

# Vindication for unjust termination

## Arbitrator awards full back pay and benefits

An arbitrator's award in June confirmed what 751-member James Williams knew all along – he was unjustly terminated and should be returned to the payroll with full wages and benefits without loss of seniority. When the calculations are complete, it will deliver well over \$100,000 to James.

However, it was a long road to get vindication from the day James was walked out of the Everett Boeing plant on January 17, 2013 for allegedly violating his medical restrictions.

"It was wonderful to have the Union there to offer support, as I went through this life-changing event. I never dreamed I would find myself in this situation being fired without just cause," said James. "I was glad to have a union contract so we could right this injustice."

As a long time Union Steward, James has seen many unjust accusations from Boeing management levied against members and battled to have them overturned. He never imagined he would be the victim of such a turn of events. When he was walked out, he trusted our Union would fight the injustice and was thankful when the arbitrator's award ordered he be returned with full wages and benefits.

This case reinforces that one of the most valuable benefits of union representation is you are no longer an "at-will employee," which means a company must not only show just cause for termination, but must follow progressive discipline called out in very specific contract language. Discipline



*James Williams (center) appreciates the value of union membership even more after having his unjust termination overturned and the arbitrator awarded full back pay and benefits. Above Williams (center) thanks Grievance Coordinator Emerson Hamilton (left) and Business Rep Rich McCabe (right) for bringing his case forward all the way through arbitration.*

must be fair and consistent or the union can challenge it through the grievance and arbitration system. Without our Union contract, James would have had to accept Boeing's actions.

Business Rep Rich McCabe pursued the case for James, along with assistance from Grievance Coordinator Emerson Hamilton who chairs the Union's pre-arbitration panel.

"This case shows that you can stand up to the corporation if what you stand on is correct, and you have our Union to back you up. Our contract provides the ability to challenge Boeing on unjust discipline, and that is huge," James said. "If you believe you will prevail, you can survive. We (my family) did it by staying strong, staying together and believing in

our Union."

James was pleased with the victory award, and the clear conclusions in the arbitrator's decision which said: "The Employer failed to prove by clear and convincing evidence that the Grievant was terminated for cause." The arbitrator went on to say that "virtually no persuasive or convincing evidence exists to support just cause termination."

"I'm happy for James and glad the arbitrator delivered such a clear victory. Arbitrations always take considerable time to resolve a dispute, which makes it difficult on the member," said Business Rep Rich McCabe. "The Union recognized it was an unjust termination and took it all the way to get it overturned."



*McNerney's demeaning comment in the earnings call provoked strong response from 751 members.*

## We cower to no one

District 751 members cower to no one.

That was the message District 751 officers had for CEO Jim McNerney immediately after Boeing's boss insulted all 169,000 of the people who work for him worldwide.

During his July 23 conference call with Wall Street analysts and reporters, McNerney announced that he won't step down on his 65<sup>th</sup> birthday, which is Aug. 23.

He plans to be at his desk that day, McNerney said. "The heart will still be beating. The employees will still be cowering," he said, then paused for a chuckle. "There's no end in sight."

That flippant remark infuriated Machinists Union members here in Puget Sound – none more so than IAM 751 President Jon Holden.

"If anyone had wondered whether

*Continued on Page 7*

See page 6 to view reaction's to McNerney's comment.

## Accountability is a must for tax incentives

By LARRY BROWN  
District 751 Legislative Director

On July 16, the District Lodge 751 Legislative Committee spent the day in Olympia working side-by-side with our brothers and sisters from SPEEA. Our unions were there to hear a report-out to the Legislature from the Joint Legislative Audit and Review Committee (JLARC). JLARC was reporting on whether or not the 2003 bill passed to create the preferential aerospace

tax rates were meeting the original intent and purpose when the state lowered the tax rate for the aerospace industry. Our two unions took the opportunity to lobby the legislature on the Aerospace Tax Incentive Accountability Act (ATIAA).

There have been several aerospace tax incentive bills passed over the years but the most notable and significant packages were passed by the Washington State Legislature and signed into law by the Governor in 2003 and 2013. The value of these tax breaks to industry are worth \$3.2 billion and \$8.7 billion respectively. Those are largest state tax incentive packages ever granted by any state in America. Both SPEEA and the Machinists Union believe there should be additional accountability measures connected to these huge tax breaks for aerospace. That is why we are pushing for the Aerospace Tax Incentive Accountability Act or ATIAA.

The specific language of the ATIAA has not yet been crafted. However, this bill when passed into law will require employers receiving the preferential aerospace tax rate to keep jobs in Washington State and those

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*Brent McFarlane and Suzy Kamiya from SPEEA, along with Roy Wilkinson and Pat Bertucci from the 751 Legislative Committee talk about aerospace tax incentive accountability with Rep. Derek Stanford.*

## Overtime is voluntary once limits are fulfilled

With all the mandatory or "designated" overtime going on at Boeing, we have received a lot of questions on overtime limits, scheduling and pay. This month "Going by the Book" will highlight the contract language governing this subject to educate members' on their rights (see language and rules on page 4).

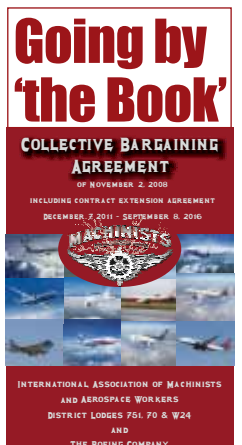
Before reviewing the language we wanted to highlight one overtime enforcement Stewards recently handled.

### Stewards Stop Overtime Abuse in EMC

Every week Union Stewards in the Everett Modification Center (EMC) are called upon to battle potential overtime violations to protect members' rights.

As the second budget quarter was winding down (which ended on June 26), nearly every IAM member working in the EMC had already reached their quarterly overtime limit of 128 hours. Clear concise contractual limits didn't

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Stewards overturn 30-day suspension; member gets backpay

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## REPORT FROM THE PRESIDENT

# Comments give insight to corporate attitude toward workers

By JON HOLDEN  
District 751 President

Are corporate leaders accountable to the people they lead? Too often, they are not. That is one of the fundamental problems in America today. CEOs do not respect the workers who provide the labor and generate the profits that make the corporations successful. They are not even living up to their responsibility to maximize profits with insulting public comments that hurt productivity.

When Boeing CEO Jim McNerney made the public comment on July 23rd about his employees "still cowering" few of us were surprised, but many in the community and the legislature can now see how he really feels. We don't deserve to be treated that way, ever – not now or in the future. It has always been the Boeing workforce (IAM, other unions and non-represented alike) that pulled this Company through the tough times, generated profits and bailed them out of every fire – even the ones they start. We cower to no one! The disrespect, alienation and devaluing of our workforce is a corporate mindset all too prevalent throughout America.

It is impossible for me to fathom how



the leader of any successful organization could relish the idea of having employees cowering. Making this kind of public statement about your employees – and then enjoying a self-satisfied chuckle – does nothing to improve worker productivity and demonstrates why morale among workers at Boeing and many of its suppliers is at an all-time low.

Although Mr. McNerney's handlers quickly put together an email apology, it did nothing to hide his real feelings he has toward Boeing employees. "I should have used different words, and I apologize for them," he said in an email. "I will definitely be more careful going forward."

But it's not the words he used that are the problem. The problem is the arrogance and disdain that he feels for us as Boeing workers – again an attitude that too many CEOs share.

Everything we as Machinists have seen during Mr. McNerney's 9-year tenure as Boeing CEO leads us to believe that he truly does want to see employees cower down before him. He fails to respect that we are the most-productive aerospace workers in the world and only

recognizes executives for their "talent." To be successful, aerospace companies need highly skilled and motivated people. The human infrastructure is our competitive advantage because we all know it takes longer to train and develop a highly-skilled aerospace workforce than to build a super highway or put up a new factory building.

McNerney also fails to acknowledge that Washington State's infrastructure for training aerospace workers is second to none -- with our K-12, two year programs at community and technical colleges and 4-year universities that deliver cutting edge engineers for advanced design, research and development. Because of this, no other aerospace cluster in the world can compete with us on quality, innovation and productivity – and Washington State tax payers have built that here. Our transportation system, which we can always improve, is also top rate with highways, airports, sea ports and rail that make Boeing one of the most successful aerospace companies in the world - currently reaping record profits.

Despite all that, our jobs in this state always seem to be on the line. However, it's not just us. We've seen him act this way to our union brothers and sisters in SPEEA, to the Boeing security staffers who guard our plants – even to our

elected leaders in Olympia, the ones who are supposed to be accountable to us. They approved the largest corporate tax break in U.S. history last year, for Boeing and its suppliers, yet failed to secure any guarantee of employment numbers for jobs in Washington State or provide any aerospace wage and benefit standards for our state's citizens in exchange for the record \$8.7 billion tax incentive.

So it wasn't McNerney's words that were offensive so much as the mindset his words accidentally revealed.

Whether or not McNerney retires or resigns isn't the real issue because this is

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## Next town hall meeting series scheduled featuring a class on members' rights

Dates and times have been set for the next series of town hall meetings. Mark your calendars and plan to attend the meeting most convenient for you.

The meetings will open with a 30-45 minute class on members' rights on the shop floor presented by Dave Campbell, a well-respected labor attorney who has represented 751 for many years.

The remainder of the time will be for open dialogue between members and

union leaders. Union leaders want to hear from members. This is the time to discuss issues in your shop, ask questions, offer criticism and brainstorm ideas for our Union.

Three meetings will be held at each of the Puget Sound Union Halls so members on all three shifts get an opportunity to participate. Select the meeting most convenient for you and plan to attend.



Town hall meetings give members a chance to speak their mind to Union leaders and have two-way interaction. Prior to the open discussion, a 30 to 45 minute class on workers' rights will be presented.

### Next Town Hall Meeting Series Schedule

- Renton Union Hall:** Wednesday, Sept. 17  
at 6:30 a.m., 11 a.m. and 3 p.m.
- Auburn Union Hall:** Wednesday, Sept. 24  
at 6:30 a.m., 11 a.m. and 4 p.m.
- Everett Union Hall:** Tuesday, Sept. 30  
at 6:30 a.m., 11 a.m. and 3 p.m.
- Seattle Union Hall:** Thursday, Oct. 2  
at 6:30 a.m., 11 a.m. and 3 p.m.

## Membership fairs set for Saturday, September 27

Our Union has scheduled 751 Fair Day on Saturday, September 27 from 10 a.m. to 7 p.m. at both the Evergreen Fairgrounds in Monroe and Western Washington Fairgrounds in Puyallup. It will be a day of fun for members and their families.

Both locations will provide rides, activities, music. The only cost will be games of chance and food, but feel free to bring a picnic lunch.

Look for additional details in the September Aero Mechanic newspaper, but mark your calendar and plan for a day of fun and solidarity your Union.



## Membership survey at Boeing: your chance for input

Stewards at Boeing began distributing membership surveys the week of July 21, which should be returned by Aug. 8.

This is the first membership survey in several years and another positive step in developing much needed two-way communication.

The survey has a paper version distributed and collected by Stewards to promote face-to-face interaction on the shop floor. In addition, there is an electronic version that was sent out in the weekly E-news.

Take the time to give us your input and opinion, which will help make our Union better and stronger.



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### 751 AERO MECHANIC

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## POLITICAL ACTION

# Accountability is a must for aerospace tax incentives

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jobs will have to pay a living wage. It is the unions' position that if Boeing and other aerospace companies want to receive a preferential tax rate from Washington State, they cannot ship jobs out of Washington State. If they want to be eligible to collect the full measure of the billions of dollars in tax breaks, they cannot pay wages that require workers to live on food stamps and subsidized housing. That is not a deal we should accept for our citizens.

JLARC reported mixed results. SPEEA and the Machinists immediately identified one major problem. JLARC reported that since the original tax incentives took effect in 2004 there had been growth in aerospace jobs in Washington. The fallacy of using 2004 as a baseline for job growth is that aerospace was at that time near the bottom of the aerospace business cycle. Employment was at its lowest point due to the effect of the 9/11/01 disaster. Literally, tens of thousands of aerospace workers were unemployed as a result of layoffs because the economy had collapsed, people stopped flying and as a result, airlines cancelled hundreds. The aerospace manufacturing business collapsed.

The teams of Machinists Legislative Committee members partnering with their SPEEA counterparts visited with all of the available legislators explaining the idea of the Aerospace Tax Incentive Accountability Act. Most of the legislators were intrigued by the idea of creating accountability for the billions of dollars in tax breaks given to Boeing other aerospace companies.

Back to Olympia and the here and

now- It was historic to see Machinists and SPEEA members working so closely together on such an important issue. These union members were working to protect the jobs for engineers, technicians and machinists. While our unions have worked together before, we have never seen such a large scale effort with so many of our members side-by-side, that is except when we are building airplanes together.

The next opportunity for the Machinists and SPEEA to work together on the ATIAA occurred at the 2014 Washington State Labor Council Convention (WSLC) later in July. Our unions jointly sponsored a resolution in support of the ATIAA. The delegates at the WSLC convention adopted a resolution in supporting of the Aerospace Tax Incentives Accountability Act (ATIAA). The adoption of this resolution makes passage of the ATIAA in the 2015 Legislative session a top priority for the AFL-CIO affiliated unions of Washington. By ensuring the state requires accountability for the generous tax incentives given to Boeing and the aerospace industry, our state's taxpayers will be given a real return on investment for these preferential tax rates.

The Washington State Labor Council is comprised of over 600 affiliated unions and 400,000 union members. The annual WSLC convention sets the legislative agenda for the Council. The State Labor Council legislative agenda means effort to pass the ATIAA will have the resources and influence of the Labor Council along with the United Labor Lobby (ULL). The ULL is comprised of all of the affiliated labor union lobbyists and its allies.

Once again it is important to point out



Sen. Jeanne Kohl-Welles hears from District 751 Legislative Director Larry Brown on the need for accountability for aerospace tax incentives. Also present are Christine Fullerton (751), Joel Funfar (SPEEA) and Tony Hickerson (SPEEA).

that the Union has supported and lobbied for all of the tax incentive measures since they were first introduced in 2003. We did this because we knew the incentives were intended to create good jobs for our state. The 2003 law which created a \$3.2 billion tax break for Boeing and their subcontractors was intended to allow our state to build 787. That law created a preferential tax rate for aerospace set at nearly half the normal tax rate paid by other industries. This preferential tax rate became effective 2004 and would have expired in 2024.

Because of the total lack of accountability language in the 2003 law there was no protection of the interests for the citizens of the state. In spite of what was then the largest state tax break in American history and assurance by the Boeing Company, much of the 787 airplane has been built everywhere except Washington State. The Boeing Company had always assured the unions and the industry analysts that wing manufacturing was a "core competency" and would NEVER be outsourced. Neither those assurance nor the tax incentives prevented the 787 wings from flying to Japan and taking the design and build jobs with it. Another major component, the tail section and the jobs to build it were sent to Italy. And despite all \$3.2 billion in tax breaks granted by Washington state, when Boeing decided it wanted more than one 787 line, they sent that 2nd line and those jobs to South Carolina.

The next major opportunity for the state to generously contribute to Boeing's bottom line came in May, 2013 when at a ceremony located at the Future of Flight Museum; Governor Jay Inslee declared the 777X a "Project of State-wide Significance." This allowed the Governor's office to circumvent bureaucratic constraints and channel state resources to the effort of securing the 777X final assembly and wing manufacturing for our region. At the same time, the Washington Aerospace Partnership, an organization co-chaired

by business (not Boeing), labor and government, issued a consultant-generated list of recommended legislation deemed essential for convincing Boeing to build the next big plane in Washington. On that list of recommendations was an extension of the original 2003-2024 tax incentives. The new tax incentive bill would extend the benefit to Boeing and the industry through 2040 with estimated value of \$8.7 billion.

Again, during the three-day special session in November 2013, the union supported the legislation to extend the tax incentives. However, SPEEA and the Machinists with the support of the Washington State Labor Council asked Governor Inslee for more protections for the state taxpayers by ensuring that the design engineering work would be done by our brothers and sisters in SPEEA. Boeing refused to agree to these terms. Therefore the Governor would not support the requirement that the engineers would keep the jobs to design the 777X. The only accountability measures for our state was that the final assembly and wing fabrication for the 777X would be secured, but still no design work. That was only achieved because of the State House Representatives and in particular Representative Rueven Carlyle insisted on those provisions.

The Machinists Union believes the Company has every right to build whatever products it wants and to build those products wherever it wants to build them. However, the state has an obligation to ensure it receives fair value for any tax incentives it grants to any business. The Machinists and SPEEA want Boeing and the rest of the aerospace industry to benefit from every dollar of the tax incentive provisions. But we must insist the state gets a fair shake in this deal. Washington State tax incentives should ensure good job are created in Washington State, not Alabama, California, South Carolina or Russia. That is what the Aerospace Tax Incentive Accountability Act is all about.



District 751 and SPEEA members brief State Rep Hans Zeiger on ATIAA. L to R: Mark Deacon (SPEEA), Paul Schubert (751), Chelsea Orvella (SPEEA), Zeiger, and David Henry (751).

## Raising Labor's Voice was theme of WSLC Convention

Union members from across the state gathered in Wenatchee for the 2014 Constitutional Convention of the Washington State Labor Council, AFL-CIO.

The majority of one day was devoted to WSLC delegates' debate and passage of resolutions that establish the WSLC's policies and priorities in the coming year, including a resolution for our Aerospace Tax Incentive Accountability Act.

Dow Constantine told convention delegates that ever since he was first elected King County Executive in 2009 and inherited a recession-era budget mess, conservative forces have fought to blame public employees for the challenges faced in government. He has aggressively fought that mindset and

believes his efforts to show due respect to county employees and engage them in solving problems has paid off for the people of King County.

"Public employees are not the problem," Constantine said. "They are working hard every day to provide services and infrastructure that the people of our county want and need. Not only are out workers not the problem, they are the solution... We changed the way the county does business by partnering with our county employees rather than demonizing them."

Meanwhile, Constantine criticized the "coalition of inaction" in the Republican-controlled State Senate that has caused a transportation funding crisis in communities across Washington,

including King County.

751 Political Director Larry Brown took part in a Union Values panel, which explained some fundamental labor standards and values from various industries in our state.

Delegates also heard from a panel of speakers about the challenges unions face with the Affordable Care Act, as well as attending a number of informative workshops including one from the Washington State Labor and Education Research Center.



King County Executive Dow Constantine addressed WSLC delegates in Wenatchee.

## GOING BY THE BOOK

# Documentation is key to overturning unjust suspensions

When management takes corrective action and suspends a member pending an investigation, our Union Stewards spring into action and immediately begin gathering documentation to corroborate the member's side of the story.

Union Stewards routinely defend our members' rights and get Corrective Action Memo's (CAMs) and suspensions overturned, but rarely do they report their efforts. Our Union is trying to highlight more of these efforts to educate other members on their rights and the importance of having Union representation.

### Union beats suspension; management comes around

Business Rep Rich McCabe applauds the work of stewards Ben Rieman and Jason Cummings in the Everett IRC. Their action and documentation overturned a 30-day unjust suspension and ensured the member was paid for the full 30-days he was owed as though he had never missed work. In addition, they ensured that no corrective action was filed against the member.

Without the Machinists Union contract and representation, the member would have had no recourse to challenge management's false accusations.



Thanks to witness statements and documentation Stewards Ben Rieman (l) and Jason Cummings (center) with the help of Business Rep Rich McCabe overturned a 30-day unjust suspension and ensured the member received pay.

Ben and Jason jumped into action after the member was suspended indefinitely pending an investigation. The Stewards collected witness statements immediately following the incident to accurately capture what really occurred. These witness statements gathered by Stewards were critical to absolving the member of the allegation put forward by management – especially as the accusations by management began to change during the investigation.

Business Rep Rich McCabe gave added pressure pointing out how

management's accusation was changing and that witness statements never waived. He reinforced what the Stewards had said and insisted this unjust suspension be overturned.

Once HR reviewed the discrepancies in management's accusations and examined the witness statements, the CAM was pulled and the member was paid for the 30 days he was out on an unjust indefinite suspension.

The member has a new appreciation for what it means to have a union to back you up and the value of having an advocate.

### Another Suspension overturned

Earlier this year, Union Steward Doug Robinson's quick thinking and persistence also helped reverse an unjust suspension.

When a member was indefinitely suspended for getting into a verbal exchange with his manager, Doug was there to document the facts and capture witness statements while they were fresh in everyone's mind.

As of a result of these first hand eyewitness statements, the member was exonerated of any wrongdoing, received no discipline and was made whole for 23 days of pay he was denied while suspended pending investigation.

This is just another example of our Stewards fighting every day to protect the interests of the members.

If you get called into an interview you believe may result in discipline, be sure to ask for a Union Steward. Unlike "Miranda Rights" in a police situation, YOU MUST ASK for a Union Steward – the Company does not have to inform you of this right. It's your right, don't be afraid to use it!



Steward Adrian Camez and Business Rep Dena Bartman review contractual overtime limits.

### Overtime is voluntary once limits are met

Continued from Page 1

stop management from trying to designate members to work additional overtime.

Thankfully Union Stewards Adrian Camez, John Kussy and other Stewards in the EMC were aware of the potential issue and alerted members' to their rights. One by one as members who were already over their quarterly limits were ordered to work mandatory overtime, Stewards defended members' rights to refuse mandatory overtime because they were over the contractual limits.

"Sometimes daily, I would be going to management explaining they can no longer designate employees once the contractual limits were reached. Employees are free to work voluntary, but that is their decision with no pressure," said Adrian. "It seems Boeing should educate their managers on this important contract language."

"Members need to be diligent in reporting these violations when management attempts to order more overtime so our members' time off is preserved," Adrian added.

Stewards in the EMC also stepped up when management tried to designate members to work the Fourth of July weekend. Stewards pointed to LOU #11, which says all overtime on a contractual holiday or on the weekend immediately preceding a Monday holiday or immediately following a Friday holiday shall be voluntary. The only exception is "where necessary for facilities maintenance."

## IAM-Boeing contractual rules regarding overtime

Union Reps have received a lot of questions on overtime limits, overtime pay, etc. Below is a brief summary of language regarding overtime. Check with your Steward if you have a question or believe a contract violation has occurred. Remember:

Members can always volunteer to work overtime; however, there are limits on the mandatory overtime management can assign.

#### Overtime Scheduling:

- The company must first try to find volunteers from among the people who normally do the work within the shop and shift.

- If more volunteers are needed, the next step is to ask other qualified employees in the same job classification.

- If still more people are needed, management can then designate any employee to fill the requirement. NOTE: "any employee" does not mean anyone outside of our bargaining unit, including management.

- Management can assign six- or seven-day work weeks to everyone working in a shop, crew or functional area on a particular shift, except when an employee has previously scheduled the use of vacation, bereavement leave or military leave on Friday preceding the weekend or an employee has reached their overtime limits (quarterly or for consecutive weekends).

When no one has a specific right to the weekend overtime assignment, it is known as discretionary overtime - so management can use their discretion in assigning the work. In this instance, some shops have opted to use "overtime wheels" or "fairness lists," which are non-contractual.

NOTE: When designating mandatory overtime on weekends, management can call it a Manufacturing Day or anything else they choose since they have the

right to assign mandatory overtime up to contractual limits.

Management may exclude an employee from overtime if:

- employee has been absent during the week, except for sick leave, jury duty, witness service,

bereavement leave, authorized Union business, previously scheduled vacation or absence due to industrial injury or illness.

- an employee's schedule performance or work quality is currently documented as being deficient.

#### Overtime pay rates:

- Time worked outside assigned shift on first or second shift shall be paid at 1.5 times base rate for first two hours and double time base rate thereafter (6.10c2).

- Time worked outside assigned shift on third shift shall be paid 1.5 base rate for first one and one-half hours and double time thereafter (6.10c3).

- First day of rest (Saturday), first and second shift shall be paid 1.5 times base rate for 8 hours and double time thereafter (6.10d2). Third shift on first day of rest shall be paid 1.5 times base rate for first six and one-half hours and double time thereafter (6.10d3).

- Any time worked on second day of two consecutive days of rest (Sunday) shall be paid at double time (6.10d4).

Double time shall also be paid for all overtime (6.10e):

- more than 160 overtime hours in a budget quarter

- on the fourth consecutive weekends

#### Designated overtime:

We would prefer that all overtime be voluntary; however, our contract



# Benefits Worth Fighting For! How Our Union Improves Our Lives

Let's be clear...Employers and Boeing did not feel generous and simply decide to give you two days off every week to have a social/personal life (weekends). Corporations did not just feel like being nice one day and give their employees paid vacations. CEOs didn't get together in a board room and say "Let's give our employees more rights at work" or "Maybe there should be laws to limit our power over an employee."

Virtually ALL the benefits we have at work, all of the benefits and rights we enjoy everyday are there because unions fought hard and long for them against big businesses who did everything they could to prevent giving workers these rights. Many union members made sacrifices for the things we take for granted today. Stewards asked us to put together a quick run through of the many benefits in our IAM-Boeing contract. Below is a quick list.

### ABILITY TO CHALLENGE MANAGEMENT ACTION

- Just cause for discipline and termination
- Fair and consistent policy for progressive discipline
- Grievance and arbitration procedure



### PAY ISSUES

- Quarterly cost-of-living (COLA) adjustments with annual fold (September) continue
- Guaranteed wage increases
- Ability to challenge pay grade of new jobs implemented in first 45 days
- Report time
- 16.10 – Rate retention for five years if injured on the job and medically placed
- Shift differential
- Seniority Progression of 50 cents each 6 months limited to 12 steps – maximum pay after 6 years in the same labor grade
- Ability to challenge the pay rates for represented jobs
- AMPP Aerospace Machinists Performance Plan (by committee)



### PAID TIME OFF/LEAVE:

- 40 hours of Sick Leave - Right to use vacation in lieu of sick leave
- 160% of unused sick leave payout if none used and scaled accordingly
- Vacation rollover
- Guarantee vacation which increases with seniority
- Jury Duty, Bereavement and Military leave language



- Twelve (12) paid holidays
- Double time plus holiday pay for any holidays worked
- On active payroll to receive holiday pay or first 90 days of LOA (in past had to work day before or day after holiday)

### WORK HOUR/WORK RIGHTS/SENIORITY RIGHTS

- Shift preference
- Specific hours of work
- Downgrade rights to jobs previously held
- Seniority provisions
- Surplus procedures where seniority has benefits
- Recall rights – Up to eight years recall rights

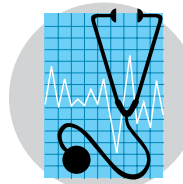
### OVERTIME ISSUES:

- Overtime rules – Who has the first rights of refusal –
- After 160 hours in a quarter – all overtime is double time. Time and a half after 8 hours. Double time after 10 hours.
- No mandatory overtime on holiday weekends
- No mandatory overtime on weekends when approved vacation for the Friday prior
- No mandatory weekend overtime beyond 8 hours a day
- Weekend overtime – Time and a half and double time for overtime
- Five Day Workweek (with time and one-half and double time for weekends)



### MEDICAL/DENTAL/RETIREMENT BENEFITS:

- Good Health Care benefits (although reduced they are still good)
- IAM/Boeing Joint Programs for safety in the workplace and opportunities to advance - Safety Shoe reimbursement
- Pension Plan – Deferred Compensation from previous negotiations – Now frozen Oct 1, 2016
  - VIP matching contributions – increased to .75 cents on the dollar up to 8% effective Nov. 1, 2016
  - Last chance procedure for Drug or Alcohol treatment



### OTHER BENEFITS:

- Apprenticeship language
- Education Benefits – Can get a degree and receive stock awards upon completion of 2-year associate degree, bachelors, masters or doctorate. This is in addition to Joint Programs education benefit which provides \$3,000 per calendar year
- Layoff benefits (up to 26 weeks of pay, 1 week for each year of service) & education benefits for 3 years after layoff
- Imminent danger clause – Right to refuse to do work that is an imminent danger to self or others
- Subcontracting language – since 1999 the ability to propose alternatives to subcontracting
- Travel Assignment language
- Union Steward language for representation on the job
- Union represents members with state safety officials (Department of Occupational Safety and Health)
- Provides membership a voice in the halls of government



**ALL of these provisions were fought for by our predecessors and by many of us by withholding our labor in order to achieve these provisions.**

**The Union isn't the hall or the elected leaders. It is all of us. The only way to make gains moving forward is the same as in the past -- working together toward a united goal.**

**Take a minute and think about all the things our Union has done to improve our lives. NOTHING was a gift from the Company! ALL of these provisions are vulnerable unless we unite together, fight together and participate in OUR Union.**

## New IAM-Boeing contract books available

The new IAM-Boeing contract books have arrived at the various Union halls. Union Stewards will be distributing them during the month of August.

Members are welcome to swing by the nearest Union hall and pick up a copy if they prefer.

You can also view the entire contract online in a word searchable pdf format on [www.iam751.org](http://www.iam751.org).



## President's Column: Comments give insight to corporate attitude toward workers

*Continued from Page 2*

less about how a single person feels and more about a corporate leadership culture and attitude that needs to change. Whoever succeeds McNerney will more than likely share the same sentiment, so it is this "corporate culture" that needs to change. That is a long-term goal and something we must all work on by educating other workers (union and nonunion alike) across America.

In the upcoming legislative session in 2015, we can hold this corporate culture that takes advantage of workers, states and communities accountable through our legislative process. That is why we are working so hard with SPEEA and other coalition partners to pass the Aerospace Tax Incentive Accountability Act (ATIAA). We recognize no CEO in aerospace or any other industry will police their own behavior so it is up to us.

This proposed legislation would ensure that in return for the largest tax incentives in U.S. history (\$8.7 billion), our state and communities receive family-wage aerospace jobs while at

the same time retaining and growing high-paying engineering jobs. We all know that without a strong engineering workforce here, our industry will suffer.

With a corporate leadership that desires a cowering workforce and community, this legislation could be the only barrier between poverty wages and subsidizing companies who then send work out of our state.

We have been talking to legislators to point out the absence of assurances in the 2013 tax incentives passed in the special session and asking that they support accountability measures that should have been there in the first place (remember even South Carolina received guaranteed employment numbers for their much smaller tax incentive package).

The Washington State Labor Council made passage of the Aerospace Tax Incentive Accountability Act a top priority for the 2015 Legislative Session. The Machinists and SPEEA are building a strong coalition in the community in support of these accountability measures. It is only when we unite as workers

and community, that we can overcome the arrogance and power exerted by corporate leaders that have such disdain for all of us.

While Boeing and other aerospace firms can and should collect the tax incentives, there must be a return on investment for the citizens of this state. That 'return' is family-wage aerospace jobs and growing this industry.

The Aerospace Tax Incentive Accountability Act would be a clear signal to Corporate America and the Boeing Company that Washington State, labor and our citizens demand accountability. It shows that Boeing employees and our communities covers to no one.

Our members at Boeing and throughout the aerospace industry have worked hard to make the likes of Mr. McNerney a millionaire many times over. His demeaning comments are unworthy of someone who sits atop one of America's most-important companies. Boeing workers and our communities deserve better than this. We deserve leaders who are accountable.

# MEMBERS RESPOND TO McNERNEY'S COMMENT

## Member's letter to McNerney

To Jim McNerney:

Sir, as a Boeing employee, I have to take a stand. Your recent comments about Boeing employees "cowering" before you, whether flippant or not, cannot be allowed to be spoken without feedback. It is hard to respond to this without rancor, but I'll try.

Sir: I fought and bled in the service to my country, going where it sent me; accomplishing the mission to which I was assigned. I bled, my fellow soldiers bled, some died – yet we cowered before no man. Some of our exploits are classified to this day – yet we cowered

before no man. I have served in this company and others with veterans: vets from Korea; Vietnam; Beirut; Iraq; Afghanistan; and myriads of other conflicts – they and I cowered before no man.

I worked as a structural steel union ironworker for 30 years before coming to the Boeing Company. I have helped to build the infrastructure of this nation, of Boeing and countless other companies. I have walked four-inch wide beams 800 feet above the ground, hung iron in 120 degree heat and in 75 degrees below zero – sir, I cower to no man.

I have scaled the highest mountain in North America, and stood atop 65 of some of the highest peaks in the continental United States and Alaska – I cower before no man.

I have lent my heart and hands to helping the poorest of the poor, I have ministered to those forgotten: I cower before the might, mercy and wonder of my God, but not before any man.

In my darkest hours, through trials and tribulations, in sickness and despair – I bent my knees only to my God, never to a man.

I do not know you, sir, as a person. But from the abundance of the heart, the mouth speaks. What you said is reprehensible; it indicates your heart may be morally and spiritually bankrupt and for that reason alone, instead of anger, sir, I pity you and will pray for your soul. But I will not cower before you. Maybe this note will cost me my job; but I will not cower before you. In the defense of all my co-workers at Boeing, I have to call you out, and say that this was wrong – but I won't cower and not open my mouth.

I have always given every employer of mine eight hours work for eight hours pay. That doesn't change no matter what – that is my integrity, my honor and duty. I have worked for a living since I was 6 years old – and I begged no one, I cowered to no one – my work spoke for me then, it speaks for me now.

May you sir have a change of heart one day and see that we, your employees are not just a number on a spread sheet, but are the actual life's blood of this company and you can come to understand and realize that basic fact. Till then, understand our acquiescence to the demands of the corporation were not acts of cowards or by those motivated by fear, but of reality and need. We cower before no one; we just make this company what it is.

You owe us all an apology.  
Regards,  
David Robinson



Free stickers shown above are available at all Union offices.

## 'We Cower to No One' Shirts Available Starting August 6 at Union Halls for \$5



T-shirt front

These "We Cower to No One" t-shirts are available at all Union offices for just \$5. A limited number of shirts were ordered so stop by the Union hall and get yours today!



T-shirt back

Members can also purchase the shirts at any of the Local Lodge meetings and barbecues in the month of August. Get yours today and wear it with pride!

## Speaking out on Facebook

Machinists Union members and their families and friends took to the District 751 Facebook page to post their response to Boeing CEO Jim McNerney's "cowering employees" remark. Here's a sample:

"I should have used different words, and I apologize for them,' the message said. 'I will definitely be more careful going forward.' What he meant to say was 'I should have used bigger words so they won't understand me.' He knew exactly what he was saying and meant every word of it." – Selis

"He can apologize all he wants, does no good. Damage done, can't change your character. It amazes me that a leader filling that billet thinks so little of his people. That is not leadership." – Nick

"We all love building airplanes but the atmosphere at Boeing has been getting worse for some time now. And a lot of us feel like Boeing is trying to make us cower down. I think that is why this offended so many people the way it did." – Joshua

"Awesome. It appears that workers are gathering steam, dropping the remote and starting to fight for what we earn. It's a Catch 22 listening to the success of the company because of how they robbed us out of that success, the workers, the skin of this corporation." – Frankie

"(For) a leader who has the backing of those he leads, a comment like this would have never become an issue. It is more than the actions of Jim McNerney as CEO, it is the response of the people who make the company he leads. The outcry shows that he has lost favor with the workers, and he is aware of that by his 'cowering' comment." – Laura

"I don't buy the press release!!! This looks more like corporate Boeing releasing a BS letter to make a cover up for their golden boy's blatant statement of how he really thinks ... I won't believe that these words came out of his mouth until I hear them straight from the source... So if you read this, Jim, let's hear a public apology from you, not some press agent typing up some lame excuse..." – Bret

"Not only is it astoundingly sad, it's another nail that drives morale into the ground. How does this look to our customers, knowing the CEO treats employees with such disrespect? ... Bill Boeing must be rolling in his grave. How very sad for us all." – Carol

"According to my husband who works in Everett plant, your comment on the head cheeses comment wasn't strong enough. These people work THIER butts off. Well, some people. My husband is one of them. He has sweat stains on the chest of his shirt when he comes home. To say that these people are cowards, is an outrage. Who's making this man rich? If it weren't for his sweat shop, where would he get his coveted pension plan??" – Lynae

"We as citizens should be outraged at this comment. During a very sad day in our history people spoke like this to slaves." – Liz

"That sort of behavior wouldn't fly if a Machinist did it." – Angel

"I feel Jim McNerney humiliated, intimidated, assaulted and—not to mention—created a hostile work environment for everyone who works for the company. ... Say does anyone respect, let alone trust, Jim now? ... Hey, if you don't see me at work its because I'm cowering somewhere." – Dan

"I do not care that Mr. McNerney apologized. He is not just held to a standard, he is held to the highest standard. One cannot simply make a bad joke (which I don't think it was a joke) ... and simply apologize. ... So does that mean ... we can treat people without dignity and respect and apologize? ... Double standard absolutely." – Marnie

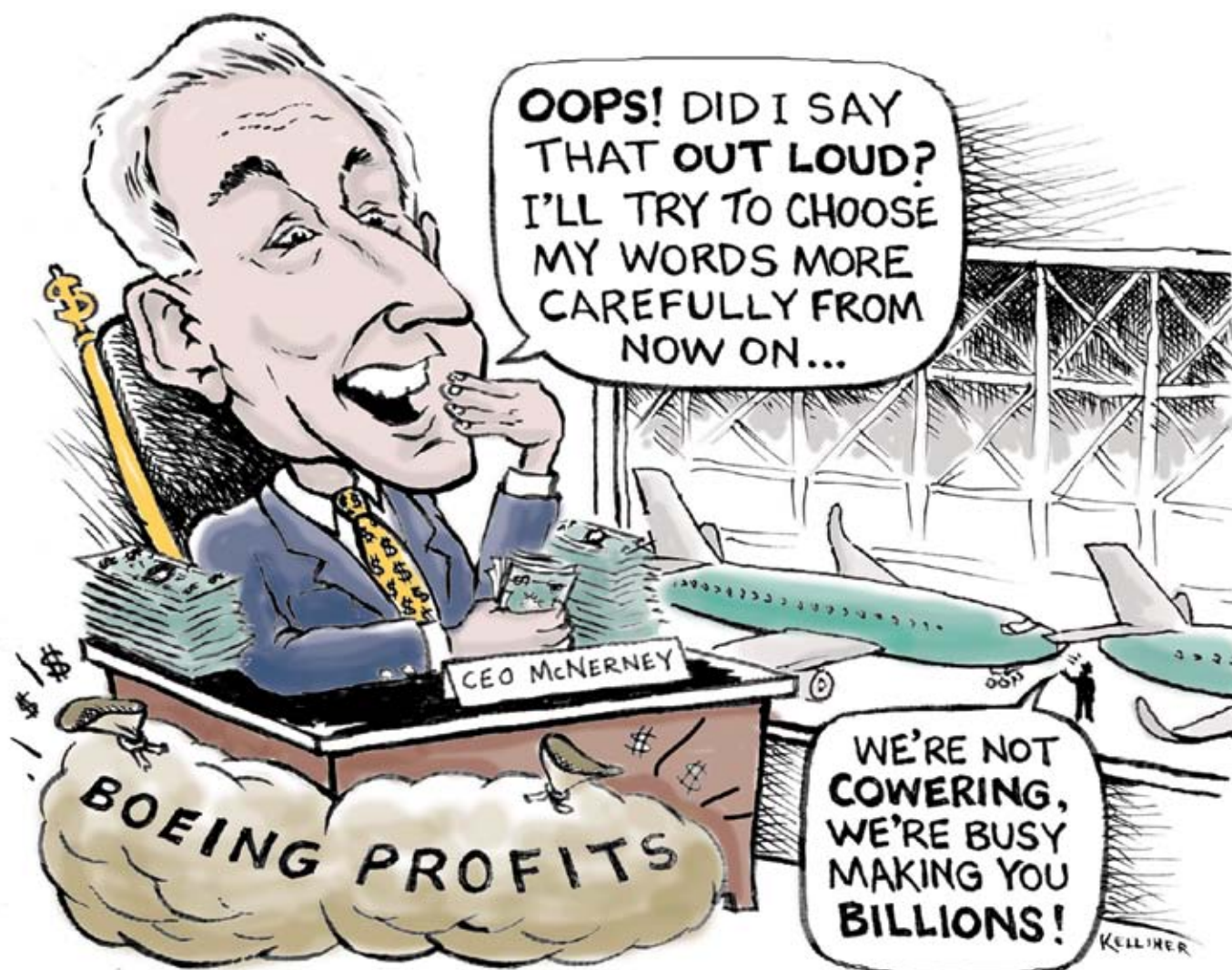
"I work at Triumph and am in the same union, and believe you me this pissed me off to no end. We have been bullied by this man also. We've had our pensions cut, wages cut, only to put more money in his pocket!" – Suzanne

His "apology" may be too little, too late. The words have done their damage. No CEO should ever talk about his workforce like that, ever! ... This whole episode also seems to illustrate the disparity between the working class and the rich. Those who don't have a clue as to the daily struggles the average working man/woman goes thru day after day are not entitled to make jokes or snide comments. We need to grow from this, hold strong and stay proud." – Heather

"Is there any doubt that the company has declared the employees as the enemy?" – Craig

"Apology not accepted. You showed your true colors Jim McNasty." – Robley

## MEMBERS RESPOND TO McNERNEY'S COMMENT



### Machinists: We Cower to No One

*Continued from Page 1*

Boeing's relationship with its own workers could come to a new low, it just happened," Holden said in a July 23 message to union members. "It is astounding and sad that the leader of this company can relish forcing his employees to cower down to him."

"Our members cower to no one," Holden asserted. "Boeing employees deserve better than this."

McNerney apologized the day after Holden's letter, saying his comments were merely a joke gone wrong.

"I should have used different words," he said. "I will definitely be more careful going forward."

That apology fell flat for many union members, who took to the IAM 751 Facebook page to say that it wasn't McNerney's choice of words that offended them, but rather his attitude.

"We all love building airplanes, but the atmosphere at Boeing has been getting worse for some time now," said Joshua Garland. "A lot of us feel like Boeing is trying to make us cower down – that's why this offended so many people the way it did."

"What he meant to say was 'I should have used bigger words so they wouldn't understand me,'" said Selis Durrett, a 777 QA inspector. "He knew exactly what he was saying and meant every word of it."

Holden said McNerney's comments

"do nothing to increase productivity and illustrate why morale is at an all-time low."

They were astounding, too, given that came just minutes after McNerney had explained to Wall Street how Machinists had driven a 52-percent increase in profits for Boeing by delivering a record number of commercial jets in the just-completed quarter.

McNerney's "disdain and arrogance in his public comments degrade and devalue the proud Boeing Commercial Airplanes workforce," Holden said. "These remarks are not worthy of someone who holds his position."

Other union leaders also blasted McNerney.

"If this was supposed to be a joke, I don't see any hardworking Machinist, Teamster, SPEEA or any other union member laughing," wrote Rick Hicks, the president of Teamsters Joint Council 28, which represents the drivers in Boeing's transportation department.

"The Legislature, led by a handful of people who call themselves friends of workers, sold out the Boeing Machinists," Hicks added. "By no means were the Boeing Machinists 'cowering' to Jim McNerney."

McNerney's apology for his flippant "cowering" remark did little to mend fences with angry workers. Small, spontaneous protests took place at

plants across Puget Sound, and SPEEA distributed a poster for members to display at their desks, saying "If I'm away from my desk, I must be cowering somewhere."

"Even if he thinks the comment was made in jest, it has reverberated in the workplace and around the globe as callous, insensitive, arrogant and just plain wrong," SPEEA's executive council said. "A CEO who thinks it's funny to disparage the employees who design, engineer, manufacture and pilot every product made by Boeing is the only one laughing."

District 751 has a limited edition "We Cower to No One" t-shirts available for \$5, starting with the August local lodge meetings in Seattle. In addition, free stickers (shown on page 6) are available at all Union offices.

The tone of Facebook posts was still angry.

"His 'apology' may be too little, too late," said Heather Achey, an MPRE. "The words have done their damage. No CEO should ever talk about his workforce like that, ever!"

"This whole episode also seems to illustrate the disparity between the working class and the rich," Achey continued. "We need to grow from this, hold strong and stay proud."

### SPEEA Responds to McNerney's Comments

SPEEA joins the growing chorus of members, employees, managers, analysts and shareholders who are extremely disappointed Boeing CEO James McNerney wants to keep the employees who build the world's greatest aerospace products "cowering." Even if he thinks the comment was made in jest, it has reverberated in the workplace and around the globe as callous, insensitive, arrogant and just plain wrong.

McNerney's so-called "apology" did little to help. By saying he was simply trying to make a joke about his age, he reiterated that, at least as of today, he will not abide by the company's mandatory retirement policy and leave when he turns 65.

This is not the first time the Boeing CEO has placed himself above everyone else – inside and outside the company. We should not expect it to be the last.

SPEEA members stand together in our knowledge that a CEO who thinks it's funny to disparage the employees who design, engineer, manufacture and pilot every product made by Boeing, is the only one laughing.

Ryan Rule  
SPEEA President  
And the SPEEA Executive Board

### Members soundoff on 751 web

McNerney's comments also sent got members writing in to the 751 web.

"I know it is not much, but in response to how Boeing corporate treats it's employees I will never shop in Boeing store and I will never wear any shirt, hat or jacket with Boeing logo or name in public.

I am an immigrant from former Communist country, and I tell you, not even Communists treated us with such arrogance. They at least pretended that they care about workers." -- Jay

"They keep pushing that we need to move on from the events of late last year and early this year, that we are all part of the 'Boeing Family.' His comments do nothing for mending fences.

I have worked for Boeing for almost 26 years and have never felt so worthless as I did after hearing his comments. It makes it really hard to forgive or forget." -- Kris

"His apology will not be accepted. He said how he truly feels. It's no surprise. (Boeing Commercial Airplane CEO Ray) Conner should concur to keep it real. I wish I could say how I truly feel about them, but I can't for fear of retaliation.

It is hard to comprehend why he would do this to the people that make this company successful." -- Jeff

"Boeing functions because of engineers, Machinists and a whole host of others who work in a creative collaboration to make the best planes on this planet. The egotistical McNerney does not deserve a place on this team." -- Richard

"Isn't what McNerney said considered slander to the employees? Before McDonnell Douglas took over, this used to be a family company. Not anymore -- it's how much animosity can the company bring between the employees and management and the union.

Everyone used to look out for one another now it's leave the knives at the door when you clock out." -- Scott

"We need a CEO running this company who respects what we do for this company everyday." -- Don

"Cowering? Really? I take offense to that comment and I object to that comment. I'm a 35-year veteran of the hourly-vs-Boeing wars and I cower before no one least of all that coward McNerney whom refuses to recognize the people that make this company run." -- Chip

# 751 volunteers receive “Presidential” honors

Six members of the Machinists Volunteer Program at District 751 have been honored with the White House’s top award for volunteer service.

Brenda Brammer, George Braun, Rob Curran, Tom Lindberg, Chris Louie and Hazel Powers were presented with gold-level President’s Volunteer Service Awards at the July 8 meeting of the IAM 751 District Council.

The awards came with a plaque, a pin and a framed letter from President Obama, thanking the volunteers for “the kind of commitment to your community that moves America a step closer to its great promise.”

“Thank you for your devotion to service and for doing all you can to shape a better tomorrow for our great nation,” the President wrote.

The gold-level award winners were recognized for each giving more than 500 hours of volunteer service in 2013.

As an organization, District 751 also received gold-level recognition from the White House. Union volunteers gave 15,893 hours working on 557 community service projects.

Union volunteers prepared and served meals for homeless people at missions in Tacoma and Everett, sorted and



District Sec-Treasurer Susan Palmer (left) and District President Jon Holden (far right) congratulate the Gold and Silver Presidential Awards. L to R: Hazel Powers, Brenda Brammer, Rob Curran, George Braun, Vennie Murphy (silver winner), Tom Lindberg and Chris Louie. Gold award is for 500 hours of community service. Silver volunteered 250 hours.

repackaged food donated to Northwest Harvest for distribution to local food banks, built eight wheelchair ramps for home-bound people and took part in service projects that assisted the Salvation Army, the Toy Rescue Mission, the American Cancer Society, Toys for Tots, United Way and Redeeming Soles, among others.

IAM 751 volunteers also helped raise a record \$384,000 for Guide Dogs of America in 2013.

The six gold-level winners were among 18 Machinists honored for their community service.

One union member, Vennie Murphy, received a silver-level Presidential Award for giving more than 250 hours to volunteer service in 2013, while 11 others were honored for giving more than 100 hours.

The bronze-level winners were: Brian Butler, Bill Brown, Nancy Jo Brown, Robley Evans, Clark Fromong, Jim

Hutchins, Stephanie Lloyd-Agnew, Terri Myette, Gary Perry, Jacob Powers and Paul Schubert.

“Service to the community is one of the core values of the Machinists Union,” said District 751 President Jon Holden. “These 18 union brothers and sisters of ours exemplify that, and it’s great to see them get this kind of recognition.”

## Upcoming FUNdraisers for Guide Dogs and charity

District 751’s summer fundraisers for Guide Dogs of America are in full swing with annual poker, trap shoot, raceways, golf and car show events for union members and their family and friends.

District 751 is Guide Dogs of America’s No. 1 fundraiser. Over the past five years, our union has raised nearly \$1.5 million for the charity.

### Local C Poker Tournament

Local C is planning another “All in for Guide Dogs” Hold ‘Em Tournament, following up on the success of last winter’s event.

The next tournament will be from 3 to 7 p.m. Aug. 9 at the Tulalip Resort Casino, which is at 10200 Quil Ceda Blvd. near Marysville.

There is a \$100 entry fee, with a limit of 150 entries. Lessons will be offered before tournament play starts. The top finishers will split a final table payout of \$3,500.

There also will be a slot machine tournament for spouses and poker players who are eliminated early.

Information about the tournament, including where to go for entry forms, is available by calling the Everett Union Hall, (425) 355-8821.

In February, Local C raised \$12,000 for Guide Dogs with a similar tournament.

### Spokane Trap Shoot

Local 86 will hold its second Guide Dogs Charity Trap Shoot this summer.

The event will start with registration at 9 a.m. Aug. 10 at the Spokane Gun Club, 19615 E. Sprague Ave. in Greenacres. Shooting will begin at 10 a.m.

Registration costs \$70 per shooter, which covers targets, lunch, trophies and prizes.

Last year’s first-ever Local 86 trap shoot raised \$3,500 for Guide Dogs of America.

### Pacific Raceways

District 751 is teaming up once again with Pacific Raceways for a joint charity fundraising event.



The annual Bill Baker Memorial Steel & Wheel SuperShow is Saturday, August 16 from 10 a.m. to 3 p.m. at the Everett Union Hall, which features live music and food.

Our union is selling discount \$5 tickets for drag racing on Aug. 15-17 at the track, which is at 31001 144<sup>th</sup> Ave. SE in Kent. Tickets are on sale at all IAM 751 union halls around Puget Sound. They are good for entry on any one day of the event. Children under 6 are free.

Racing starts at noon on Aug. 15 and 9 a.m. Aug. 16-17, and will feature racing in the Lucas Oil Regional Drag Race Series. District 751 members are also expected to take part.

This will be the ninth year that District 751 and Pacific Raceways have teamed up for the “Dog Days” event. The previous eight race weekends have raised nearly \$50,000 for Guide Dogs of

America.

### Local A Car Show

The Bill Baker Memorial Steel & Wheel SuperShow is coming back to Everett in August.

The annual hot rod and motorcycle show will be from 10 a.m. to 3 p.m. Aug. 16 at IAM 751’s Everett Union Hall, 8729 Airport Rd.

There will be live music and food during the show, along with displays of classic cars, hot rods and custom motorcycles.

Check-in for exhibitors will be from 8 to 9:30 a.m. The cost is \$20 per vehicle if done in advance, or \$25 on the day of



The Local F Karting Challenge on Sept. 6 provides a fun day of racing for teams of four.

the show.

Pre-registration forms are available at all IAM 751 union halls in Puget Sound.

### NAS Whidbey Charity Golf

District 751 members who work at Whidbey Island Naval Air Station will host their second charity golf tournament in August.

The four-man scramble tournament will begin with an 8 a.m. shotgun start on Aug. 23 at the Navy Gallery Golf Course, 3065 N. Cowpens Road, Oak Harbor.

The cost is \$85 per player, which includes cart rental, lunch and 18 holes of golf. Entry forms are available at all District 751 union halls in Puget Sound. To request a form, call the Everett Union Hall at (425) 355-8821.

The event is a fundraiser for North Whidbey Help House, a community-based food bank that serves northern Whidbey Island. Last year’s inaugural tournament attracted 56 golfers and raised more than \$3,500 for Help House.

District 751 represents about 250 civilian workers at NAS Whidbey who are employed by L-3 Communications, Delaware Resources Group and Doss Aviation.

### Local F Karting Challenge

Local F will hold its second annual Guide Dogs Karting Challenge on Sept. 6 at PRP Motorsports Park at Pacific Raceways in Kent.

The race will be from 2 to 6 p.m. and will feature teams of drivers racing around a track for two hours. Prizes will go to the teams that complete the most overall laps in the time allowed.

The cost is \$400 per team, and each team can have up to four drivers. Lunch is included in the registration fee.

Last year’s Karting Challenge raised \$15,000.

“It was very successful last year and everybody had a lot of fun,” said Local F President Robley Evans.

For registration information, call Evans at (253) 350-6725.



# RETIREMENT NEWS

## July Retired Club business meeting minutes

The meeting on July 14 was called to order by President Jackie Boschok. John Guevarra led the attendees in a prayer which was followed by the singing of God Bless America and the flag salute.

**Roll call of officers:** All officers were present.

**Minutes:** **M/S/P** to accept the June minutes. Jackie noted the heading for the minutes said July instead of June.

Jackie suspended the regular order of business to introduce Mike Warren of the MLK County Labor Council. He talked about a new program aimed at mobilizing the labor community to support union causes when help is needed. In the

past the Jobs with Justice organization did this type of thing, but they are no longer in existence. It was decided to set up a program and ask union members to commit to helping another union three times per year. It could be picketing, phone banking or marching. Mike provided a sign-up sheet for those who were interested in helping.

**Financial Report:** Tom Lux gave the report. Mike Keller announced that an audit report was done recently. A couple of mistakes were found and Tom will correct the ledger. It was **M/S/P** to approve the audit report.

**Health and Welfare:** Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Jean Miller, Frank McCartney and Bradley Wolf. Helen Pompeo reminded all retirees to let her know about any brothers or sisters who are sick or in the hospital so that get well cards can be sent out to them.

**Legislative Report:** John Guevarra spoke about the Friday Alert article on Social Security Disability Insurance (SSDI) and how it provides benefits to 8.9 million disabled workers and 1.9 million dependent children of the disabled. The Republicans may seek to use SSDI to undermine support for the entire social security system.

John also commented on a Bill Moyers & Company TV show concerning the Supreme Court and several recent rulings that were not good for organized labor among other issues. John also spoke about a Group Health resolution that seeks to ensure all patients have a full range of care without being prohibited by religious directives. He handed out the resolution signature form and asked people to show it to friends or family who are Group Health members. John also provided a handout with some questions to ask before choosing a financial advisor.

**President's Report:** Jackie Boschok spoke about the attendance drawing that

Tom Lux won last month. At the picnic on August 11 there will be a drawing for a \$100 Fred Meyer gift card. Jackie stated the picnic will be potluck. Fried chicken and beverages will be provided by District 751 staff. This year there will be live music and games. Ron McGaha will be introducing a game called ladder golf, which can be played indoors or outdoors depending on the weather. Additional games will be added to the schedule.

Jackie went over details for the Museum of Flight guided tour on July 21. She also spoke about the upcoming trip on Saturday, September 27

to Leavenworth for the Leaf Festival. Due to the expense of the chartered bus the cost will be \$20 per person instead of the \$10 that was previously stated. A continental breakfast will be served at the Seattle Union Hall at 7:30 a.m. before boarding the bus by 8 a.m. We plan to arrive in Leavenworth in time for the parade at noon. Lunch will be on your own and there will be free time until 3:30 p.m. The bus will leave at 4 p.m. Snacks/sandwiches will be provided on the ride home and we expect to arrive back at the union hall around 7:30 p.m. Retirees and their families are invited to come. At some point we will open it up to others if necessary to fill the bus. Tom Lux and Helen Lowe are co-chairs of this event.

Jackie spoke about the South Park bridge opening ceremony and mentioned that Helen Lowe joined with other District 751 members to march in the parade. Jackie said our Legislative Director Larry Brown and the District played a significant role in getting the bridge built. There was a round of applause for Larry Brown who then spoke.

Larry said King County Executive Dow Constantine deserves a great deal of gratitude for designing a funding scheme to build the bridge. He noted legislators Jim McDermott and Patty Murray also provided a lot of support to obtain grants and other funds to make the bridge possible.

T.J. Seibert said he went to the opening ceremony, and there was a good showing of people for the event. Larry also stated that the South Park business community is very appreciative of what District 751 did to help get the bridge built. Robin Guevarra thanked Larry for his part in the process.

Larry was then asked about the political endorsements listed in the *Aero Mechanic*, in particular why Pam Roach was endorsed. Larry said her opponent has a life time zero rating from COPE. Pam Roach has a 25% rating. She has also indicated that she will sponsor a bill that would tie actual job numbers to tax incentives for aerospace companies. It is called the Aerospace Tax Incentive Accountability Act. Larry said the current tax incentives only ensure the 777 wing and final assembly will be built in Everett. The current tax incentive also provides subsidies to local aerospace



Celebrating July birthdays Calvin Doss (l) and Jerry Seidl (r). Helen and John Mah celebrated their 52nd wedding anniversary in July.

companies such as AIM that pays \$10/ hour. This isn't what was envisioned when the tax incentives were approved by the state legislature so we want to correct that.

**Good & Welfare:** Mike Keller said to be aware of a scam he heard about. People staying in hotels have received phone calls in their room from someone saying they are calling from the front desk and that there is something wrong with their credit card and are asked to verify their card information. This is not legit.

There was a request to serve sandwiches on different kinds of bread such as hoagie rolls.

**New Business:** Jackie asked Lucia Raum to read a motion requesting permission to purchase 100 pre-stamped post cards to be used for legislative action. John Guevarra explained the post cards would be used to communicate with state and national legislators

concerning issues that we feel strongly about. The motion was **M/S/P**.

Jackie welcomed new retiree Richard Sprague who came for the first time because the bridge is now open.

**Birthdays:** The club sang Happy Birthday to Calvin Doss and Jerry Seidl. Helen and John Mah celebrated their anniversary.

Meeting adjourned at noon.

Jan Egger won the drawing for a Fred Meyer gift card.

**Retired Club Picnic - Monday, August 11 Seattle Union Hall (9135 15th Pl. S.) 11 a.m. with lunch at noon Please bring a side dish or dessert to share! All retirees & guests are welcome. Hope to see you there on Aug. 11th!**

**751 RETIREMENT CLUB BUS TOUR Wash. Leaf Festival, Leavenworth, WA Saturday, Sept. 27, 2014**  
Meet at IAM Seattle Union Hall  
Continental breakfast at 7:30 a.m.  
Bus departs 8 a.m.  
Bus leaves Leavenworth 4 p.m.  
Tour price \$20 includes continental breakfast, boxed dinner and grand parade at noon. For tickets or to reserve your seat: contact Tom Lux at 206-551-1371

### RETIREES

Congratulations to the following members who recently retired from the Union:

- |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|
| Carl M. Amos          | Thanh K. Hong         | Denise K. Richardson  |
| Timothy W. Anderson   | Raeleen J. Hoskin     | Richard B. Rodger     |
| Terry L. Atkission    | Dale R. Ingram        | Robert J. Sackman     |
| Blair A. Austin       | Vicki L. Jackson      | Dominador E. Salgado  |
| Malisa F. Bannavong   | Alan C. Jones         | James R. Schaewe      |
| James D. Bearden      | Kelly Jorgenson       | Teresa J. Scott       |
| Dennis A. Bradford    | Douglas K. Kartes     | Harold L. Seabolt     |
| Robert W. Brown       | James F. Kelly        | Mark E. Seavey        |
| Phillip A. Browne     | John D. Kelly         | George B. Shields III |
| Lynn F. Bucklin III   | Catherine M. Kelly    | John C. Silver        |
| Gregory D. Buhre      | Kerry L. Kerston      | Robert R. Smith       |
| Charles J. Carey      | Paul J. Knebel        | Orville D. Stange Jr. |
| Jeffrey L. Coppinger  | Ronald R. Korenek     | Vernon J. Steiner     |
| Dean M. Cossette      | Joseph L. Leger       | Darrell R. Surratt    |
| Keith A. Crosby       | Robert D. Loss        | Pamela C. Thrall      |
| Phi C. Cun            | Linda S. Lynch        | Patricia A. Tinker    |
| Guy D. DeLong         | Pascualito M. Mariano | Douglas E. Tones      |
| Carl D. Draper        | Billy G. Massey Jr.   | Craig L. Tymony       |
| David R. Duncan       | Daniel V. McMurray    | Charles E. Vanryn     |
| Richard J. Eklund     | Melvin G. Merseal     | Yon S. Vedder         |
| Steven R. Evans       | Cheryl A. Miller      | Barbara E. Walker     |
| Charles T. Hartshorne | Gregory L. Miller     | Wayne A. Warner       |
| Douglas G. Haviland   | Jacqueline D. Moon    | James W. Whitlock     |
| Orville R. Henson Jr. | Karen A. Moody        | Jeffrey S. Wilson     |
| Diane M. Hitson       | Edwin W. Musgrave     | Ronald E. Wilson      |
| Kalvin L. Holler      | Candie L. Olson       | Thomas D. Yost        |
| Scott A. Holman       | Stephen M. Olson      | Susan M. Zanger       |
| Rick D. Holmberg      | Pedro J. Ramos        |                       |
| Edward J. Hong        | Fredrick W. Rantz     |                       |

#### RETIRED CLUB OFFICERS

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

# FREE WANT ADS

FOR MEMBERS ONLY

## AUTO PARTS & ACCESSORIES

FRIENDLY, ABANDONED ADULT CATS need loving forever homes before the rain and cold weather. Various personalities. Spayed/neutered. TLC plus indoor access equals PURR. 253-752-4526

## AUTO PARTS & ACCESSORIES

JEEP PARTS off '08 Wrangler. 18" 5 spoke polished aluminum wheel, 3rd brake lite w/brkt, tow hook, repair manual, CB radio. \$75 obo. 253-826-3907

MAGS, 4 ALUMINUM RIMS from Chevy Silverado 265x75R16 \$20 each. And 2 Hankook studded snow tires from Chevy Cobalt 195x60R15. On car 1 week. Plus 1 Continental touring m+s tire from Chevy Cobalt P195x60R15. \$20 each. 425-239-4835

## COTTAGE INDUSTRIES

MENTION THIS AD: COME FOR NEW PATIENT EXAM/treatment get free 30 minute massage certificate. Evolution chiropractic is preferred provider for most Boeing plans. 253-446-7865

WILLIS YARD SERVICE & much, much more. Fertilizing, hedging, mowing, weeding, pressure washing. Also gutter cleaning. Ask for Willard. 253-905-1426

YOUR "BOEING REAL ESTATE BROKER" is here to help you buy, sell or consult on local market conditions. Call, text or email: [van@skylineproperties.com](mailto:van@skylineproperties.com). 425-359-0165

HOUSE PAINTING, INTERIOR OR EXTERIOR, do the job the right way, call for free estimates. Call Jake 253-293-0468

## FURNITURE & APPLIANCES

VILLA CORTINA 4-PIECE ENTERTAINMENT CENTER. Includes hutch, TV console, two-lighted bookcase. \$4,585 new. Asking \$2,500. Serious inquiries only. Old World Craftsmanship. 253-466-3615

ELECTRICAL LIFT CHAIR, burgundy, stain resistant. Hand held control, multiple positions. Perfect for an elderly person. Like new. Call 206-824-4544

COMFORTERS, twin/extra long. Each with pillow case. Reversible. Great for college dorm student or home use. Like new. \$25. 206-824-4544

SOLID WOOD TABLE with three leaves. Can be used for multiple purposes. Good condition. \$25. Call 206-824-4544

FREE STANDING, 2 PC BATHROOM STORAGE RACKS, 70 x 24/35 x 13 white and gold. New condition Two sets \$90 per set. 425-255-5195

MAYTAG WASHER Model #PAU-T244AWW, 10 yrs old, little rust by bleach dispenser. All repairs have been done under factory warranty. Works good. \$100. 206-723-6585

## HOUSING

KONA HAWAII, from \$75 per night. Great ocean view condo in heart of Kailua-Kona; 1 bdrm, 1 bath condo, pool. See @ [www.vrbo.com/315920](http://www.vrbo.com/315920). IAM discounts. 425-830-0070

2 BDRM, 1 BATH CEDAR SIDED RV park model cabin with front deck. On deeded lot with a shed. In gated RV Resort near Lacey, WA in the quietness of trees. Resort has many amenities with private fishing lake. \$130 a month HOA Dues. \$120,000 unfurnished \$123,000 furnished. 425-432-6134

\$1050/MONTH for 950 sq ft Renton condo. Just renovated. Elevator to the unit with view. Covered parking, secured entrance. Water/sewer/garbage included. 1175 Harrington PL NE, Renton, WA 98056. 206-992-0687

HOUSE PAINTING, INTERIOR OR EXTERIOR, do the job the right way, call for free estimates. Call Jake 253-293-0468

## 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 Aug. 14th**

GOLD BAR RENTAL: Beautiful mountain view, 3 bedroom, 2 bath, 2 car garage home for \$1,000 a month. Call 425-345-5794 or 425-345-6380

WANTED: ROOM MATE FOR DUPLEX, Queen Anne Hill home (including utilities) \$700 per month, furnished. 206-783-1111

ATTN: RETIREES or anyone - for sale A very nice home in sunny Mesa, Arizona. 3 bedroom, 2 bath, living room, dining room, complete kitchen, 2 car carport covered, storage shed, patio, 3 fruit trees. 480-654-8840. 9427 E. University Dr, Mesa AZ 85207

NEAR NEW, 6 BDRM, 4.5 bath, 2 car garage home for rent. \$2,150/month. Kent, Covington area. Buyers also welcome. Several options. Call Gary at 253-863-8056 or 253-632-9557

2010 WOODLAND RV PARK MODEL, completely furnished, appliances. Well taken care of (excellent condition). Also comes with skirting & porch. \$30,000. 360-730-2245 Ken or Shirley

\$700 MONTHLY FURNISHED DUPLEX, Queen Anne area. 206-783-1111

## MISCELLANEOUS

SET OF CHINA, place setting for 10 with serving bowls & platters. \$40. 206-824-4544

29th POST HALLOWEEN LAS VEGAS GETAWAY, Nov. 1 through Nov. 4. Plaza hotel, 3 nights, Alaska Airlines & airport transfers. Cost \$350 each, double occupancy. Join us! 253-630-3394

BACKUP CARPOOL DRIVER WANTED: Lives in Everett, work in Renton from 3 to 11:30 p.m. Email: [Linda.townsend@boeing.com](mailto:Linda.townsend@boeing.com) or call 425-259-4357

FIREPLACE: FREE STANDING, nice. \$25. 206-783-1111

ELECTRICAL LIFT CHAIR, burgundy, stain resistant. Hand held control, multiple positions. Perfect for an elderly person. Like new. Call 206-824-4544

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TORKLIFT "SUPER TRUSS" HITCH EXTENSION. Mfg #E1532, 32" model, 650# tongue weight. Like new. Asking \$350. Call Jim 253-486-2230

CUSTOM FLOW ORD DROP CENTER 5th wheel tailgate (Model #EL26). Fits Ford F250/F350 pickups 1999 to present. Good condition. Asking \$150. Call Jim 253-486-2230 Federal Way.

"PRO TECH" PICK-UP "TOOLBOX", part #54-8480. 19" high x 63" wide x 24" across. New @\$800+. Asking \$400. Call Jim 253-486-2230 Federal Way.

5th WHEEL TRAILER PIN TRIPOD. Very good condition. Asking \$65. Call Jim 253-486-2230 Federal Way

SET OF 2 TRAILER "SLIDE-OUT STABILIZERS", adjust from 20" to 34". Asking \$30. Call Jim 253-486-2230 Federal Way

OLD TYPEWRITER DESK \$100. Dresser (drawers) \$40. Chess wall hanging (made in Philippines), made of brass and wood, \$100. White board 4' x 3' oak frame \$75. 253-845-0947

TOILET RISER, Reg price \$60, our price \$30. Silver walker \$12 obo. 253-833-4018

1971 DODGE CHARGER rebuilt, make offer. 206-783-1111

1984 BUICK SKYHAWK, 62,000 miles. \$895. Runs great. 206-783-1111

YARD MACHINE (chipper shredder), 1350 series, 305cc, runs good. \$200. 360-886-1010

WANTED: ROOM MATE FOR DUPLEX, Queen Anne Hill home (including utilities) \$700 per month, furnished. 206-783-1111

## PROPERTY

TWO CEMETERY PLOTS at Greenwood Memorial in Renton. Lot 213, Block 18, spaces 1 and 2 in Rhododendron Garden, \$5,000 a piece. 509-445-0337

## RECREATIONAL MEMBERSHIP

MEMBERSHIP IN LAKE EASTON RESORT. Cost \$500. Will sell for best offer that is reasonable. 928-342-7218

## REC VEHICLE ASSESSORIES

RV STEP with fold up legs, camping world \$90. Our price \$45 obo. 253-833-4018

## SPORTING GOODS

COLT M4 22 CAL, never fired with sling and extra 30 round clips. Soft case, \$500 firm. Sells for more with no extras and only one ten round clip. Silver Lake area. 425-327-3133

MOTORCYCLE APPAREL, Bipped trousers, Columbian custom leather jacket, flack vest and much more. Fits men's large. All new or like new. Your choice. \$25 each obo. 425-982-1399

1858 NEW ARMY .44 CALIBER, black powder revolver. Brand new in packaging, unfired, sheriff model; comes with Cabellas starter kit. \$200 obo. Clancy at 360-348-2598

WEBER 2200 GAS GRILL, brand new. Cost \$249, sell for \$189. 425-879-6332

300 WIN MAG, 22 Marlin 410 shotgun. Hond 90 trail 1973. 509-925-1461

COMPOUND BOW. Jennings black lighting, 45" wheel to wheel, camo fiberglass limbs, black aluminum riser with 71/2" brace height. \$85 OBO 425-239-4835

LOOKING FOR 30-06 or 270 cal rifle for hunting deer and elk. 509-674-7208

## TOOLS

AIR COMPRESSOR PARTS, All complete to mount on your tank. Twin cylinder w/3 hp electric motor, belt and controls variable 90-135 P&I 220v, single phase. Campbell Hausefield Mfg, \$125 obo. 425-922-1399

YARD MACHINE (chipper shredder), 1350 series, 305cc, runs good. \$200. 360-886-1010

## WANTED

WANTED: BACKUP CARPOOL DRIVER: Lives in Everett, work in Renton from 3 to 11:30 p.m. Email: [Linda.townsend@boeing.com](mailto:Linda.townsend@boeing.com) or call 425-259-4357

WANTED: LOOKING FOR 30-06 or 270 cal rifle for hunting deer and elk. 509-674-7208

## VEHICLES

1971 DODGE CHARGER rebuilt, make offer. 206-783-1111

1984 BUICK SKYHAWK, 62,000 miles. \$895. Runs great. 206-783-1111

1989 LINCOLN TOWN CAR, new engine (3,600 miles), exhaust system, brakes, tires. Excellent condition, kept under cover, no rust. \$3,000 or cash or cashier's check. 360-424-4010.

1991 420 SEL MERCEDES, Nice condition, uses gas. 206-783-1111

1997 TOYOTA RAV4 Limited, one owner, 203K miles, sunroof, dealer maintained - records available. Tow kit, additional studded snow tires, \$4,100 obo. 253-845-0897

- Circle One: ANIMALS
- ELECTRONICS & ENTERTAINMENT
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- RECREATIONAL MEMBERSHIP
- TOOLS
- RECREATIONAL VEHICLES
- SPORTING GOODS
- HOUSING
- MISCELLANEOUS
- VEHICLES
- AUTO PARTS & ACCESSORIES
- COTTAGE INDUSTRIES

Ad (25 word limit. Please print). \_\_\_\_\_

Phone (or Address) \_\_\_\_\_

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

Name \_\_\_\_\_ Clock Number \_\_\_\_\_

Address \_\_\_\_\_ Shop Number \_\_\_\_\_

Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is Aug. 14th

# FINANCIAL \$ENSE: Talk money before wedding bells ring

Unless you and your spouse-to-be have spent a significant amount of time discussing how you plan to handle finances after the honeymoon, you may be setting yourselves up for a rough go — at least in the beginning and maybe for your entire time together. Studies have shown that money is a frequent topic of arguments in many marriages. One of the reasons may be that couples don't spend enough time talking about money before the "big day."

Marriage is a many-splendored thing, but when you begin to peel away the layers, one important thing you find is a business arrangement — that's just one reason why it's called a marriage "contract." And as with any business arrangement, in a marriage you have money flowing in and money flowing out. As long as the inflow exceeds the outflow, the arrangement usually works. But a marriage isn't a typical business — there's an emotional aspect to everything, including the couple's finances. To help get the discussion started, here are some issues you should address together before you tie the knot.

**Budgeting.** Some say that the key to financial success is to spend what you have after saving, rather than saving what's left after spending. Once you sit down and estimate your monthly income and expenses as a couple, it then becomes a matter of budgeting to control expenses and setting money aside to help achieve your goals.

**Combining accounts.** As engaged

individuals, you probably already have your own savings, checking, and brokerage accounts. But as a couple, do you want to combine everything into joint accounts or keep them separate? Having separate accounts lets each of you feel independent, knowing that you can tap your finances whenever the need arises. On the other hand, joining accounts can help unite your goals and create a more effective investment program.

**Housing.** If each of you already own real estate, you will need to face issues with housing, including: Will you live in one spouse's home, or sell both homes and purchase a new one together? What will be the likely tax consequences of selling — especially if the sale will result in substantial capital gains or losses?

**Financial goals.** In today's economy it's important to set aside money for emergency expenses in case of sickness or job loss — experts recommend saving three to six months' living expenses. That's why it's important to establish financial goals and determine your priorities as a couple. Do you want to dine out often, or eat in and save? How much do you want to spend on traveling and entertainment? How about for buying and decorating a home, leasing a car, etc.?

**SCOTT**  
WEALTH MANAGEMENT GROUP  
*of Wells Fargo Advisors*

**Debt.** Some people are raised to never borrow money unless it's absolutely necessary. Others are taught that it is acceptable to take

out a loan—even for a luxury item. Differing attitudes toward debt accumulation is just one reason it's important to know before the wedding what, if any, debts each of you is bringing to the marriage. If there is debt, decide whether to combine it or to keep separate credit histories and records. Many experts recommend that each individual retain his or her own credit cards and credit history. Doing so helps ensure financial independence and provides greater flexibility if either of you finds yourself alone at some point in the future. Also, if one of you has a poor credit history, it may be advisable not to commingle debt in order to retain the other's better credit rating.

**Estate planning.** Addressing estate planning is vital, regardless of your age. When two people commit to legal responsibility for each other, it's appropriate to talk about how they want to provide for an orderly transfer of assets. Included in the discussion should be considerations of the financial implications of life insurance and what would happen if a wage earner or work-at-home spouse were lost. Pay particular

attention to beneficiary designations on life insurance policies, IRAs and 401(k) plans. These designations will supersede instructions for distributing assets included in a will or trust. Each provider — insurance company, financial institution or plan administrator — needs to be contacted to update the beneficiary designations on these valuable assets. (This step is particularly important in the case of a second marriage.)

*Proudly Serving the I.A.M.A.W. for over 25 years. This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group in Portland, OR at 1-800-923-6399 or [www.scottwealthmgmt.com](http://www.scottwealthmgmt.com).*

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## Accepting the oath of office



Local A President Les Mullen (r) administers the oath of office to Local A Educator Matt Hardy at the July Local A Meeting.



District President Jon Holden (r) administers the oath of office to Business Reps Wilson 'Fergie' Ferguson, Dena Bartman and Dan Swank at a recent District Council meeting.

## At Boeing, new personalized retirement investment help available: First three months free if enrolled by Aug 29th.

Boeing is offering a new program to help participants in the Boeing savings plan make informed decisions about their investment choices.

This month, you will receive your personalized Retirement Evaluation "Stoplight Report." The report provides an analysis of your savings plan investments and contributions.

At the same time, you'll receive information about the ING Advisor Service, powered by Financial Engines, which offers access to saving and investing advice and management services in two ways.

With the *Professional Account Manager* program, investment professionals manage your account for you, using the investment choices available in the Boeing savings plan.

If you enroll in this program, you'll

receive a Welcome Kit describing your new investment strategy and what you can expect as a member of the program. Investment Advisor Representatives are available to assist you at any time. There are fees to use this service, but a tiered fee schedule applies, which includes reduced fees for larger account balances.

Boeing has negotiated a special offer for you to experience *Professional Account Manager*. If you enroll by August 29, 2014, you'll get 3 months free of program fees. You can learn more about this offer in your report.

If you prefer to take a more hands-on approach to investing, you can get professional advice in a self-service, online environment. The *Personal Online Advisor* is available at no additional cost to you, and you can use it as often as you like.

## Mango languages available at Joint Programs

IAM/Boeing Joint Programs is pleased to announce that we have partnered with Mango Languages to provide IAM-represented employees a new way to learn a language. Mango offers 60 foreign-language courses and 17 English language courses to choose from — and is continuously adding to their library of languages.

Learning with Mango is free for active IAM-represented Boeing employees. The Licenses will be allocated on a first come, first serve basis. You are encouraged to take advantage of this great resource.

Mango offers a fast, effective, and convenient solution for all your language-learning needs. Each lesson combines real-life conversations and audio from native speakers with simple, clear instructions. The courses also give users insight into global customs

and an effective approach that integrates components of vocabulary, pronunciation, grammar, and culture. Mango keeps language learning intuitive and encourages learners to fit pieces and sentence structures together on their own using critical thinking and repetition.

Mango is accessible online wherever there is an internet connection, and offers free downloadable apps for learning anytime on iPhone and Android devices. Mango's app is also available on iPad, Kindle, and Nook. Mango is for use on your personal computers and devices only; Boeing computers and devices should not be used for Mango.

Visit the IAM/Boeing Joint Programs website at <http://iamboeing.web.boeing.com> for information and to start learning the language of your dreams.

# EASTERN WASHINGTON

## Districts meet to share irrigation information on safety, etc.

Coordination and sharing of information were the main focus of a recent meeting between the South and East Columbia Basin Irrigation Districts. While the districts work together to keep intricate irrigation systems flowing through the eastern side of the state, workers rarely get an opportunity to speak directly with each other and share information.

Ken Howard, Machinists Staff Assistant, suggested a joint meeting and enlisted the help of Steve Agenbroad, a Machinists Union Steward who also serves as President of the Columbia Basin Irrigation Council. The Council represents members of the Machinists Union, Operating Engineers, Teamsters and Laborers' Union, at the three irrigation districts that are part of the Columbia Basin Project.

The joint meeting was productive and resulted in a candid discussion about the procedures and issues of this often dangerous work. A recent incident with a worker in the East District focused much of the discussion on safety and how to prevent such a near miss in the future.

The incident occurred when a worker was moving the boards that divert water



Stewards from the South and East Columbia Basin Irrigation Districts met jointly to share information on safety and other issues.

in the canals. Somehow the worker got flipped into the water, tried to get out, but was eventually swept away and through a siphon. Thankfully, he popped up about 5 seconds later on the other side without serious injury. He and his co-workers were pretty shaken up by the experience.

"It happened so fast, but we were lucky there wasn't a different outcome. In my 30 years here, this is the first time we have had this type of incident. The fact that it happened, is worthy of discussing safer ways to do the work to prevent this in the future," said Steve. "These canals have a lot of force and are very dangerous. People don't realize how powerful water

can be. Just think about news clips on flood situations where 8 inches of water is literally picking up and moving cars."

"It was a very positive meeting. We talked extensively about safety aspects of these jobs," Steve added. "I'm not sure what we will end up doing because we are still evaluating the options. The discussion brought safety to the forefront for everyone so we are more conscious of the risks in performing our jobs."

The East District uses what they call "checkboards" to slow or speed up the water flow and checkboard pullers to remove the boards. The South District uses thongs for the same type of procedure.

Stewards explained their process and brainstormed ideas to determine the safest way to accomplish each task. The group talked about possibly more safety walkways in front of checks.

When Steve returned to the work the next day, he shared the ideas with his boss who in turn agreed that safety was the most important aspect of our jobs, and it was both of our jobs to create and work as safely as possible.

Stewards hope this is the beginning of sharing information, ideas and questions from these talented members who play such a critical role in the state's agriculture business.

## Commitment to safety awarded

Recently, members at Republic Waste services were honored for service on the safety committee. Left to right Dave Gunnerson, Ken Howard, Virgil Faulconer, Dennis Dixon, Garry Shane, Christopher Randall, Michael Gilliland, Don Tibbets.



The committee rotates individuals every year to get more people involved in safety. The new plant manager strongly believes in

safety and has invited Machinists Union Staff Ken Howard to attend meetings and help transform the committee into a more proactive committee.

## ASC retirees honored at all-member lunch

When two members retired from ASC Machine Tools in July, our Union was there to honor them with a barbecue lunch that included all members on first shift at the plant.

Les Schmehl retired after 12 years as a Union member at ASC and Joe Markley also retired after several years at ASC.

Allen Eveland and Bill Boone worked the barbecue grill along with Business Rep Steve Warren.

Union members enjoyed the lunch and a chance to wish the members well in their retirement.

The party was complete with a cake and presentation of an IAM Union watch for the retirees. Congratulations and best of luck in your retirement!



Business Rep Steve Warren (r) and Steward Allen Eveland congratulate Joe Markley (l) on his retirement.



Allen Eveland and Bill Boone volunteered on the barbecue grill.



Les Schmehl was congratulated by Allen Eveland on his retirement.



First shift members at ASC Machine Tool enjoyed the lunch.



Steward Karen Quinn and Project Steward Chris Powers won a grievance that added a tool attendant position. The misassignment had been an issue for years.

## Grievance delivers tool attendant position at Hanford

Persistence paid off for Machinists Union members working at CHPRC at Hanford. In June, Union Steward Karen Quinn and Project Steward Chris Powers prevailed in a long-standing issue. After years of various grievances and other union efforts, management finally acknowledged and approved a Stock and Tool Attendant within the Soil and Ground Water Facilities.

Over the years, the Machinists Union repeatedly argued the need for the stock and tool crib attendant position, but was denied each time.

The Union looked for a new strategy and brought up the issue about 9 months ago at a joint meeting with other unions from the Hanford site. Working with the other unions, a new game plan was crafted to readdress the tool crib issue.

Chris and Karen pursued the issue, presented documentation that other jurisdictions were performing the work and, with assistance from the other unions, won approval for the Machinist-represented position.

"Karen and Chris did a great job on this misassignment issue. They were tenacious and by working with other unions, they got the necessary ammunition to back their case," said Staff Assistant Ken Howard. "I remember fighting this issue when I was a project steward at the site to no avail. I'm happy to see this finally bring results for our members."

With agreement to create the position, it will be filled through the contractual process to fill new job openings.