERMS – and after 19 days we won! Seniority and a nice wage increase. Members with a little job security and respect have made and continue to make the world’s best airplanes.

I served on the District Council Legislative committee for many years, visiting Olympia and Washington DC to lobby for labor.

At the annual week long conference and lobbying trip to Washington DC, our 10 or 12 delegates from District 751 met with most of our state’s Congressional Representatives – Brock Adams, Henry Jackson, Warren Magnuson and Julie Butler-Hansen. I still have a Polish Solidarity t-shirt from 1987. Mike Lowry was a personal friend. Jim McDermott and yes, even Dan Evans. I’ve known Patty Murray and Maria Cantwell since their Olympia Days.

I took a delegation of three to meet with Jim Clyburn when he was first elected in South Carolina. He said we were the first labor people he met with. He is now the number three Democrat in the House. I also visited Mike Eys from Mississippi, kept contact with Larry LaRocco from Idaho and invited my hometown Rep Sherwood Boehlert from Utica – a liberal Republican – to our Machinists Reception. Winpisinger thanked me!

Retirees

Congratulations to the following who retired from our Union:

Jeffrey G Adamson
Jeffrey J Adamson
James A Anderson
Lon J Babl
James E Deal
Samuel L Earnest
Gary L Evertart
John D Fox
Santino Z Hardi
Gerald M Johnson
Michael Jonas
David M Karchter
Richard W Kohn
Peter A La Cavalla, Jr
Pamela D Loyd
William T Malone
Roderick L Mcd
Gary E Miller
Peter B Morton
Arsenio O Nolanco
Mark E Padgett
Eric B Pramhus
Elizabeth Savides
Wendell C Shaw
Michael J Schaffer
Lance S Schmucker
Reinhard G Schuster
Cheryl J Snell
Abe Taha
Jeffery L. Udd
Paul J Van Court
Jay A Wissman

Continued on Page 11
Six Priorities for the Sandwich Generation

- Take care of your future first. Saving enough for retirement should be your top priority. You have to take care of your needs before you help your parents and your children.

- Create or update your investment plan. Create an investment plan that will help you balance your goals and needs with the needs of your children and parents. Review your budget, analyze your expenses, and set saving targets to help you prioritize planning for an upcoming expense, such as college costs or long-term care for your parents.

- Review your insurance coverage. Protecting your income is always a good idea, but it’s even more important when you have two generations depending on you. Make sure you have adequate insurance to cover the future expenses of your dependents. And don’t forget disability insurance! More than a quarter of today’s 20- to 39-year-olds are expected to be disabled before they retire, according to the Council for Disability Awareness.

- Take care of your parents’ financial health. Though it might seem awkward, talk to your parents about their wishes for the future and their financial health. What financial assets and expenses do they have? How do they plan to meet their financial obligations? Do they have a plan to cover the costs of long-term care? This conversation can help you and your parents plan for the future and ensure they are better prepared for whatever challenges may come.

- Be prepared for legal needs. Make sure your parents have documentation in place, including a will, living will, durable power of attorney, healthcare power of attorney, and advance healthcare directive. Make sure your own estate-planning documents are complete and updated as well.

- Consider reducing financial support for grown children. If your children still help their grown children with their finances—sometimes even to their detriment—many young Baby Boomers are still paying their kids’ expenses, cell phone bill, or car insurance. If this is the case for you, talk with your children about the steps they can take to start becoming more financially independent.

- Look for ways to help reduce your own expenses. One way you can help your aging parents is by claiming them as dependents. Also check with a tax advisor to see if their medical expenses qualify as a tax deduction. Another way that may benefit your financial bottom line is to set up a 529 Plan for your children’s education expenses.

- Consider creating a college savings plan. If you are saving for future education costs, consider the investment objectives, risks, and other factors carefully before investing in a 529 savings plan. The official statement, which contains this information, can be obtained at www.scottwealthmgmt.com.

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Members at Triumph Composites Gearing Up for Negotiations

Building solidarity and unifying our members starts with our Stewards and shop floor leaders.

On January 17, Union Stewards and Business Rep Steve Warren met to put together a Triumph Contract Negotiations Subcommittee in an effort to better engage members throughout the process. Only through education and participation can members present a united, determined front that will convince management they are serious in negotiations.

At the meeting, the group also selected a logo and t-shirt design to promote solidarity on the shop floor. Order forms will be out shortly. In addition, the initial survey was finalized for distribution beginning on January 20.

Thanks to the following who will serve as shop floor leaders throughout the negotiation process.

**Machinists Inplant Committee consists of Union Stewards:** Jerry Purser, John Warren, Aaron Smith and Wade, Rene Ochoa, Carl Andrews, Rebecca Holloway, Linda Louie, Darrin Ida Auckerman.

**Day Shift Subcommittee:** Tony Wade, Ryan Purser and Kevin Winas.

**Swing Shift Subcommittee:** Si Mai and Jerry Purser.

New Contract for Members at ASC Machine Tools

Machinists Union members working at ASC Machine Tools in Spokane Valley will receive raises and improved benefits, thanks to their new four-year union contract.

Despite bringing improvements in many areas, the company’s final offer fell short of what members felt they deserved. On January 17, two of them objected to was new mandatory overtime language.

While a majority rejected the offer, members did not achieve the required two-thirds majority to authorize a strike. Therefore, the new agreement was accepted by default.

Improvements in the new contract included:

- Raises all four years of the contract.
- The premium for crew leader and working foreman doubled to $2 and $4 per hour respectively.
- Members will see an increase in the 401(k) match each year of the agreement.
- Health care went to an 80/20 split (previously 75/25 and members split any premium pay as well).
- Jury duty pay now includes all

Union leaders explain the contract offer to members prior to the vote on Dec. 20.

Preparation for Contract at Pacific Power

The two Machinists Union members who work for Pacific Power Group’s Spokane division are preparing for their next contract.

The union members – a father-son team of Todd and Spencer Hutzler – do maintenance on diesel generators across Central and Eastern Washington providing back-up power generation in emergencies for schools, hospitals, cities and data centers.

Machinists Union members from ASC picking up ballots to vote on a new agreement that was accepted by default when the strike vote fell short of the two-thirds requirement. Members will see raises each year of the contract, increased 401(k) match each year and other improvements, but objected to revisions to mandatory overtime language.

Previous language capped mandatory overtime to three consecutive weeks followed by an equal or greater period of time without mandatory overtime. Union proposals had pushed to eliminate mandatory overtime altogether while the Company had wanted unlimited mandatory overtime.

More than 90 members work at ASC Machine Tools building specialized tools and machines used in the metal building, can manufacturing and metal stamping industries worldwide.

Preparers for Contract at Pacific Power

“The are one of our smallest bargaining units, but the work the two of them do is really important,” said IAM 751 Business Rep Steve Warren. “They cover a big area, and because of their efforts, the company is successful.”

The initial bargaining meeting was held on January 22nd and another meeting will be held on Feb. 19th.

Fundraisers Deliver for Guide Dogs