

DISTRICT 751 AERO MECHANIC

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Agreement Brings Nearly \$1 Million in Back Pay

Approximately 200 members were ensured an extra special holiday season, thanks to the Union and Company, as they received a wage rate adjustment retroactive to the date when Boeing began to hire new employees with similar experience into their job classification at

a higher wage rate. This adjustment addresses what the Union had characterized as a pay disparity issue for members in 13 job classifications. The Union and Company have worked together to provide

compensation for individuals that is in line with the market in the 13 identified job classifications (see chart left):

Individual back pay amounts varied depending on hire dates and job classifications; however, the total adjustment checks to our members will approach close to \$1,000,000.

District 751 President Tom Wroblewski, who



District President Tom Wroblewski (l) congratulates Frank French on his back pay and rate adjustment.

worked for resolution of the issue with Boeing, noted, "I credit Boeing for doing the right thing for these members. It was not a contractual obligation since each person had accepted the offered rate of pay when they hired in; however,

the Company agreed that the pay disparity needed to be addressed and took appropriate action."

"This adjustment ensured that members hired directly into one of the affected classifications were not getting paid less than those hired after them with similar experience. The back pay and adjustment acknowledges their prior experience is valued to both the Company and the Union," Wroblewski added.

The Union continues working hard to get the new hire rates for all members adjusted, as well. If the minimum rates are not increased before formal negotiations begin next June, rest assured it will be addressed at the bargaining table. Both the Company and the Union are acutely aware the rates have not changed since the 1992 contract. Neither side could have foreseen the drastic market change and the fact that at the time of the last two contracts, there were no plans for new hires as there were over 10,000 members on the CAT A list to be called

Continued on page 2

Pay Disparity Settlement Job Codes

Below are the 13 job codes with pay rate adjustments in the recent settlement.

Job Code	Job Title
91104	Assembler Power Plant B
97109	Aviation Maint Tech & Insp - Field
C2709	Aviation Maint Tech & Insp - Flight Test
51406	Inspector Assemb & Install B
59006	Inspector Integral Fuel Cells
01307	Painter Decorative Commercial A/C
33007	Production Test Mfg Technician
34107	Aircraft Test Tech A
C4608	NC Multi Tool & Mill Machine Oper A
C4808	Milling Machine Oper - General
N0309	General Machinist
87510	Electronics Maint Technician
54008	Inspector Machined Parts B



Business Rep Ron Bradley gets input from members at a recent shop floor meeting.

Pickle Fork Work Returns to Auburn

Members in Auburn again get to use their skills and expertise to fabricate and assemble the 777 'pickle fork.' This pickle fork work, which connects the body side panel and rear spar to the wingbox on the 777, was transferred to Boeing Portland a few years back – despite protests from the Union. Because it was a transfer within Boeing facilities covered by our contract, it was not subject to the Work Transfer language.

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Stepping Up Two-Way Communication for 2008

As preparations for the 2008 negotiations with Boeing shift into high gear, District President Tom Wroblewski has mapped out a month-by-month plan to highlight various issues members have identified. By focusing on one issue a month, it allows members to have discussion and input on the topic. Each month will feature a different topic.

The Union has also begun a series of face-to-face activities that will continue through the contract and give the Union much-needed two-way communication.

Focus Groups

The Union is holding focus groups throughout Puget Sound to provide members an opportunity to give direct input to Union negotiators. Members are encouraged to attend to give honest feedback and input into the Union.

The focus groups are a good mix of members from different work areas. Stewards and officers are ex-

cluded because the Union regularly hears from them. Instead, focus groups are aimed at members who do not normally participate in Union meetings. Members were eager to share their ideas, issues, concerns and experiences with the Union. By asking tough questions and getting unfiltered dialogue, we can better address the issues and ensure the Union proposal accurately reflects members' concerns.

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Members give feedback at an Auburn focus group.



L to R: Chuck Craft and Doug Wilke show Business Rep Jimmy Darrah pickle fork work that is returning to Auburn from Portland.

Dues Decrease for 2008

Monthly Union dues rate for IAM hourly workers at Boeing will be \$56.80 for 2008. Dues are calculated at two times the average hourly wage (based on wages from Sept. 2006 through August 2007, including the \$3,000 lump sum) plus \$1.10 per capita tax to the Grand Lodge. The decrease is a result of the new hires who have come in at entry level rates and attrition of more senior wage earners who have retired.



See page 6 for contract issue history



A Better Alternative

IAM Work Transfer offers alternative that keeps work inhouse

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Tanker Time

With a decision in the near future, each member can help secure this work for the future

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REPORT FROM THE PRESIDENT

Let's Keep Momentum Going for 2008 Negotiations

by **Tom Wroblewski**,
District President

We end the year with some positive news that will carry into 2008.

Pay Disparity

First of all, the Union was successful in working with The Boeing Company to resolve a pay disparity issue for 13 job codes. Our affected members have already started to receive their wage adjustments, including back pay. Although it was not a contractual issue, Boeing did the right thing and corrected the pay disparity. The results were approximately 200 members split nearly \$1,000,000 in back pay.

This pay disparity issue was first brought to me by a number of members when the Company started hiring employees with similar experience on their resumes at a higher rate of pay.

I applaud Boeing for doing the right thing and for listening to our rationale and resolving this issue. Negotiations with the Company are never easy, but with persistence and the support of the members, we were able to achieve an acceptable settlement.

Although this settlement isn't related to the new-hire pay issue, I am hopeful we can come to a resolution with the Company on that issue before contract negotiations next year. If not, we will definitely address it then.

767 Tanker

Members will be receiving a letter



soon asking for your help in landing the 767 Tanker contract for Boeing. Stewards will be bringing support letters through the shops. Please take the time to sign the letters and join in the effort to help secure our jobs for many years to come. This is only the first step. The next step is to ensure it is truly an American made tanker.

Together, we can send a very powerful message. You can also send a message via e-mail. Go to www.iam751.org/aero/tanker.htm to find a link that will send the message.

Highlighting Different Issues

In shop floor meetings, focus groups and walks through the shop, members have repeatedly asked for more paid time off in the form of vacation, sick leave and bereavement. Look at the history of these benefits on page 6 and the charts show improvements are long overdue. **It's Our Time This Time!**

On the issue of progression, time to reach the maximum needs to be reduced. Our members are the most highly skilled in the world and certainly are proficient in all aspects of their jobs long before they reach the maximum rate. Boeing needs to recognize their contributions and shorten the progression to a more reasonable time period. **It's Our Time This Time!**

Proposed Dues Structure Change at Grand Lodge Convention

The International (Grand Lodge Executive Board) has notified all District and Local Lodges that the existing dues

structure, which was implemented in 1976, no longer supports the International's operating costs for 2007 and beyond. Therefore, they intend to propose a membership wide dues structure change at the Grand Lodge Convention in 2008. This is not a proposal from District 751.

The Grand Lodge is the governing body of the entire IAM. Members from across the United States and Canada elect delegates to this Convention just like you elect members to Congress. However, like any proposal to Congress, what goes in may not be the same as what comes out. What I do know is, their proposed dues structure is a straight percentage of your gross hourly base rate (excluding overtime and bonuses). The higher your gross hourly base rate, the higher your dues would be. On the other end, the lower your hourly base rate, the lower your dues would be. I have not seen the actual proposal nor will I before it is presented. Knowing a proposal is coming on the dues structure highlights the need to elect strong delegates to represent your interests at that Convention next year.

Look Ahead to 2008

This District represents members across the State of Washington under 36 different contracts. Over the last year we have successfully negotiated 17 contracts that were accepted by our members. Two of those were first contracts at newly organized facilities.

In addition, we have been able to negotiate improvements for our mem-

bers on issues that fell outside the parameters of the contract because we were able to convince The Boeing Company that making the changes was the right thing to do.

As we look ahead to the coming year, we all will be very busy gearing up for one of the most important contracts in our history. Each of you is doing your part to ensure a successful outcome. It is very important to stand united and strong throughout the process. We all need to support each others' issues. We need improvements in many areas of the contract including retirement, wages and benefits for all members. Let's build on the momentum of our 2007 success and we will prevail because **It's Our Time...This Time!**

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

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*President, Directing
Business Representative*

Clifton Wyatt
Vice President

Susan Palmer
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James Coats
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Tommy Wilson
*Roy Moore
Paul Knebel*

Mark B. Johnson
*Ray Baumgardner
Emerson Hamilton*

Stan Johnson
Paul Milliken

Ron Bradley
*Jimmy Darrah
Heather Barstow*

Jon Holden
*Don Morris
Richard Jackson*

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 - 233 Burnett N., Renton; 425-235-3777
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Nationwide 1-800-763-1301
Tacoma 253-627-0822
Hotline: 1-800-763-1310
Web site: www.iam751.org



Union Helps Secure Huge Back Pay Settlement

Continued from page 1

back to Boeing.

For District President Tom Wroblewski, this marked the second time since taking office in April that he has been able to work with Boeing to get over a million dollars in back pay for our members through working with the Company to come to a resolution. With the Company's new leadership, it is even more impressive that Boeing, although not obligated per the contract to make any adjustments, worked with the Union to resolve a big issue. Last spring, the Union worked with Boeing to get pay rates adjusted and back pay for new hires who had previously worked at Boeing.

This latest situation arose when Boeing realized it could not attract candidates who met the skill levels and experience necessary for the 13 job classifications. As a result, the Company began establishing criteria to provide additional compensation above the minimum rates for new hires who met the skills and experience requirements for the designated classifications. In some cases, Boeing made the pay practice changes mid-stream, and, therefore, some employees made less than others hired later with equivalent prior experience.

This wage disparity did not go unnoticed by our members.

The Union will continue to push to get Boeing to increase the other new-hire rates.

Union Steward Frank French, who works in the Everett paint hangar and had lots of overtime working on Air Force One, received over \$10,000 in back pay from the settlement and stated,

"I'm glad to see the Union and Company working together to fix this situation because I know they didn't have to. The guys in my shop are pretty happy."

751-member Daniel Plavsic got a \$7 an hour increase retroactive back to January. He declared, "I love the Union and this Company more and more all the time. It is great it came to this conclusion. It came out even better than I expected. I owe a lot to Union Stewards Scott Salo and Chuck Eaton, as well as supervisor Geoff Robinson, who was pushing from management's side. The timing couldn't be better and it was great to get the back pay in time for the holidays."

Some questions arising from this announcement:

Does this apply to all new hires over the past couple of years?

Boeing did not adjust pay rates for all new hires. Only employees who were hired into job classifications that Boeing deemed as requiring a higher offer rate than the minimum (see chart on page 1) were reviewed for a potential adjustment.

How was the date determined for establishing retroactive pay?

The dates to make the new pay rates effective were based upon when a subsequent hire was made and paid more than an earlier hire with equivalent experience in each particular job code. The subsequent hire represents the starting point from which we may begin paying the higher amount. Each job code may have a different date.

How will employees know how their individual pay adjustment amount was determined?

Each adjustment amount was deter-

mined by using the resume/application provided at the time the employee hired into the Company. Therefore, no further review will be done.

When should the employees see the pay adjustment?

They should see pay adjustments with back pay beginning with the December 20th paycheck and no later than the January 3rd, 2008 paycheck. Employees need to be patient and wait until the January 3rd paycheck to bring forward any concerns. If they still don't see back pay by January 3rd, have them notify their manager and the manager will then contact the appropriate person to address the situation.

If I was in one of the job codes listed, will I receive the adjustment?

The adjustment only affects approximately 200 members. Determining who actually receives an adjustment was at the discretion of the Company based on the experience level at the time of hire.

What is the Union doing for the rest of the new hires and the substandard wage rate?

As was reported in an earlier communication to the membership, District President Tom Wroblewski is working with the Company on that issue as well. Although the Company is under no obligation to even discuss the matter prior to negotiations next year, they are at least listening to the arguments the Union is putting forward. We can't promise a resolution prior to negotiations on this issue as it impacts a much larger population of the workforce, but rest assured, this Union is doing what it can to try and come to a resolution sooner than later.

751 AERO MECHANIC

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Member of The Newspaper Guild,
CWA #37082

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POLITICAL ACTION

Time to Take the Tanker

by **Larry Brown,**
751 Legislative Director

The time to act is NOW. The stakes are very high. Within the next six weeks our government will decide which airplane will serve as the Air Force's refueling tanker for decades to come. The choice is between the Machinists Union/Boeing built KC-767 or the French made and designed Airbus A-330.

Your help is needed today to secure the tanker order. (1) Send an e-mail to your Senators and Congressional Rep, (2) Sign three letters your Union Steward will bring to the shop, and (3) Call your two Senators

and Congressional Rep.

Will our government support the creation of thousands of Machinists Union, family-wage jobs for years, perhaps decades, or will we give those jobs away? Will our government buy an American made tanker which enhances our national security and maintains our country's industrial base or will we relinquish our aerospace capabilities? Will our Air Force benefit from the most technologically advanced, most capable tanker built by the most experienced workforce in the world or will we allow Airbus to learn how to build a tanker and gain that experience at the expense of our armed forces?

Your Union is pulling out all stops to help deliver the tanker. District President Tom Wroblewski is coauthoring Op-Ed articles for the local newspapers. He and District Secretary-Treasurer Susan Palmer have met with



Congressman Jim McDermott and District 751 President Tom Wroblewski discuss strategy for landing Boeing the Air Force tanker contract and securing more work for our state.



L to R: 751 Sec-Treas Susan Palmer, Kristin Farr (SPEEA), Congressman Rick Larsen, 751 President Tom Wroblewski and 751 Political Director Larry Brown work together to secure the Air Force tanker for Boeing.

each member of our Congressional Delegation and our International is working throughout the nation to build support for the KC-767.

Help our government make the right choice. Help our Air Force receive the best product. Help our members keep defense jobs in this country. Log on to the 751 web site, send an e-mail letter, sign the letters your Steward brings into the shop and call your Senators and Congressional Representative. Please act TODAY. You can make a difference.

How You Can Help

1) Send an e-mail message to our Senators and your Congressional Rep (www.iam751.org/aero/tanker.htm)

2) Sign letters your Steward will have asking our two Senators and Congressional Reps for support.

3) Call our Senators and your Congressional Rep and ask for their support on the tanker.

Sen. Murray @ 206 553-5545; Sen. Cantwell @ 206 220-6400; Rep. Inslee @ 206 361-0233; Rep. Larsen 425 252-3188; Rep. Baird @ 360 695-6292; Rep. Hastings @ 509 543-9396; Rep. McMorris-Rogers @ 360 353-2374; Rep. Dicks @ 253 593-6536; Rep. McDermott @ 206 553-7170; Rep. Reichert @ 206 275-3438; Rep. Smith @ (253) 896-3775

751 Club Dinner Dance Honors Our Political Activists

On Saturday, December 1st, the Union honored our most politically active members - those who belong to the 751 Club and donate \$7.51 or more per month to the Machinists Non-Partisan Political League (MNPL). The event was also a time to recognize those members who were top recruiters in the recent MNPL drive (see box below).

In addition to a social hour and delicious dinner, those attending got to hear from Governor Christine Gregoire and renowned political comedian Stephanie Miller, as well as a number of top Union officials.

After the formal program concluded, members could hit the dance floor or try their hand at gaming tables with free chips to win tickets for the prize drawing at the end. Prizes included laptop computers, ipods, portable DVD's and a flat screen TV, which was won by Marsha Prather.



Stosh Tomala and Barb Stewart took a spin on the dance floor.



Dwyane Johnson hit the dance floor to show his moves.



Above: L to R: Dan & Belinda Swank, Phil & Reggie Voyk, Gina & David Bowling.



Comedian Stephanie Miller entertained the crowd.



Governor Gregoire addressed our most politically active.



751 President Tom Wroblewski (l) and Sec-Treasurer Susan Palmer (r) had the pleasure of presenting Marsha Prather with a 42 inch flatscreen TV.

Top MNPL Recruiters

While many participated in the recent MNPL drive a few deserved special recognition. Below are the top three winners in two categories:

Most Money:

- 1st Place: Joseph Jenné (BR: Roy Moore)
- 2nd Place: Jared Moschkau (BR: Mark Johnson)
- 3rd Place: Scott Salo (BR: Tommy Wilson)

Most Cards:

- 1st Place: Allen Neph (BR: Roy Moore)
- 2nd Place: Joseph Jenne (BR: Roy Moore)
- 3rd Place: Ed Williamson (BR: Ray Baumgardner)



L to R: Scott Salo, Jared Moshkau, Tommy Wilson, Mark Johnson, Joseph Jenné, Allen Neph, Tom Wroblewski, Susan Palmer, Larry Brown and Roy Moore.

COMMUNITY SERVICE

Machinists Make a Difference This Holiday Season

Throughout the community from Everett to Tacoma, 751 members and their families have made a difference in the surrounding communities. The activities are as varied as the members: bell ringing for the Salvation Army, a candy drive for area children, food drives for Northwest Harvest, loading supplies for flood victims, donating beds for flood victims, building wheelchair ramps, and preparing and serving meals at area missions. Nearly every week there is a project that 751 members are volunteering to help with.

KING 5 TV featured Machinists helping with their food drive the first weekend in December. KOMO TV and the Salvation Army called on Machinists to help with the flood victims – proving others are aware of the tremendous giving from our membership.

Special thanks to all who have donated their time and effort to help others and improve their lives. If you would like to take part in upcoming Machinists Volunteer Projects, please contact Kay at 1-800-763-1301, ext. 3316.

Matt Schuler and his daughter Jenna, along with Mike Hall, enjoyed bell ringing at Westlake Center for the Salvation Army.



Members and their families got into the holiday spirit as they took over the Salvation Army donation buckets throughout downtown on December 7th.



Dale Conklin and daughter Sarah make bell ringing a holiday tradition.



751 volunteers at the Tacoma Rescue Mission.



Winter weather didn't deter Union Steward Jim Mercer (c) from taking part in the Northwest Harvest food drive. He was joined by volunteers from U.S. Bank.



Above: Vennie Murphy braved the snow to come to the Tacoma Mall and help with the Northwest Harvest food drive on December 1st.



Photo above: Volunteers built a wheelchair ramp for a local resident.



Volunteering at the Everett Mall to gather food for Northwest Harvest (L to R): Mike Yde, Russ Houghton, and Gary Caya.



Above: Machinists Union volunteers load supplies into semi trucks at Ikea for recent flood victims.

After loading supplies for flood victims: L to R: a KOMO TV employee, Jesse Cote, Salvation Army employee, Mike Burleson, Ed Lutgen and Bill Young.



Photo right: 751 volunteers were out in the early morning at the Everett mall helping with the food drive, despite freezing temperatures.



Dee Dee Oen (r) and son Nathaniel put together the frame for a wheelchair ramp.



The White Center Salvation Army was thrilled to receive carts of candy contributed for their Halloween party. Unloading the candy (L to R) Salvation Army worker, Tom Wroblewski, Tommy Wilson, Jimmy Darrah, and Mark Johnson.

Conference Focuses on Preparing for the Future

When asked if you are ready to move forward, over 70 members answered with a resounding YES after attending the IAM District 751 Labor Education Conference on November 3rd. The event, which was organized by the 751 Women's Committee, Human Rights Committee and Labor Education Committee, offered useful workshops and also raised money for a very worthwhile charity – Friends and Families of Violent Crime Victims.

IAM General Vice President Lee Pearson encouraged participants to get a sense of the past in order to move forward for the future, encourage others to get involved, and issued a call for action with an emphasis on unity and solidarity.

The 751 Labor History Committee enlisted David Dilgard, Regional History Specialist for the Everett Public Library, to graphically describe The Everett Massacre. The bloody day is still seen as a defining moment in Northwest Labor History. Looking back helps pro-

vide an understanding of where we came from and ensure we do not repeat history.

The Women's Committee workshop offered practical advice and tips to prepare financially for the future – whether retirement is close, children's college is pending, or you are trying to purchase your first home.

Jenny Wieland Ward, Executive Director of Families & Friends of Violent Crime Victims gave a compelling presentation on the organization she helped establish after her 17-year old daughter was murdered by another teen. "When there is a murder, a minimum of seven to ten people are directly affected by the death and many more are affected within our communities. The parents often can't go back to work, or if they do go back, are unable to concentrate on the goals of the organization and lose their jobs, and often face severe financial stress," stated Jenny. "The spouses can't relate to one another because their grief is expressed differently and many eventually di-



Steve Cooper presented the Human Rights workshop.



Secretary-Treasurer Susan Palmer served as MC of the conference.



Delegates heard practical advice and tips to prepare financially in the Women's Committee workshop.

voice. The siblings, forgotten as the family focuses on the lost one, begin acting up in school, turn to drugs, or become isolated and confused."

The conference hosted a silent auction, which raised over \$2,318 to ensure the organization can continue their important mission of supporting all victims of violent crime, missing persons and their loved ones.

Families & Friends of Violent Crime Victims reaches out to these victims and provides services from initial crisis intervention to peer support groups that offer a path to re-construct their lives following the trauma of loss. They do this at no charge to the victims served, whether their case is open, closed or a cold case.

Steve Cooper, Grand Lodge Representative and Western Territory Organizing Lead, presented the Human Rights Workshop and outlined ways to get members involved and to increase diversity

throughout our Union and communities, as well as educating participants on other organizations in our area.

751 Human Rights Committee member Dave Swan noted, "The conference was very educational, emotional and touching. It was great to see we are contributing to Friends and Families of Violent Crime Victims. I have a family member who was impacted by a violent crime so it really touched home."

He added, "I enjoyed all the speakers, who provided good information. I think we should get the financial planner to attend Local Lodge meetings and present the same information to a broader audience."

Chris Louie was inspired by what he heard and noted, "Jenny Ward's presentation was very touching. I talked to her after the conference about volunteering to help Family and Friends on the weekend. It moved me to listen to her."



Jenny Wieland Ward explained the services Families & Friends of Violent Crime Victims provide free of charge.

Members at Filtrona Secure First Contract

Members at Filtrona Extrusion in Yakima (a Boeing supplier) voted overwhelmingly to accept a first contract on November 19th. The 144 members were happy to have Union representation and to have their wages, hours, and working conditions in writing so the Company could no longer change their policies to fit their needs.

District President Tom Wroblewski congratulated Union Representatives Jon Holden, Paul Milliken, Secretary-Treasurer Susan Palmer, Organizer Jesse Cote and Staff Assistant Ed Rittenberg for their hard work on the contract.

Members identified pay as a top issue and Union negotiators delivered with an impressive average increase of 22 percent over the life of the contract, including a first year General Wage Increase of \$1.50 an hour. In addition, a performance bonus was introduced.

Other highlights of the first contract include:

- Medical and dental will remain at the



Business Rep Jon Holden (r) answers questions members from Filtrona had on their first contract.

current shared percentage rate – with costs decreasing in 2008.

- Entry level rates were increased.
 - Limits were created on mandatory overtime.
 - Call back and report time pay.
 - Promotion procedure and job bidding was established.
 - 401K plan with 75¢ per \$1 match up to 6 percent.
 - Subcontracting is not permitted when doing so causes a layoff of an incumbent employee.
 - Sick leave, vacation, jury duty, bereavement leave, as well as 10 paid holidays per year.
 - Safety shoe benefit of \$100 per year.
 - Company will provide one pair of prescription OSHA-approved safety eyewear to employees annually.
 - Established a Company/Union safety committee.
 - Seniority and recall rights secured.
- "The Union negotiators (Jon Holden, Susan Palmer, Jesse Cote, Paul Milliken and Ed Rittenberg) were outstanding and worked hard to get this Agreement from Filtrona. I feel great about the first contract. We got more than I ever thought we would," stated member Cindy Day.

"Filtrona is a huge corporation that owns over 100 businesses. They did not want us to unionize and brought in their big guns and lawyers to keep it from happening, but we did it together."

Cindy added, "Without Dave Bailey and Manny Balderas, who devoted so much of their time and energy, we could not have done it. We all owe them a big thank you."

Another member noted, "When we counted all the votes, it took a group of rednecks from Yakima to show Filtrona we would not be disrespected any more."

"I like the first contract. It isn't perfect, but it is a good start and gives us something to build on," stated Dave Bailey, who was instrumental in the organizing effort and served on the negotiating committee. "While the organizing effort was very stressful and time consuming, I'm glad we did it. So much happened it is hard to put the last two years into words. I'm glad we have Union representation and a contract to protect us."

Dave added, "Thanks to all the members who helped me this past couple years, and a big thank you to the Union Reps for helping us get this done."

New Contract at Rabanco

Solidarity paid off for 135 IAM members working at Rabanco Regional Disposal in Goldendale Washington. After rejecting an initial contract offer on November 18th (with only one person voting to accept), the Company came back to the bargaining table. Over the Thanksgiving weekend, Union negotiators were able to get the Company to revise their offer, which was ratified by 67 percent.

The revised proposal better addressed members top issue – more money in the form of a \$400 signing bonus, and additional money in each year of the contract, as well. The first year increase was revised from the initial 60¢ an hour to 85¢ an hour. An additional 20¢ an hour was added to the second and third year of the contract with an additional 10¢ an hour in the fourth year, as well.

Other improvements include: better overtime language, clarification on the minimum wage rates, reimbursement for safety shoes increased to \$150, and a 10¢ per hour bump in contributions to the IAM Pension Plan each year of the contract. In addition, procedures were revised so that disciplinary action will remain in the employee's file for 24 months (previously 30 months).

Members also saw improvements in paid leave. An additional day of bereavement (for a total of 4 days) was obtained if the funeral is more than 250 miles away. A fourth week of vacation was added for those with 18 years or more seniority. Thanks to Business Rep Paul Milliken and Staff Assistant Ed Rittenberg for negotiating the contract.



District Secretary-Treasurer Susan Palmer (center), who was one of the Union negotiators at Filtrona, explains a contract provision to Cindy Day and Shannon Collins.



Business Rep Emerson Hamilton (center) congratulates Renton crane members for winning the world championship competition. Steve Earl (r) finished first and Bruce Weston followed with a close second (l).

Crane Operators Win World Championship

Overhead crane operators in Renton proved what we already knew – 751 crane operators at Boeing are the most skilled in the world. After competing in the North American Crane Bureau world competition in Las Vegas in November, two Renton operators walked away with first and second place. Steve Earl captured first place with a flawless execution on an overhead crane simulator while Bruce Weston finished a close second.

The conference, which was geared around crane safety, gave Boeing operators from Everett and Renton a chance to show off their skills. The competition included moving loads through a complicated obstacle course on a simulated overhead crane. The initial course reduced the field to 10 competitors. The second round narrowed the group to four and the final round pitted just two competitors against each other – both 751 members from Renton.

Both Steve and Bruce have vast experience coming into the competition – Steve with 13 years and Bruce with 33 years. They credit manager Scott DeLappe, who worked the cranes for many years before going into supervision, with encouraging them to attend the conference and enter the competition.

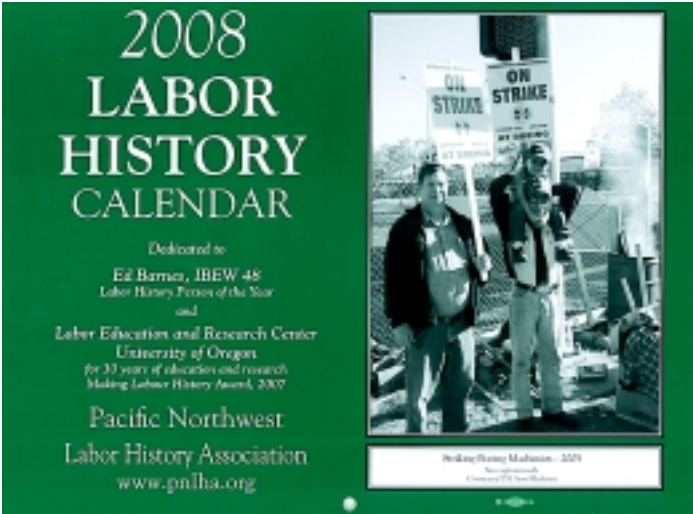
2008 Labor History Calendar Featuring Our 2005 Strike

District 751 has 2008 Labor History calendars available for \$5 each. This year's cover features a photo from our 2005 strike at Boeing, as well as another photo from our strike in the calendar. It will surely be a collector's item.

Almost every day on this calendar features an event from labor's history, which makes it a good educational tool for members and our families. How many times have you said,

"They need to teach more about labor history in the schools."

Order yours today through your Union Steward or pick one up at the Seattle Union hall or at the monthly Local Lodge meetings.



This photo at the Everett Hall from the first night of the 2005 strike is in the calendar.

It's Our Time This Time – A Look at Paid Leave

The Union continues to highlight different issues each month. In December and January, we look at paid leave and pay issues, which include minimum entry rates and progression.

Paid Leave

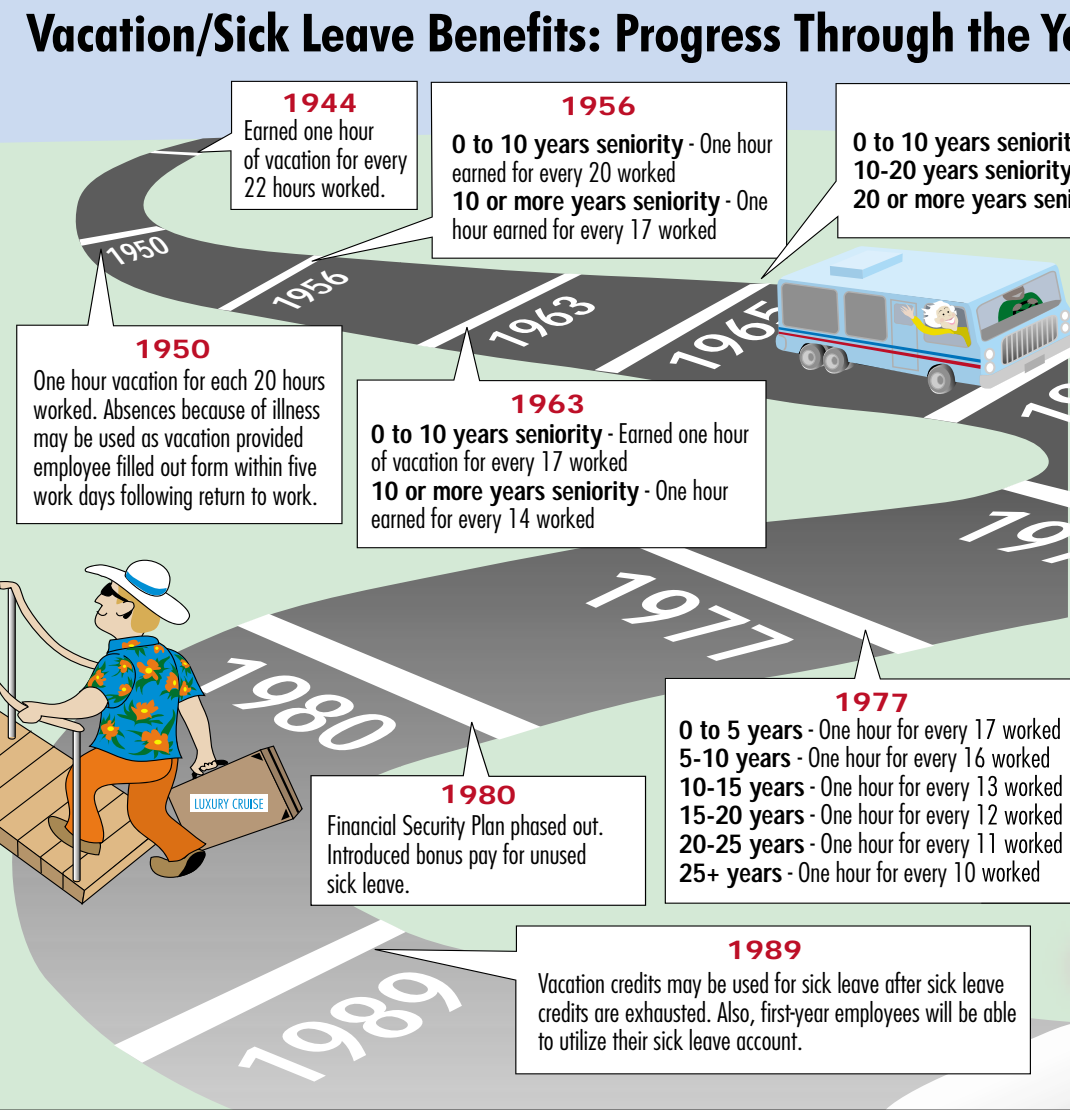
Members have told us loud and clear they want more time with their families. Five days of sick leave is just not enough to care for sick children or to deal with a major illness. Members end up using vacation time to cover

absences due to illness – it's enough to make you sick!

Members have identified additional vacation and sick leave as a priority. Hourly workers deserve the same time off with their families (sick leave and vacation) that other Boeing payrolls get. Who wants to use precious vacation time when they are sick.

Improve Progression

Under the best circumstances, it takes six years to climb from Minimum Rate to Maxi-



Entry Level

The minimum rates were established in 1992. We only look at what has happened since then to increase the minimums is s

Labor Grade	1992-2007 Minimum
A	\$8.72
1	9.72
2	10.72
3	11.72
4	12.72
5	13.72
6	14.72
7	15.72
8	16.72
9	17.72
10	18.72
11	19.72

Bereavement

1971
 Introduced bereavement leave. Allowed three days off for a child, mother, father, mother-in-law, brother, sister, son-in-law, grandparents and gr

Look at Paid Leave, Progression and Entry Level Rates

um Rate! That's a very long time! And that's assuming you never get downgraded or laid-off and recalled.

Boeing exploits loopholes in the Progression schedule to hold down your pay. Boeing should raise the Minimum Rates; shorten the Progression Schedule (there were 10 steps in 1992; there are 12 today!) and increase the raises earned per step.

Demand a fair wage system and more paid leave - It's Our Time...This Time!

Years

1965
y - One hour earned for every 17 worked
r - One hour earned for every 14 worked
iority - One hour earned for every 13 worked

1968
Unused vacation could only accumulate for that year. Unused vacation was paid out on next eligibility date.
0 to 10 years seniority - One hour for every 17 worked
10-20 years seniority - One hour for every 13 worked
20 or more years seniority - One hour for every 11 worked

1974
Amended to provide a carryover of vacation time from one year to the next to allow extended vacation periods. At the end of the second year, any vacation that had not been used was paid out.



Rates

established in 1992 and have remained the same. You need to be at the maximum rates to realize why the need to go great.

2007 Maximum	1992 Maximum	2007 Maximum	Percent Increase
--	--	\$17.67	
\$14.70	15.42	25.21	71.50%
16.15	16.87	27.13	67.99%
17.57	18.30	28.99	65.00%
19.02	19.76	30.91	62.51%
20.49	21.18	32.87	60.24%
21.91	21.18	33.75	59.35%
	21.91	34.76	58.65%

History

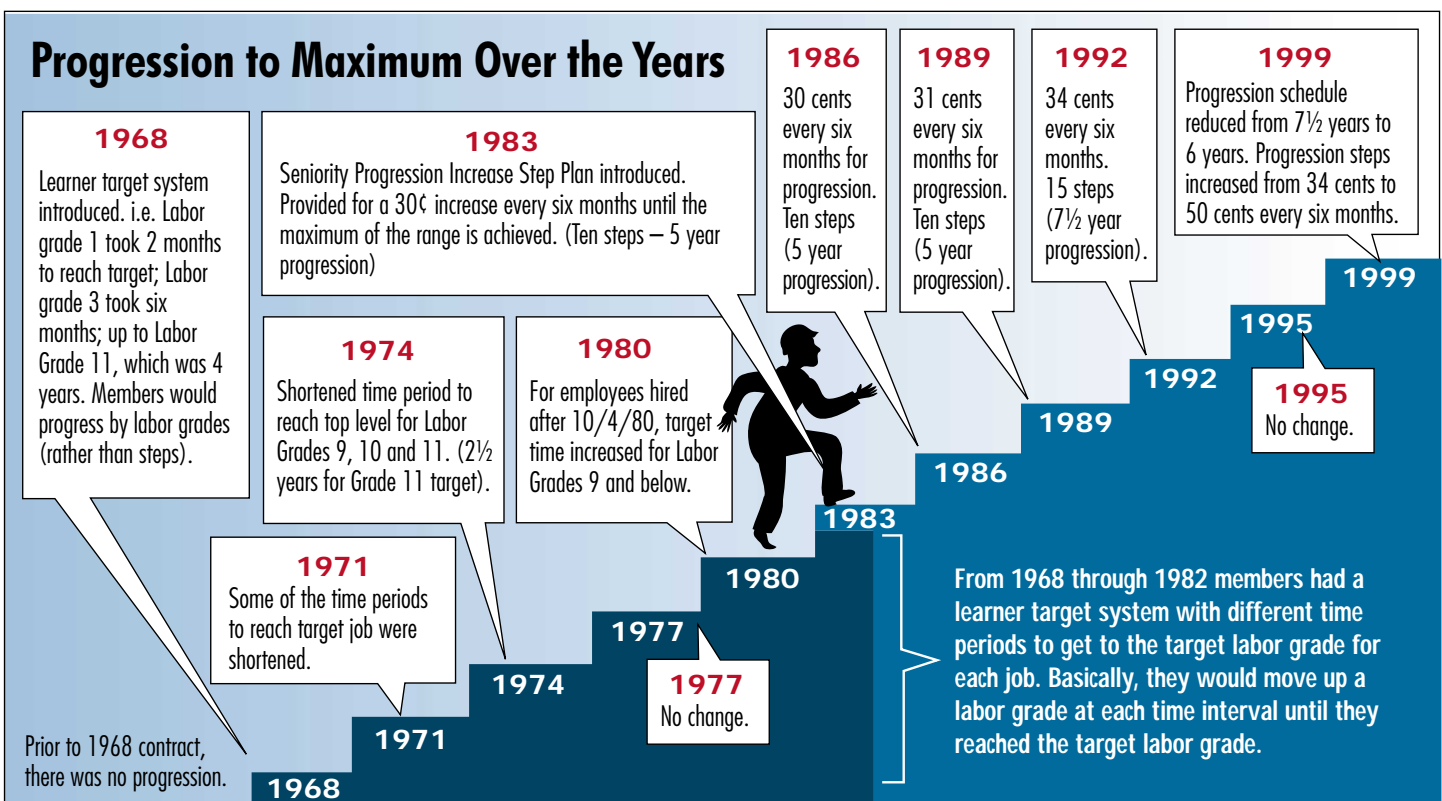
ive. Employees death of spouse, father-in-law, daughter and children.

1974
Expanded family definition to include stepmother, stepfather, stepchildren, stepbrother, stepsister, half brother and half sister.

1980
Expanded family definition to include spouse's grandparents. Eliminated requirement for employee to attend a funeral or service.

1986
Employees given option of selecting three consecutive days off within 14 days of death of a family member. Exceptions to 14-day provision will be made when death notification is received late.

1992
Eligibility increased from 14 days to 21 days from date of death of immediate family member. Expanded family definition to include great grandparents.



Two-Way Communication Key in Negotiations

Continued from page 1

Shop Floor Meetings

As part of our face-to-face communications, Business Representatives are again holding shop floor meetings during breaks and lunches. Members have indicated they want more face-to-face interaction with the Union, and this is one method to accommodate that request.

Response has been very positive – especially when members understand this is an ongoing program. Participation is picking up as word spreads about the meetings.

While Business Reps highlight an issue at the meetings, it is just as important to get feedback from members attending. Our goal is to ensure the Union proposal reflects the issues identified by members.

Do your part. Participate in shop floor meetings with the Business Reps and attend focus groups. Only with your input can we be successful.



Members at a focus group in Everett outline their top issues in upcoming negotiations and discuss ways to get more members involved in the negotiation process.

Order New Contract T-shirt Through Union Stewards

Beginning in January, Union Stewards will begin taking orders for the new contract t-shirt. See examples right for t-shirt design.

T-shirts will remain just \$5 and come in sizes small through 5X. The t-shirt will also include a pocket on the front.

Members should place their orders through their Union Stewards in the shop. Stewards can place the orders online and can pick up the orders starting at the February Local Lodge meetings.

Show your solidarity, purchase and wear a contract t-shirt every Wednesday through negotiations because: **It's Our Time This Time!**



Smaller contract logo on front is placed on shirt pocket.

Contract logo is prominently displayed on back of the t-shirt.



Green for the Guide Dogs

Throughout the year, 751 members continually raise money to benefit Guide Dogs of America, a charity that provides service dogs to visually impaired individuals free of charge. 751 was

again the top contributor - donating \$221,000 for fundraising activities in 2007. Below are just a few of the recent events that helped raise the money.



Local F Officers presented a check for \$4,600 from their Garage Sale fundraiser for Guide Dogs. L to R: Susan Palmer, Brett Coty, Robley Evans, Garth Luark and Tom Wroblewski.



The 2007 Local A Bill Baker Memorial Car Show raised \$7,400 for Guide Dogs. L to R: Secretary-Treasurer Susan Palmer, Stosh Tomala, Scott Salo, Clifton Wyatt and District 751 President Tom Wroblewski.



Local E's horseshoe tournament collected \$2,500 for Guide Dogs. L to R: Bob Gianetti, Ira Carterman, Dan Meddaugh and Tom Wroblewski.

Special thanks to the following who contributed items or cash to the Local A Holiday bonanza:

Judy Neumann	Connie Morris	Jim Smith	Mark Little
Kay Michlik	Bob Merritt	Pat Augustine	Alison Satterlee
Traci Keeney	Matt Hardy	Rich McCabe	Daphne Becker
Roy Wilkinson	Doug Rigsby	Sue Palmer	Mark Johnson
Bill Stanley	Scott Salo	Jim Bearden	Jimmy Darrah
Tom Lux	Paul Veltcamp	Paul Knebel	Don Morris
Gayl Bailey	Gloria Millsaps	Tom Wroblewski	Chuck Craft
Rick Humiston	Don Shove	Connie Kelliher	Clark Fromong
Lucille Anderson	Mike Cummins	Larry Brown	Darry Woodsen
Minde Sunde	Sandy Torfin	Jesse Cote	
John Tschannen	Randy Haviland	Jackie Boschok	
Pat Kinsella	Jason Redrup	Stan Johnson	
Jim Roberts	Richard Jackson	Joe Crockett	
Spencer Graham	Heather Barstow	Ernie McCarthy	
Nate Gary	Ray Baumgardner	Ron Bradley	
Tommy Wilson	Clifton Wyatt	Roy Moore	
Emerson Hamilton	Jon Holden	Stosh Tomala	



Local A's Annual Holiday Bonanza



Above: Local A Holiday Bonanza Drawing organizers Stosh Tomala (l) and Scott Salo (r) presented 767 sealer Dave Strand with the 50 inch plasma TV won in the raffle.



Local A's Holiday Bonanza organizers presented a check for \$8,812. L to R: Matt Hardy, Pat Augustine, Susan Palmer, Allen Neph, Stosh Tomala, Rich McCabe, Clifton Wyatt, Jason Redrup and Tom Wroblewski.

Applications Available for 2008 IAM Scholarship Competition

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

Awards to members are \$2,000 per academic year. They are granted for a specific period from one to four years leading to a



Bachelor's degree or a two-year vocational/technical certification.

Awards to Children of Members are: \$1,000 per academic year for college. All awards are renewed each year, until a Bachelor's degree is obtained or for up to four years, whichever occurs first. Vocational/techni-

cal School—\$2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

Eligible Applicants

Any applicant must be either:

- an IAM member or
- the son, daughter, stepchild or legally adopted child of an IAM member.

A Member Applicant:

- must have two years of continuous good-standing membership up to an including the closing date of the competition (February 22, 2008),
- the IAM member must maintain continuous good standing membership throughout the life of the award,
- must be working in a company under contract with the IAM,
- may apply, whether entering college or vocational/technical school as a freshman or at a higher level with some college credits already completed,
- may apply as a full-time or part-time student,
- if not a winner, may apply again the following year.

Child of a Member Applicant:

- must have one living parent with two years of continuous good-standing

membership (member has continuously paid monthly dues uninterrupted by withdrawal cards) up to and including the closing date of February 22, 2008,

- must be planning to graduate during the winter or by the end of the spring 2008 school year (i.e. normally a high school senior or completing the last year of college preparatory work),
- must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades,
- will be eligible if the parent died after the child entered high school, and the parent had two years of "continuous good-standing membership" at the time of death,
- The IAM member must maintain continuous good-standing membership throughout the life of the award.

For information on rules of eligibility or to obtain an application form, complete and return the form below. No application forms postmarked later than February 22, 2008, will be acknowledged or considered for the 2008 scholarships. No exceptions whatsoever will be permitted even if a third party is responsible for the delay.

REQUEST FOR IAM SCHOLARSHIP APPLICATION PACKET

Please send me an Application Packet for the 2008 IAM Scholarship Competition. If the proper packet is not received within 30 days, advise the Scholarship Department immediately. I understand that this request is not an application, and that the Application Packet must be completed and postmarked no later than February 22, 2008.

REMINDER: Please check two appropriate boxes of the four listed below and the requested application will be mailed to you. As an IAM member who will have 2 years' continuous membership in the IAM as of February 22, 2008, I am requesting an Application Form for:

- ☐ IAM Member requesting a College or Vocational/Technical Scholarship
- ☐ Child of a Member requesting a College Scholarship
- ☐ Child of a Member requesting a Vocational/Technical Scholarship

Print your name and address clearly:

Mail to: IAM Scholarship Program
9000 Machinists Place, Room 117
Upper Marlboro, MD 20772-2687

IMPORTANT: Complete this coupon and attach a SELF-ADDRESSED LABEL for reply.

RETIREMENT NEWS

Retirees Turn Out for Annual Holiday Luncheon

The Seattle Hall was filled with holiday spirit on Monday, December 10th as the 751 Retired Club held their annual holiday luncheon. Those attending were treated to live Christmas music, a delicious turkey dinner with all the trimmings and a chance to win one of nearly a hundred raffle prizes. The event was a great way to kick off the holiday season and catch up with friends.

Mother and daughter enjoyed the holiday event. Elizabeth Menzel and Liz Ellis-Menzel.



Photo Above: Retirees enjoy the annual luncheon.



Photo Left: A delicious turkey dinner with all the trimmings was served.



Retirees enjoyed Christmas music from a live band before the luncheon and got a chance to catch up with friends.



Photo left: Frances Horan wins a box of candy.

Photo right: T. J. Seibert won a poinsettia in the drawing.



November Retired Club Minutes

by Ruth Render,
Retired Club Secretary

The meeting was called to order on November 12th by President Al Menke. **Roll Call of Officers:** All officers were present.

Minutes: M/S/P to accept the minutes.

Financial Report: The report was read by Treasurer Betty Ness. A motion was made to accept the report as read. M/S/P

President's Report: President Al Menke announced this is his last Business Meeting as Retiree Club President. He has been involved in the club for over 18 years and has held various officer roles. Al thanked everyone for the opportunity to serve the club and extended a special thank you to Al Wydick for all of his support as Vice President during the last two years.

Results of the election for Retiree Club Officers are as follows:

President: Al Wydick
Vice President: T.J. Seibert
Recording Secretary: Ruth Render
Treasurer: Betty Ness
Sergeant-at-Arms: Leroy Miller
Trustees: Louise Burns, Cherie Menke, John Guevarra

Communications: Recording Secretary Ruth Render thanked President Al Menke for his years of service.

A letter was received from the Salvation Army requesting a donation.

Health & Welfare: Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Elvera Anderson, Richard Bergstrom, Thelma Budd, On Chinn, Florence Doty, Cora E. Elgin, Verda K. Frazer, James J. Gray, Kerry

Hammons, Ronald M. Haywood, James J. Jay, Vesta M. Maples, George M. Mills, Tara Malone, Jack B. McGinnis, Dung H. Nguyen, Edward T. Persling, David C. Rozek, Darrell Santose, Walter R. Whitaker, Edward M. Worden. Sympathy cards were sent to the next of kin. There were no ill members this month.

Health and Benefits Representative Joe Crockett spoke about preparations for the contract next year. Every month, the staff and BRs are taking an issue to the shop floor. In November, Retiree Medical is being discussed and a rundown of how it has evolved is on the last page of the November issue of the Aero Mechanic. The Union will continue to fight hard to keep it as it is in the contract.

Legislative Report: Carl Schwartz noted the Retiree Club Legislative Committee meets prior to every Business Meeting. Anyone who would like to participate is more than welcome to attend.

Carl reported they are working on a petition to fully fund Social Security with government funds that they will send to Senator Patty Murray. He asked that everyone sign it in support.

Birthdays & Anniversaries: November birthdays were: James Evanson, Michael Keller, Eugene Debs and Jim Bostwick. There were two anniversaries: John and Helen Pompeo – 59 years and Mel and Mary King.

Good and Welfare: John Guevarra spoke about Veteran's Day.

Gene Hogle spoke about early Retiree Medical and how important it is to retirees as well as members.

Adjournment: A motion was made to adjourn at 11:40 AM. M/S/P

Union Retirees:

Congratulations to the following members who retired from the Union:

Jacqueline D. Anderson	Joseph D. McElroy
James W. Baldwin	James D. Miller
Toney M. Bowen	Gary T. Prevost
Gerald S. Duff	Conrad H. Wetrich
Marvin L. Hicks	Mark A. White
Donald J. Lareaux	Wayne E. Woulf

Houser Inspired Many to Get Involved

by Jim Gepford, Retired Business Rep

Recently, District 751 lost a member who helped countless members in his many years of service – Walt Houser. This dedicated individual took office as a Business Rep on February 1, 1967 and worked in that capacity for the next 28 years – fighting to preserve contractual rights for members. Members respected and appreciated his hard work, which was reflected in the fact he was re-elected each term until his retirement on January 31, 1984.

Walt was a member of Local A, who worked as a rigger in final assembly and then on the flight line. He served in many local lodge offices – gaining valuable experience before being elected as a full time Business Representative.

As a rep, he fought daily to protect and enforce the contract. Yet he also had some cases that were of major significance. Walt filed a grievance on behalf of a Local E member that ended up achieving national protection for all disabled workers. This case involved a downgrade for an electronic tech. The Boeing Company argued because of his handicap, the member could not solder. Walt argued Boeing knew of his handicap when they hired him and also when they upgraded him.

Boeing refused to resolve the grievance; therefore, it was elevated and argued in Superior Court. Walt won in Superior Court, and Boeing appealed to the State Supreme court, which also upheld Walt's position.

Today, we have a similar law – Americans with Disabilities Act; Walt's grievance was a springboard for this legislation.

Walt also helped several of us get active in the Union in the late 1960's. He inspired others to take pride and do their part to make the Union stronger. When Walt would call us on Friday afternoons and wanted to meet, we always knew we would learn more than we wanted, but eagerly listened and absorbed his experience and knowledge.



*Walt Houser
1923-2007*

RETIRED CLUB OFFICERS

President	Alvin Menke	425-235-9361
Vice President	Al Wydick	253-735-8004
Secretary	Ruth Render	206-324-40555
Treasurer	Betty Ness	206-762-0725
Srgnt-at-Arms	Leroy Miller	206-878-0601
Trustees:	Louise Burns	206-242-5878
	Cherie Menke	425-235-9361
	John Guevarra	206-762-3848

Union Office: (1-800-763-1301) or 206-763-1300

FREE

WANT ADS

FOR MEMBERS ONLY

ANIMALS

PITBULLS, 1 unaltered Male, red nose, 4 yrs. old. Good temperament, grew up w/ small children. Spayed Brindle Female, same family, 3 yrs. old. Both great w/whole family. Would prefer to send together if possible. Both free to loving family. 253-770-6960

AUTO PARTS & ACCESSORIES

SUPERSPORTHUB CAPS, 13' for 3 of them, 1 smaller. 1964 or 1965 from Chevy car, Nova or Chevelle. \$15 each OBO. 253-852-6809

LINCOLN HUB CAPS, (4), 15", good cond. \$15 for all. Motorhome hub caps, (4), Chevy 454, 17", good cond. \$25 for all. Ford shop manuals, 3 / 1978 – all for \$25. 253-852-6809

BACK GLASS WINDOW from 1973 Datsun pickup truck. Fits any standard cab 1973 – 1979 620 pickup. Good cond. \$15. 425-432-6134

(4) STUDDUED TIRES w/rims, 175/70SR13 steel radial for Honda Civic or Toyota Corolla, \$100. (2) studded tires w/rims, P225/75R15M/S, \$75. All like new. 206-355-7056

PARTS FOR 1985 Toyota std. pickup. Radiator, grill, truck bed. \$350 for all. 206-767-2468

(2) SETS TIRES & WHEELS (total of 8) from 2003 Mitsubishi Lancer. Lots of tread left on all. \$250 OBO. 206-719-1457

1963-1966 CHEVY PICKUP STUDDUED TIRES on 15" 6-hole wheels. FREE. Call 425-255-1804 after 12 pm for more info.

(4) SNOW TIRES studs removed on GM rims, P225/60R16, like new. \$50. Les Schwab tire chain, new – still in bag. Fit 15" – 16" tires. \$10. 253-720-7702

2,000LB. AXLE ASSEMBLY, slightly used. Includes: leaf sprines, hubs, (3) galvanized wheels and bearing buddies. Axle w/hubs is approx. 50" long. \$125 OBO. 425-789-1708

ROY-EL aluminum canopy, white, front slider. Fits 6" bed. \$150. 253-839-8258

BOATS

RV & HOME MATTRESSES. Memory, reflex foam, innerspring. Standard and custom sizes. Custom cuts and rounded corner available. 206-542-0104

COTTAGE INDUSTRIES

THE SMOKEHOUSE & MORE would like you to order early for the holidays. Get delicious smoked prime rib, free range turkeys (fresh & smoked), double smoked bone-in & boneless ham, smoked salmon and other meats, salads, etc. Call 1-360-886-9293 to place your order or visit us in Black Diamond at 32721 Railroad Ave.

ARE YOU LOOKING FOR SOMETHING TO DO IN YOUR RETIREMENT? Sunset View Garden Club meets the 3rd Thursday each month at Golden Pine Apartments, 2901 10th NE, Renton. Everyone is welcome. Call 425-255-8195 or 425-255-0859 for more info

PHOTOGRAPHER. VERY affordable digital wedding photography. Save money. Also available for family portraits, senior pictures and special events. Call about Christmas and Spring weddings now. 206-240-9773

ADULT FAMILY HOME. We enjoy assisting and caring for adults with daily living activities in Edmonds home 24/7. Dementia and mental health certified. 425-673-6428

LEARN CHAINSAW CARVING. Earn extra money; get a great mental and low impact workout. Snoqualmie Chainsaw Carvers School is a vendor on your company's assisted education program. 425-831-7224

ELECTRONICS & ENTERTAINMENT

FLOPPY DISKS 3.5" HD, asstd. colors, 3 unopened boxes (2) TDK 50ct. pkgs., \$12 ea.; 1 pkg. Fuji film, 10ct., \$5; 1 opened/unused box of 25ct., \$8. 425-432-6134

AD RULES

Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

Deadline For Next Issue Jan 12th

ACCORDIAN, very nice, medium size, black, 120 base w/2 switches. Left hand and three right hand w/case. \$250. 206-242-1538

CANON E08 CAMCORDER – ASIS, play back doesn't work but does record. So unless you know how to fix it or want to pay to fix it, use it for parts. Physical cond. is good (no accessories included). \$35. 425-432-6134

CANON E08 ACCESSORIES – Canon CA-100 Battery Charge & AC power adapter \$20; 3 camcorder rechargeable batteries: Canon Battery Pack BP-E77K Slim 6V 1000 MAH, A Duracell DR12 Battery 0 to 6 hrs recorder time & a Millennium CM 1060 Slim Power Pack Battery 6V 100 Nicad Battery, all in good cond., \$17 ea. 425-432-6134

SOLIDEX CAMCORDER BAG, soft black leather with zip top & front zip pouch, inside divider & inside net pouch on lid. Large bag, measures 15"L x 9"H x9.5"D. Handle & includes shoulder strap, good cond. \$25. 425-432-6134

BROTHER MCF 210C all in one printer. Has black & color copier, fax, photo printer, SD, XL & CF card slots. For use with or without computer. All works, except for yellow & blue ink, good cond. \$25. 425-432-6134

FURNITURE AND APPLIANCES

RV & HOME MATTRESSES. Memory, reflex foam, innerspring. Standard and custom sizes. Custom cuts and rounded corner available. 206-542-0104

BEAUTIFUL OAK DESK, chair, sofa table, small oak hutch, great cond. Misc. faucets and shower heads (hand held). Great prices. 206-523-9526

ELECTRIC CHAIR-STAIR LIFT. \$1,000. 360-829-5430

BEAUTIFUL BEDROOM CHEST OF DRAWERS, dark mahogany, \$80. 36" storm door, like new, \$50. 425-432-1339

(2) USED FIR TIMBERS, 3"D x 30"Wx 15"L. \$25 each. You have full size maple bed. Bookcase headboard, \$75. 253-833-2644

TWIN TRUNDLE BED, wood frame, two mattresses, \$100. Twin bed, supreme Sleepaire box spring and mattress with frame and headboard, \$75. 425-432-0976

HOUSING

KONA, HAWAII oceanfront condo. Enjoy luxurious view, private lanai, 2 BDRM/2 bath w/jacuzzi and pool. \$940-\$1,050/wk. Discount to Boeing employees pays taxes. www.banyantreecondo.com. 206-938-9214

RV & HOME MATTRESSES. Memory, reflex foam, innerspring. Standard and custom sizes. Custom cuts and rounded corner available. 206-542-0104

3 BDRM/1 BATH house for sale, downtown Puyallup. Large lot, extra garage and RV parking. Walking distance to schools, parks, and town. \$279,000. 253-845-8348

MAUI, HAWAII HOUSE. Single family, 2 bdrm/2 bath, large deck, huge fenced yard, nice neighborhood. Assessor says \$585,000, we say \$485,000. Don't miss this one! 253-839-0871

PRICE REDUCED – Kirkland Kingsgate area. Completely remodeled 1960 s.f. 4 bdrm/2 bath, office, bonus room, 2 car carport. \$425,000. 425-643-1290

2 BDRM/1 BATH, 1976 Buddy, 14' x 72' in family park. Space rent \$450/mo includes water, sewer and garbage. \$11,000. 253-529-0541

2 BDRM/1 3/4 BATH manufactured home on 7,710 sq. ft. lot. Home is 1,400 sq. ft. with family room, new roof/flooring and fireplace. Federal Way. MLS#27136726. \$214,950. 253-569-4048

MISCELLANEOUS

HOUSE PLANTS – special, unique, hard to find, different sizes, beautiful plants. 5 ft. dieffenbachia picta, \$50; large spider plant, \$25; small snake plants, \$5 ea; split-leaf philodendron, \$20; African milk tree, \$5 to \$15; Crown of Thorns, \$5 to \$10; rosary plants, \$7.50; Christmas cactus, \$10 to \$25; purple heart rooted starts, \$2 ea; wondering jew rooted starts, \$1 ea. 253-852-6809

SANI-SERVE soft ice cream machine, \$25 obo. Everyday Living Microwave Oven, 700 watts. 8 1/8"H x 11 13/16"W x 11 3/16"D. white, clean, nice cond. \$25. 253-852-6809

MAILBOX, brown with wood around it. 19"L x 16 1/2"W, good cond. \$10. 6 ft metal posts (40), \$2 ea. 253-852-6809

MARBLE COUNTERTOP, multi-color, 21"W x 41 1/2"L, 1/2" thick. \$50. (4) marble pieces, 15 1/2" x 21 1/2", 21" x 12". \$10 ea. 253-852-6809

CRYSTAL PUNCH BOWL SET. \$35. Oscillating 3-spd fan, Collins Cool Breeze. 12", white, works. \$10. Windmere 2 spd fan, white. \$8. 253-852-6809

LARGE WOOD YARD/LAWN CHAIR. \$15. Sleeping bag, child size with hood and sleeves. Size 58" x 26", new-in bag, never used. \$20. 253-852-6809

TUPPERWARE 7 PC. BOWL SERVING SET w/2 small white bowls, 2 red lids, 2 spoons and carrying rack. New, never used. \$8. 425-432-6134

CEDAR CHESTS, (2) large. Nice cond. \$125 each. Set of numbers & letters \$20 and \$10. 253-852-6809

ELECTRICAL CORDS, black, heavy duty. 220 – 110, 6guage, 75' with male end. (1) motorhome cord, 50' with both ends. \$72 and \$65. 253-852-6809

THE CAKE MIX DOCTOR COOKBOOKS, (2) books – one for white & one for chocolate cake mixes. Both new, never used. White cake book has 150 recipes. Chocolate cake book has 175 recipes. \$20 for both books. 425-432-6134

BROTHER SEWING PED-BASIC WRITER CARD for downloading embroidery designs, compatible with all Brother Home Embroidery Sewing Machines. Box contains CD-rom, 4M memory card w/12 original designs, USB card writer box and instruction manual. Needs computer w/USB port & online access. New cond. \$115. 425-432-6134

WOODEN CAROUSEL SET, handmade 3 pc. pine set, 3-D look, beautifully decorated with babies breath and pink ribbon. Each piece has canopy, 3 ponies on dowels w/a base, backsides are flat. One large measures 27"H x 18"W x 9"D, two small measures approx. 12"H x 12"W x 9"D. Exc. cond, beautifully done. \$25 for set. 425-432-6134

(2) WOODEN CASSETTE HOLDERS. They hang on wall and will hold several cassette tapes. (1) large measures 18.5"H x 24"W x 3"D; (1) small measures 15"H x 19.5"W x 3"D. In good cond. \$5 ea. 425-432-6134

OIL LAMPS, set of 2, clear teardrop shaped top w/gold & silver flake bottom. For in-home use, measures 7 1/4"H, nice. \$9. 425-432-6134

(2) PIATTO BAKERY BOXES w/removable carry handles, folds flat for storage, hexagon shape, dark red plastic. Measures 6"H x 11"W, each hold 24 cupcakes or two 10" pies, new, never used. \$20 ea. 425-432-6134

WILTON CHARACTER CAKE PANS. 13 pans – Bert & Ernie, Butterfly, Yosemite Sam, Mr. Owl, Truck, Oscar the Grouch, Pink Panther, Popeye, Cookie Monster, Strawberry Shortcake, Hot Air Balloon and a Horseshoe. All in good cond. \$5.75 each. (1) doll pan kit, \$10. 425-432-6134

BESELER 23CII ENLARGER and darkroom set. Develop B&W photo's. Purchase either Beseler Enlarger w/F4 lens for \$150 or Beseler Enlarger, lens & all accessories to get you started for \$200. Exc cond. 425-432-6134

(2) TUPPERWARE SERVING CENTER SETS. Ideal for vegetables & dips, taco fillings, fresh fruit & dip, etc. Has six 2-cup compartments w/domed cover & one 14 oz. removable bowl & seal. All white color. Measures 13 1/2" x 3 3/4". New, never used. \$17. 425-432-6134

LIGHT BOX, homemade, used for viewing picture negatives or tracing pictures. Measures 9 1/2"H x 14"W x 14"L. Made of wood w/removable white Plexiglas top. Uses florescent bulb, included. Nice. \$25. 425-432-6134

CALCIUM +D SUPPLEMENT PILLS, Costco Kirkland Signature Brand, 500 ct. x2 bottles. \$5 ea. 425-432-6134

Circle One:

ANIMALS
BOATS
TOOLS
HOUSING
MISCELLANEOUS
AUTO PARTS & ACCESSORIES

ELECTRONICS & ENTERTAINMENT
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Ad (25 word limit. Please print).

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

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

FREEZE 'N SERVE BOWLS, 8 individual dessert bowls, dbl-layer insulated, 7 green & 1 blue colored, new cond. \$25 set of 8 or \$15 for set of 4. 425-432-6134

COLLECTOR STATE BELLS, about 94 from United States and cities, some countries. Varied sizes in metal & ceramic. Nice collection. Sell only as set, \$425 for all. 425-432-6134

KING SIZE SHEET SET, white, deep pocket, new. \$35. 425-432-6134

ONE-TOUCH ULTRA 2 GLUCOSE MONITOR, about 6 mo. old, was used for testing purposes. No lancets left, still in box w/all documents, good cond. \$10. 425-432-6134

WINTER IS COMING, looking for something fun to do? Join the "Everett Boeing Stratocruisers" Car Club. Contact us at www.stratocruisersclub.com or phone 425-355-0127

QUITTING GOLF! Complete sets, individual bags, clubs, carts, putters, balls. You name it, everything goes. Good deals – don't miss it! 253-833-4773

TOOL BOXES & TOOLS. 4-drawer chest, 7-drawer machinist box with tools, one smaller carrier box, lots of tools, wrenches, sockets, etc. Good deals – don't miss it! 253-833-4773

35-GALLON AQUARIUM, 12" x 20" x 36." Comes with mahogany top, nice cond. \$100 OBO. 253-859-0366

WOLFF SYSTEM CANOPY TANNING BED, Model 20005, 10 hours use. \$800 OBO. 253-756-1099

MINOLTA MAXXUM 5XISLR CAMERA (like new). AF80-200 lens + power zoom 35-80, 3 photo cards, book and case. Pictures available. \$299. 386-649-9509

GREAT HOLIDAY GIFTS at affordable prices. Featuring a Heart Healthy Cookbook and cherished cherubs from wall hangings to garden fountains. www.cherubcookbooksandcards.com

SIMMONS BEAUTY REST CRAFT-MATIC BED, single, remote control and massage. \$500. 253-536-1694 leave message

ORCHIDS, 40 +/-, some in bloom. Moving to Alaska soon. Call evenings to discuss how to ship. 925-383-6654

ORIGINAL FINE ETCHINGS and Limited Edition prints. Placed 1st in 2006 Edmonds Arts Festival. Many sensitive and riveting subjects. \$25 each. 206-248-1128

TENOR SAX, Selmer USA. Musician retired. \$1,900. 425-255-1184

ANTIQUE GRAPE/APPLE GRINDER/PRESS. Makes great cider or grape juice. \$150. 425-255-1184

PEREGO DOUBLE BABY STROLLER, \$75. Hedstrom metal swing set w/3 swings, teeter-totter, ladder, includes anchors, \$20. 360-832-8212

WANTED: Retired great-grandmother needs cedar shingles for stove fires. Very reasonable wood. Kick-box wave master for sale. 253-639-5178

(6) **PINK ACRYLIC GLASSES**, large diameter, tall stemmed, Martini or dessert glasses, new. \$28 for set. Ivory candles, 36 votives & 6 tapers, unused. \$10 for all 425-432-6134

(2) **HANGING CANVAS STORAGE CUBBY RACKS**, use for anything or anywhere you need storage. Will hold 28 pairs of shoes, has Velcro latches to hang under wire closet rack or pole. Measures 34"H x 24"W x 12"D. Folds flat, new. \$25 ea. 425-432-6134

SIESTA AIR BED, queen size, has 5" high rise when blown up. Made of durable brown PVC vinyl. Perfect for guest bed or children. Requires air pump not included. New cond. \$35. 425-432-6134

CANNING/STOCK POT with wire rack & lid. Black & white steel, can hold 7 qt. jars. Has some wearing on inside bottom, otherwise in good cond. \$15. 425-432-6134

PROPERTY

HOUSE FOR SALE: Eatonville, WA. .13 acres, may be divided into two lots; rented to same tenants for 6 years. \$159,000. Contact Linda at 425-457-0004

(3) **CEMETERY PLOTS** at Washington Memorial, close to front gate. Cost \$3,800 each, sell for \$2,500 each OBO. 253-852-5387

(3) **CEMETERY PLOTS** at Azalea Garden, Greenwood Memorial Park. **MUST SELL.** \$10,000. Call Dan at 360-532-1086

(2) **CEMETERY PLOTS** in Azalea Garden, Greenwood Memorial Park, Renton WA. \$2,500 each. 425-255-1184

FOR SALE: 9 beautiful wooded acres in Eatonville near NW Trek area, 3 miles off Hwy. 7 on Eatonville Cutoff Road. Year-round creek, Mt. Rainier view from one corner of property. Perc passed with good soil report. Good water wells in this location. Level 2 acres semi-cleared for building site. Call 253-848-1118 for more info

FOR SALE: 5 acres – Fraley Mtn. Cedar trees and ferns. Private and serene. 8 miles east of Arlington, under 30 miles from Everett Boeing plant. \$89,721. 360-435-2430

REC MEMBERSHIP

THOUSAND TRAILS / NACO / LEISURE TIME membership. We are asking \$1,300 and you pay transfer costs. 206-963-6059

REC VEHICLES

RV & HOME MATTRESSES. Memory, reflex foam, innerspring. Standard and custom sizes. Custom cuts and rounded corner available. 206-542-0104

1995 **PROWLER 5TH WHEEL** w/slide. In exc. cond., AC, TV, stereo, outside shower and upgrades. Under Blue Book value - sell for \$8,000. 253-840-4334

GOING HUNTING? 2005 19' Trail Lite Travel Trailer (new). See at B & B Auto in Puyallup (on consignment under Linda Smith). \$10,000. 386-649-9509

1996 **JAYCO 5TH WHEEL TRAILER**. 30' awning, 14' slideout, TV, central AC, rubber roof, newer tires, everything works. \$11,000 OBO. 206-793-2132

1997 **BOMBARDIER GTI SEA DOO**. Rebuilt 110 hp motor, 3 seater, yellow & white. Can tow inner tubes, wake boards and water skiers. Comes with single trailer. \$2,500. 425-335-5443

SPORTING GOODS

QUITTING GOLF! Complete sets, individual bags, clubs, carts, putters, balls. You name it, everything goes. Good deals – don't miss it! 253-833-4773

KLEIN "ATTITUDE RACE" mountain bike, aluminum, very nice, Judy shock. \$2,000 new, asking \$350 CASH. 360-652-7962

MARLIN GLENFIELD, Model #30A 30-30 Win. with impressed checking on stock and forearm, produced 1969 – 1983. Bushnell Sportsview 3x9 scope with weaver mounts. Like new. \$300. 253-617-9302

TOOLS

YUASA HORIZONTAL PRECISION ROTARY TABLE, diameter 8". 4.1" center slots, 4 worm holes, 3 MT, weight ratio 90 to 1, 59 lbs. Was \$1,210 in 2000, like new. \$400. 253-852-6809

BLACK PLUNGER DIAL INDICATOR, .200 range/dial type .001. Made by Central Tool Company. Was \$115.90 in 2000, with case. \$60. 253-852-6809

UNIVERSAL BEVEL PROTRACTOR, 7" x 12" with case and acute angle attachment. Was \$323 in 2000. \$161.50. 253-852-6809

METRIC DIAL CALIPER, .02 – .6", Craftsman, in case. \$40. Flat 4" Omega Vise, heavy duty, new in box. \$34. 253-852-6809

TOOL CABINET, Dorman heavy duty for screws, nuts, springs, thermicals. 8 drawers w/dividers. 34'L x 13"W x 17"H. \$50. 253-852-6809

SCYTHE, a tool with a long handle, 59" long w/single edged blade 25". Used in cutting tall grass or grain, old. \$40. 253-852-6809

ALUMINUM PLATE, 1/2" thick, 21" wide and 35 1/2" long. \$195. Meat saw blade, 21" long. \$20. Gas hose nozzle, big, aluminum. \$10. 253-852-6809

MASTERCRAFT TOOL BOX LANTERN, has a super bright spotlight, twin blinking lights, twin reflectors, with a built in 13-pc. tool kit. Can operate on a cigarette lighter power adapter (included) or uses 4 "C" batteries (not included). New, never used. \$20. 425-432-6134

TOOL BOXES & TOOLS. 4-drawer chest, 7-drawer machinist box with tools, one smaller carrier box, lots of tools, wrenches, sockets, etc. Good deals – don't miss it! 253-833-4773

WORK PLATFORM fits over front wheels. Jig builder's tools – planer gauge, etc. Call 425-255-1804 after 12 pm for more info.

TOOLBOX with tools, 27" x 27" x 18", \$110. C-clamps, .25¢ each. 206-244-4707

VEHICLES

1965 **FORD GALAXIE 500 2 Dr.** H/T. All original, 58K miles, 352/200. Very nice cond. \$8,000 OBO. 253-859-0366

1987 **CHEVY MONTE CARLO SS AEROCOUP** Draft One. Car is black w/ maroon interior, has 305 high output engine. \$8,950. Call Larry for details at 360-654-1400

1998 3/4 **TON DODGE RAM**, one owner, 35K miles, babied! Camper and tow pkg, V-10 gas engine, reg. cab, 8' bed. Wired for 5th wheel and cab over camper. Extra clean! \$17,000 or trade for sports car – 1 owner. 360-249-4432

2000 **VW LIMITED EDITION BEETLE**. Under 60,000 miles, clean, garaged on Whidbey Island. \$12,000. 360-579-5436

1973 – 1974 **VW SUPER BEETLES** (4). Need TLC. Best offers. 206-767-2468

1987 **FORD ESCORT**, 5 spd., gets 40 mpg., red. \$1,100. 253-303-1268

1989 **CHEVY 4X4 _ TON PICKUP**. Automatic, 350 ci, new transmission and battery, canopy, runs good. 160,000 miles. \$2,300 OBO. 253-549-2413

Accepting the Oath

District 751 President Tom Wroblewski (l) administers the oath of office to Local C District Council Alternate K.C. White.



Photo left: Local C Auditor Robin Doll (r) repeats the oath of office from Business Rep Don Morris (l)

Photo right: Local C Alternate Council Delegate Bill Young (r) accepts the oath of office from District 751 President Tom Wroblewski.



Union Plus Mortgage – Exclusively for Members

Union Plus Mortgage and Real Estate makes refinancing and home-buying easier and more affordable for IAM members. The benefit is offered exclusively for Union members through Chase Home Finance, one of the largest lenders in the United States.

Key program features include:

- Easy application process – over the phone or in person. Call 1-866-729-6016.
- Special first-time home buyers program.
- Strike, layoff and disability assistance.
- Unemployment and disability benefits to help you make mortgage

payments when you're out of work.

- Mortgage programs for borrowers with "less than perfect" credit.

- Down payments as low as 5% – and even lower for qualified buyers.

- \$350 toward closing costs of mortgages (for buyers who use both the real estate and mortgage portions of the program).

- Parents and children of IAM members are also eligible for Union Plus mortgages.

The program's real estate benefit, which is available by calling the same toll-free number, offers members who list a home for sale a comprehensive home warranty plan (a \$350 value) at no additional cost. This home warranty plan provides members with valuable protection from unexpected breakdowns in the home's mechanical systems and appliances while their home is on the market, and for a full year after the home is sold. It also enhances the home's marketability.



Former NFL quarterback Jack Thompson is the Union Plus Rep for this region.

Call the Mortgage Hotline at 1-866-729-6016
Online visit:
www.unionplus.org/washington-mortgages.cfm

Union Alternative Stops Potential Everett Offload

IAM members will continue to build the 777 Auxiliary Power Unit (APU) thanks to the efforts of IAM Everett Work Transfer Reps. With input from our members, IAM Work Transfer Reps Don Fike and Richard Jackson (who has since been appointed a Union Business Rep) put together a viable alternative, which proved to be the best business case. As a result, management cancelled the potential offload and decided this work would remain in the hands of our 751 members at Boeing.

In September 2006, Boeing initiated a Work Transfer Proposal to study the feasibility of subcontracting this work to global partners. At the time the study was initiated, the 777 APU was built up on a feeder line in the high bay adjacent to the main assembly line. Components installed by our members included the auxiliary generator, forward machine mounts, link assembly, aft support block and the seal plate.

IAM Everett Work Transfer Reps turned to the experts (our members) for help in developing a counter proposal to keep the work in-house. Recognizing the APU was a pretty mobile assembly, they looked for a logical shop to serve as

its new home which didn't require the expensive high bay space.

The IAM proposal suggested moving the APU feeder line assembly to Propulsion Systems Division (PSD). This turned out to be advantageous, as PSD had recently been approved to move their Everett support operations from Seattle into the 40-54 at the Everett Site.

The IAM proposal was approved as a secondary scenario to study and a business case was developed to determine which of the two scenarios would prove financially feasible.

During the business case review, it was the consensus of those present to accept the IAM scenario and approve the move of this work after the PSD reconfiguration into the 40-54 building is completed. So once PSD arrives at the Everett Site, the 777 APU feeder line will have a new home and continue to be assembled by IAM members.

"It is a daily battle to stop Boeing from offloading work and to keep it in the hands of our members. It is rewarding to have an alternative proposal accepted because many times even if our alternative proves to be the best business case, Boeing deems it strategic and can



IAM Everett Work Transfer Reps Jason Redrup (l) and Don Fike (center) discuss how the 777 Auxiliary Power Unit (APU) will remain inhouse and be done by Propulsion Systems Division – keeping the work with IAM members.

Auburn Regains Pickle Fork

Continued from page 1

Yet it is more than just machining work. It will also mean retooling, additional shot peening and painting.

Local C President Chuck Craft was one of the most vocal opponents of the transfer to Portland, and noted, "It is nice to see work coming back to our members. We have the best production methods and highest skills. The work should never have been sent to Portland in the first place."

751-member Douglas Wilke has developed a spot face cutter to help fabricate the pickle forks and make the process more efficient. "When the work arrived, I knew what I needed," Doug stated. "I came up with a new spot face cutter because it is a difficult area to work in. The test pilot proved successful so it is now part of our process."

Business Rep Jimmy Darrah, who worked seven years as an IAM Work Transfer Site Rep fighting offloads, noted, "Our members in Auburn will again have both the machining

of the part and the assembly. It never made sense to send the work 150 miles south and then have to ship it back. The pay rates are the same, and Portland had to purchase new equipment so how was that a good business decision? Since it was a transfer to another location covered by our contract, there was no obligation to listen to our alternatives."

When the transfer was originally proposed, the Union set up a meeting with a Boeing Vice President to discuss keeping the work here. Chuck was a part of that meeting and presented documentation about the lean manufacturing Auburn had already done to make the part more cost efficient, but executives sent the work to Portland anyway.

Chuck recalled, "It was part of their strategy of reducing the foot print in Auburn – regardless of whether or not it made good business sense. Originally Boeing said Portland could do it faster and more efficiently, but that wasn't true. Members here are glad to see the work return so they can prove it was the right choice."



Doug Wilke designed this spot face cutter to use on the pickle forks.



Business Rep Richard Jackson (center) talks with IAM Work Transfer Reps Jason Redrup (l) and Don Fike about an IAM alternative that kept work in-house. Prior to being appointed Business Rep, Richard served as an IAM Work Transfer Rep.

offload the work anyway," stated IAM Work Transfer Rep Don Fike.

If members hear of a potential offload in their area, contact the Union hall with

pertinent information to report such activity and ensure our Work Transfer Reps can investigate and propose viable alternatives.

Redrup New Work Transfer Rep

In Everett, 751-A member Jason Redrup is charged with stopping Boeing attempts to offload our work. In October, District 751 President Tom Wroblewski appointed Jason to fill the Everett Work Transfer Position. This position was vacated when District President Wroblewski appointed Richard Jackson as Business Representative.

Jason brings a wealth of Union experience to his new position, as well as a good solid understanding of the work our members perform throughout the Everett plant. For the past 12 years, Jason has

financial Secretary, Audit, Trustee and Educator. He has also served on numerous committees over the years and been very active in the Machinists Volunteer Program. In addition, Jason has fought to make the workplace safer through his involvement in the Site Safety Committee. He is Sergeant at Arms for the Snohomish County Labor Council and has been a regular volunteer for labor-endorsed political candidates.

Jason is a life-long trade unionist – racking up years of experience in other Unions, including time as a field organizer and strike coordinator

for the UAW. He will tackle his new assignment with the same commitment to protecting the membership as he has with his Steward and Local Lodge assignments.



Jason Redrup is the new IAM Work Transfer Rep in Everett.

IAM Members Elected to ECF Board of Trustees



Four Employees Community Fund of Boeing Puget Sound members recently were elected to the Board of Trustees.

Those elected include IAM members Geri Marquardt and Carletta Skinner. In January they will join IAM members and second-year trustees Grace Holland, 2008 Board President, and Margie

Pernell, 2008 Board Treasurer. Marquardt currently works in Auburn as a machined parts finisher and Skinner works at the Frederickson site CMC assembly area as a tool room attendant. Trustees manage the day-to-day operations of the fund and distribution of employee

and retiree donations to the pooled portion of the Employees Community Fund. Distribution goes to local United Ways in

counties where Puget Sound employees live and to qualified health and human service agencies that apply for capital and seed-money grants. Trustees are elected by contributors to the fund and serve two-year terms. For more information about the Employees Community Fund, visit the internal Global Corporate Citizenship Web site and click on the Employees Community Fund icon: community.web.boeing.com/nwregion



Grace Holland



Margie Pernell



Carletta Skinner



Geri Marquardt