

Union wins \$6,000 for 787 worker

After months of trying on his own to get Boeing Human Resources to fix a paycheck error, a 787 worker in Everett finally turned to his union – and within weeks he was putting nearly \$6,000 in the bank.

Dick Thulesen is a composite repair technician on the 787 program. He has been a team lead in his shop off-and-on for more than two years – temporary at first, then on a permanent basis.

The problem was, when he became the permanent team lead, someone in Human Resources failed to credit him with the added \$2 an hour that comes with being a team leader.

For 10 months last year, Thulesen tried to get someone to fix it for him. His manager got involved on his behalf, and the two of them sent “numerous e-mails” to Human Resources – but got no response.

“I’ve never had to fight for any-

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AMPP pays 3.1 percent



Members of the IAM/Boeing Joint Council who met to approve the first payout under the Aerospace Machinists Performance Plan.

First payout under plan coming on Feb. 21

Thanks to the hard work of Machinists Union members at Boeing, the Aerospace Machinists Performance Program – or AMPP -- will pay 3.1 percent of member’s eligible earnings for the first performance period. Members will receive the payout on Feb. 21.

AMPP is the incentive program that was developed as part of the contract extension members ratified in December 2011. The 3.1 percent payout will be on member’s eligible earnings from June 22 to Dec. 20, 2012. Future AMPP performance periods will be based on a full year.

“I’m proud of how our union members stepped up and performed, which re-

sulted in them sharing in the success they helped to create,” said District President Tom Wroblewski.

“Many members were skeptical that AMPP would not have a payout,” he continued. “With this success, I hope every member will embrace the program and search for new ways to improve in safety, quality and productivity within their own

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International President calls District 751 a ‘flagship’



Tom Buffenbarger (left) the International President of the International Association of Machinists & Aerospace Workers, administers the oath of office to District 751 officers, business representatives and District Council delegates and alternates at the Jan. 15 meeting of the District 751 Council.

Buffenbarger swears in officers to start new terms

District 751 is a “flagship” organization within the Machinists Union, and a model for the entire labor movement, IAM International President Tom Buffenbarger said.

“You lead by example, not just in the services and representation you provide to our members, but you also extend the

message of our union’s flag – Service to the Community,” Buffenbarger said. “You’re a model to throw out to the other districts and locals.”

Buffenbarger attended the Jan. 15 District Council meeting at the Seattle Union Hall, where he administered the oath of office to all the local and district lodge officers and council delegates, who were re-elected in November.

Buffenbarger said District 751 Ma-

chinists of today have a number of things in common with the founders of the International Association of Machinists, who started the union 125 years ago at a railway maintenance pit in Georgia.

Those first 19 Machinists worked to build and maintain the state-of-the-art transportation technology of their day, Buffenbarger said – just like District 751 Machinists who build today’s jet airliners.

Looking back on what they accom-

plished, “you have to be in awe,” Buffenbarger said.

“They did it with a deep-rooted passion,” he said. “They were pretty brave.”

Buffenbarger told the District 751 officers that they’re continuing in that tradition, and that they should be “very proud of the role that you play, and that you have played, in the success of this story.

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Triumph Talks Gearing Up

Members step forward to get involved in early planning for Triumph negotiation

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IAM Saves Boeing Jobs & Money

IAM Work Transfer Reps keep Fab work from being outsourced

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MESSAGE FROM THE PRESIDENT

We will support SPEEA's fight to preserve pensions

By **TOM WROBLEWSKI**
District 751 President

As I've been saying at local lodge meetings this month, this is a really good time to be a Machinists in the aerospace business.

One of the positive developments, of course, was the recent announcement about the first-ever payout under the AMPP incentive pay plan at Boeing.

The Aerospace Machinists Performance Program – which you approved in 2011 as part of the current contract extension – was designed to reward you for meeting high performance standards for production, quality and safety, and later this month, it will do that, paying each of you 3.1 percent of your earnings over the past six months of 2012.

Next year, the payout will be a percentage of your full year's pay – up to 4 percent.

A joint union-management AMPP Evaluation Committee has met regularly to go over the data used to calculate the AMPP payout and discuss whether it's been correctly interpreted and fairly applied. The two sides have worked effectively together, and in particular, the union representatives on that committee have worked hard on your behalf. I thank them for all they've done both for you, and to build a better relationship with their counterparts at Boeing.

At the same time, our Joint Council – made up of top officers from the union and top executives from Boeing – continues to meet. We too are working well together, solving problems before they get out of hand, and laying the groundwork for a mutually successful future.

Unfortunately, the relationship



between Boeing and SPEEA is not working as well.

As you certainly know, SPEEA's engineers and techs are in the process of evaluating Boeing's best-and-final contract offers. SPEEA's negotiating teams have strongly recommended that their members reject these offers, in large part because Boeing is insisting that current SPEEA members sell out future hires and give away pension benefits that earlier generations of engineers and techs sacrificed to keep.

We should know their decision by mid-February.

I certainly understand why SPEEA's leadership has taken this position and is recommending a vote to reject and to strike. Boeing attempts to take away new-hire pensions in 2005 and 2008 were significant factors in our decisions to go on strike, and I feel that as long as Boeing CEO Jim McNerney has his \$29 million pension plan, Boeing's most-important workers – the members of the IAM and SPEEA – deserve the more-modest pensions that our union contracts now guarantee.

Still, it's unfortunate that it has come to this. I had hoped, in light of all the high-profile issues we've had with the 787, that Boeing management would realize that now is not the time to pick a fight with 23,000 key employees. Boeing faces serious problems with the 787 program, but I'm confident that these problems can be identified, solved and fixed. That's because Boeing has the world's best aerospace workers – engi-

neers, techs and mechanics – already on the payroll right here in Puget Sound.

But if Boeing forces SPEEA out on strike, that advantage will go away. I hope the company realizes that.

If SPEEA's membership votes to strike, we Machinists will support them.

We will have to keep reporting to work each day and doing our jobs. Our contract doesn't allow us to engage in "secondary" striking, so we can't stage a walk-out to support SPEEA. Their contract language is the same, so they'll understand.

But if they strike, we can support them in other ways.

For starters, we must not do any SPEEA work. Many of you work side-by-side with SPEEA techs. If a manager tries to get you to do work you know is normally done by one of them, immediately notify your shop steward or business rep so they can put a stop to it.

We can also provide support to the strikers on the picket line. A loudly honking car horn and thumbs-up as we drive past does a lot for morale.

During the SPEEA strike of 2000, many of our members brought pizza, donuts or hot coffee to those walking the line outside their buildings.

And for anyone who's got the time before or after work, I'd encourage you to pick up one of their "No Nerds, No Birds" signs and stand alongside our SPEEA brothers and sisters for an hour or two, to let them know you support them in their fight – because it's our fight too.

It's my hope, of course, that all this gets resolved short of a strike, and that top Boeing management in Chicago

does the right thing by offering SPEEA contracts that reward them for the essential contributions they're making to Boeing's success – a contract that ensures their future security with pensions for new hires.

You might think I'm naïve to hope this. But 18 months ago, no one would have believed that the Machinists Union and Boeing could reach the level of cooperation and understanding we have now.

If Boeing can find a way to treat our union members fairly, then there's no reason to not come to terms with SPEEA on a fair contract as well.

Applications opening for Boeing apprenticeships

The IAM/Boeing Joint Apprenticeship Committee will accept applications for new apprentices beginning Feb. 11, for the following trades:

- Blue Streak mechanic;
- Manufacturing machinist;
- Composite manufacturing technician;
- Maintenance machinist;
- Machine tool maintenance mechanic; and
- Industrial electronic maintenance technician.

All Boeing and non-Boeing candidates may apply for open positions that are posted through the Boeing Global Staffing on-line requisition system at <http://www.boeing.com/careers> during the advertised application acceptance period.



IAM/Boeing :: Joint Programs
Apprenticeship Program - Puget Sound



The minimum qualification requirements for applicants will be clearly stated on the requisitions.

Individuals who do not meet the minimum qualifications will receive an auto-notice encouraging them to apply again after they've met the minimum requirements.

Applicants may apply for one or more apprenticeship programs.

All applicants for an apprenticeship must:

- Be at least 18 years of age;
- Be eligible for hire or rehire at Boeing;
- Have never been enrolled in or completed an IAM/Boeing Joint Apprenticeship program;

- Have a GED or a high school diploma;
- Have US person status;
- Meet specific defined vocational training or trade related work experience requirements for the apprenticeship program being applied for; and
- Be able to perform the physical requirements of the apprenticeship.

For the industrial electronic maintenance technician program, applicants must be able to distinguish between primary colors.

Please visit <http://www.iam-boeing-apprenticeship.com> for information and help with the application process.

March 1 is deadline for Boeing safety shoe reimbursement

Don't forget to apply for your safety shoe reimbursement for your shoes purchased in 2012.

Each year the IAM-Boeing Joint Programs allows a grace period for employees to take care of their previous year's safety shoe business. March 1 marks the deadline for turning in applications for safety shoe reimbursements for purchases made in 2012.

Applications for 2012 purchase reimbursement received after March 1 will not be accepted.

Now is also a good time to review the reimbursement guidelines online, and browse the frequently asked questions for any possible changes. IAM-Boeing Joint Programs would like to encourage you to check back now and then to make sure you don't miss any information that may be important to you. The

better you understand the reimbursement process, the smoother the experience will be.

Questions can be directed to your local IAM/Boeing Joint Programs office. For Puget Sound call (425) 965-4269 or 1-800-235-3453, or get an application online by visiting the web page at http://iamboeing.web.boeing.com/shoe_general.cfm.

Check out all the benefits and services that IAM-Boeing Joint Programs has to offer by visiting <http://iamboeing.web.boeing.com> on the Boeing Intranet or www.iam-boeing.com from your home computer.



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POLITICAL ACTION

Union works with Inslee to grow aerospace industry

District 751 officers say they expect to enjoy a good working relationship with new Washington Gov. Jay Inslee.

"We've committed to working together, side-by-side, to grow Washington's aerospace industry," District 751 Legislative Director Larry Brown said.

The union is working in Olympia this year to boost workforce training.

That will mean continued education funding at all levels – including K-12 and community colleges – and money to expand engineering programs at Washington State University and the University of Washington, Brown said. It also means supporting aerospace training programs, like the Aerospace Joint Apprenticeship Program and Washington Aerospace Training and Research Center.

"Gov. Inslee knows we can't have a strong aerospace industry in Washington unless Boeing and its suppliers have a

strong pool of trained aerospace workers," Brown said.

A newly released report from Washington's Employment Security Department shows the importance of aerospace. As of June 2012, there were 131,373 people working for 1,256 aerospace companies, earning \$10.2 billion in annual pay.

Brown said the union's pleased that Inslee has continued the Governor's Office on Aerospace created by former governor Chris Gregoire. The office is a single hub that makes it easier for all the industry players to deal with state government.

It's working so well, Brown said, that there are conversations in Olympia to consolidate more of the work done by groups like the Aerospace Futures Alliance and Washington Aerospace Partnership into a smaller number of groups so they can work more easily with the Governor's Office.



District 751 Legislative Director Larry Brown (left) and President Tom Wroblewski (right) help Gov. Jay Inslee celebrate at the Governor's Mansion after his inaugural in Olympia on Jan. 16.

Olympia Report: 'Bipartisan' Senate takes aim at workers

By DAVID GROVES

Washington State Labor Council

Much has been written about Sens. Rodney Tom and Tim Sheldon, the erstwhile Democrats who decided the public (and their personal résumés) would be better served by having Republicans control the Senate. The new GOP+2 majority began the 2013 session wrapping itself in rhetoric about bipartisanship and cooperation, but most agree they will be judged by their actions, not their words.

"Whether it's 'bipartisan' or not depends on how we go forward from here," said Sen. Jim Hargrove (D-Hoquiam) as the 25-of-49-votes takeover was formalized on the Senate's opening day. "The proof will be in the pudding."

One week into this year's Legislative session, the first serving of pudding came out of the kitchen – and it smelled pretty rancid.

On one day, Jan. 23, the following bills were heard in the Senate Commerce and Labor Committee chaired by Sen. Janéa Holmquist Newbry (R-Moses Lake):

SB 5112 would give employers in the Retrospective Rating program more



authority over workers' compensation claims, such as choosing injured workers' doctors and scheduling their medical exams and vocational rehabilitation.

SB 5124 would change the way injured workers' benefits are calculated by, among other things removing the value of health benefits, and capping them at the state's average wage. Bottom line: it cuts workers' compensation benefits.

SB 5126 would circumvent a Supreme Court ruling and allows the state to take legal damages, both economic (lost wages) and non-economic (pain and suffering), that are awarded to an injured worker when a third party is responsible for the injury. Current law only allows

economic damages to be "recovered," which makes sense because workers' compensation claims and benefits don't consider non-economic factors.

SB 5127 would remove the age restriction on "compromise-and-release" lump-sum buyouts of injured workers' claims. These buyouts, currently only allowed for injured workers 55 and older, would be expanded to cover all workers.

SB 5128 would make it easier for employers to have these lump-sum buyouts approved by the state.

What these bills all have in common is that they save businesses money by cutting the benefits workers receive when they are injured on the job. That, and they are all sponsored and co-sponsored *exclusively* by members of the GOP+2 coalition holding a 25-24 majority in the Senate.

Major changes to the workers' compensation system -- many of which were supported by both business and labor -- were just approved in 2011. They are not yet fully implemented but are already beating expectations on cost savings, with the state now projecting to

save \$1.5 billion over four years, \$300 million higher than originally estimated. Injured workers are returning to work faster and as a result, employers' premiums have not gone up for two straight years. Plus, the state will be able to put an estimated \$82 million into reserves to start rebuilding the State Fund.

Yet rather than allow these 2011 changes to be fully implemented, the very week that the GOP+2 coalition takes control, it rolls out a wish-list of controversial new benefit cuts long sought by business lobbying groups. These proposals are opposed by labor because they do nothing to improve workplace safety, they just weaken this critical safety net for injured workers.

And that's just the workers' compensation bills. The same week that it heard testimony on bills that would weaken workers' comp, the same Senate committee scheduled hearings on, among other things, repealing the Family and Medical Leave Insurance Act.

Indeed, when it comes to "bipartisanship and cooperation," actions speak louder than words.

Local C plans sporting clays shoot to benefit MNPL



Business Rep Jon Holden shares a laugh with a volunteer at a Union Sportsmen's Alliance sporting clays shoot at the Sumner Sportsmen's Association range. Local C will host its first-ever sporting clays shoot fundraiser for the Machinists Non-partisan Political League at the club on Sunday, April 14.

Local C has announced plans for two events that will both raise money for the Machinists Non-partisan Political League and provide outdoor sportsmen with a lot of fun.

The local lodge will host its first-ever sporting clays shoot to benefit MNPL on April 14 at the Sumner Sportsmen's Association, 15711 96th St. E., Puyallup.

"We're excited to partner with the Sumner Sportsmen's Association for our first sporting clays shoot," said Don Fike, who is a member of Local C's organizing committee for the event. "This is one of the nicest facilities in the state catering to shotgun sports."

The Sumner Sportsmen have hosted the Union Sportsmen's Alliance Puget Sound fundraising shoot for the past four years, Fike noted. "They go out of their way to make these events memorable."

The cost for the shoot is \$150, or

\$750 for a team of five. Registration starts at 8 a.m., with safety training at 9 a.m. Shooting will start at 9:30 a.m.

Competitors will shoot 100 "report pair" targets at 10 stations. Trophies will be awarded to the highest-scoring teams and top individual shooters.

Ammunition will be provided for 12- and 20-gauge shotguns. Lunch and morning coffee and donuts also will be provided. First-time shooters are welcome and instruction will be available.

Sign-up sheets are available from Local C officers, including Fike, Ron Coen, Paul Burton, David Henry, Rod Sigvartson and Keith Elliott.

Along with the sporting clays shoot, Local C's annual Jimmy Darrah Memorial Salmon Derby, which also benefits MNPL, will be July 28 in Westport.

Details about the salmon derby will be available in coming weeks.

Union works to keep Boeing jobs in Auburn

A District 751 work transfer team has helped close to 20 union members keep their jobs – and helped Boeing save money in the process.

“We went down their hit list,” said Sherrie Williams, a work transfer rep in Auburn. “We gathered enough documented facts and showed the truth didn’t support their rationale for moving the work.”

The work in question involved 737 parts that are fabricated in Auburn – specifically the housing for bearings inside the landing gear. They are parts that have been fabricated in Auburn for as long as Boeing has built 737s.

The work keeps between eight and 10 Machinists busy over two shifts, and a similar number of union members put together all the Auburn-fabricated parts into a sub-assembly that is then shipped up to Renton, where they’re installed on the planes.

But last year, as Boeing prepared to ramp up rates on the 737 program, managers at Auburn decided to send the work over the fence to suppliers.

The managers said the machine used to grind the bearing housing was at maxi-

mum capacity, and that sending work out would cut costly overtime for the Machinists working in that cell.

Sending the work out to a supplier was necessary, managers said, to free up capacity so that the Auburn group could keep up with the planned rate increase.

“They said we couldn’t keep up,” said Ray Williams, who works in the area.

Williams and her partner, work transfer rep Dave Swan, were concerned. The management plan said that the lost 737 work would be replaced, but the commitment was pretty vague, Swan said.

“They told us they would have backfill work, but they could never identify what it was,” he said.

So Williams and Swan got busy.

“We worked with the folks in the cell and did some investigating,” Williams said. What they found contradicted the managers’ basic arguments for outsourcing the work.

They pulled records for the machines in the cell and discovered they weren’t being run at their maximum capacity, Williams said. They also pulled overtime records -- and found that the Machinists in that cell weren’t working any.



Auburn Work Transfer Rep Dave Swan (left) and three of the Machinists who worked proactively to ensure that 737 parts fabrication work stayed in Auburn: Al Sisley, Chuck Moden and Ray Miller.

That combination of facts showed that the Auburn work cell could handle the increased 737 work, Williams said. “They didn’t have to ‘free up’ capacity. There was already existing capacity.”

The management plan also mentioned that the machine used to fabricate the bearing housings was old, which created a risk for Boeing, should it fail.

But the maintenance records for that machine showed that it’s been incredibly reliable, with only 44 hours of downtime since 2009, despite steady use, Williams said.

At the same time, the Machinists working in the cell came up with a plan to cut flow time through their area, which resulted in about a 20-percent savings, Swan said. “They were really proactive.”

Williams and Swan presented all this in a meeting with Auburn senior managers, and they agreed to drop the plan to outsource the work.

“We were able to save our members’ jobs and save the company money,” Swan said. “I’d say that’s a pretty good outcome.”

Joint Programs offers online language course with Livemocha

As of this month, IAM-represented employees at Boeing can register for Livemocha, a new interactive language-learning program.

The world’s largest online language learning community, Livemocha fuses traditional learning methods with online practice and interaction with native language speakers from around the world. Livemocha promises an unparalleled learning experience leading to conversational fluency in 38 different languages.

To get started, you will need a computer and a headset with a microphone. Your PC must be running Windows XP or higher, and Mac users will need OSX 10.6 or higher. Adobe Flash Player 11.3, which is free, is also required, and a link will be provided by Livemocha for download, if needed.

IAM/Boeing Joint Programs is proud to offer this opportunity to IAM-represented Boeing employees. The first Livemocha open enrollment/registration period started on Jan. 15.

To register, simply email the following information to: livemocha@exchange.boeing.com

1. Name
2. BEMS ID
3. Home email (not Boeing email)
4. Contact phone number

NOTE: This information **MUST** be in the body of the email in order for you to be registered.

Questions can be addressed to LiveMocha@boeing.com.

For more information on services available through IAM/Boeing Joint Programs, visit <http://iamboeing.web.boeing.com> (internal) or www.iam-boeing.com (external) or call 1-800-235-3453.

IAM wins settlement at NAS Whidbey

When District 751 member Dave Thompson discovered he had cancer, he was glad to have the union in his corner fighting to ensure his contractual rights were protected.

With the union as his advocate, Dave recently received a check for \$3,740 as compensation for the “cash in lieu of benefits” provision after he was diagnosed with cancer and went on a medical leave in November 2011.

“I want to thank the union and Business Rep Jon Holden for taking up this fight,” Dave said. “The union never gave up, even after the contractor changed.”

The cash in lieu provision in the Machinists Union contract with URS Corp – Dave’s former employer at Whidbey Island Naval Air Station – allows members to opt out of specific company offered fringe benefits including medical and receive an hourly rate of pay in exchange. This allows retired military personnel like Dave to opt out of his company medical plan and receive a cash payout instead.

Dave has worked at NAS Whidbey since he retired from the Navy in 2007, and became a Machinists Union member when he and his co-workers voted to join District 751 in 2011.

Early that year, he experienced severe back pain. It went away, so he didn’t give it much thought. Then the pain came back after a few months. In September, it was bad enough for him to go to an urgent care facility, where he was prescribed some pain medication.

But the pain was a sign of a much more-serious problem. On Oct. 13, Dave fractured his back while attempting to roll over in bed. He inched his way along the floor before finally calling 911 for transport to Island Hospital, where he was told that a tumor had caused the fracture. He was airlifted to Harborview Medical Center in Seattle.

The Harborview doctors told Dave he had multiple myeloma – a cancer that starts in the plasma cells in bone marrow. The cancer had deteriorated the vertebrae in his back to the point that rolling over in bed caused a fracture. Instead of going right back to work at



L to R: Business Rep Jon Holden and Steward Ed Fry present a check for \$3,740 to Dave Thompson and his wife Anne to compensate him for his cash in lieu of benefits during his medical leave of absence.

URS, Dave was placed on an indefinite medical leave of absence.

When he went on medical leave, Dave began receiving short-term disability payments specified under the URS contract. But the company failed to make the “cash in lieu of benefits” payment he had coming to him.

Dave contacted the union to see about assistance since he was not working and his medical bills were piling up. Holden looked into it and determined that Dave was entitled to the payment while he was on his medical leave of absence. When a meeting with management failed to resolve the issue, Holden filed a grievance and prepared to take the case to arbitration.

“It is important to challenge these contract violations to ensure members’ rights are protected,” Holden explained. “The employer signs a contract and is expected to live up to the agreement.”

Holden continued, “We negotiated with the employer that when a member is on medical LOA, they would receive the cash in lieu of benefits hourly rate just as though they were working.”

“This,” he added, “is a benefit that we had to fight to keep.”

Dave’s medical leave stretched on, and under the terms of the URS contract, he was terminated when his leave hit the one-year mark. Coincidentally, a new contractor – L-3 Communications – took over the aircraft maintenance work that

URS used to do at NAS Whidbey.

Even though his employment was terminated and the contractor had changed, District 751 kept working to ensure Dave got the money he was owed. This winter, he agreed to take the \$3,740 settlement.

Dave said he was grateful to Holden and the union.

“I appreciate having someone fighting for me,” he said. “It was nice to have that support. Jon was the voice at the end of the phone that always talked to me and was on my side.”

Dave said he also appreciated the support of his fellow Machinists at NAS Whidbey, who have been “stopping by to visit, going to lunch and keeping me in their thoughts and prayers.”

“It is nice to know people still care,” he said. “My wife has been a saint throughout this ordeal, and I am blessed to be surrounded by family and friends.”

No longer an aircraft mechanic, Dave is studying toward a master’s degree at Western Washington University utilizing the VA’s Vocational Rehabilitation Program with a goal of becoming a vocational rehabilitation counselor, so he can help others who find they cannot return to their previous job due to illness or injury.

“My cancer is in partial remission and looking like it’s on the way to full remission,” he said. “Thank, God.”

AMPP pays Machinists at Boeing 3.1 percent

Continued from Page 1

crew. That will be what really drives the success of this program – our members taking ownership.”

During the 2012 AMPP program period, IAM members achieved the maximum performance possible on the Productivity metric, about 75 percent of the performance metric set for Safety and about 40 percent of the performance metric set for Quality.

Keep in mind the following weights were assigned to each metric: Safety, 20 percent (measured by Lost Work Day Case Rate); Quality, 30 percent (measured by Non-Conformance Reports); and Productivity, 50 percent (measured by Hours Per Unit of Output).

The payout of 3.1 percent reflects these efforts from throughout the 2012 program period, plus the significant improvements made in December and the joint Boeing-IAM team working together to make appropriate changes to the program.

When the details of the AMPP were



The AMPP Evaluation Committee meets at the Seattle Union Hall to review data that was used in calculating the incentive payout. District 751 representatives on the joint union-company committee were Business Reps Heather Barstow and Joe Crockett, Administrative Assistant Jim Bearden and Communications Rep Connie Kelliher.

announced last June, union representatives emphasized that this joint committee would continually evaluate the data used for the metrics and targets. The joint committee met on an ongoing basis to

pour through the data and discuss those types of issues. The joint committee will continue to look at issues that affect the AMPP's performance as we move forward.

“I want to compliment the hard work and efforts of the AMPP Evaluation Committee, which has put in hundreds of hours to not only develop the plan, but review the data and determine what should and should not be included in the calculation,” Wroblewski said. “The open discussion, sharing of information, and collaboration will lead to success for both our members and the company.”

The 3.1 percent payout shows our members are motivated to continuously improve performance, and have the capability to build upon those accomplishments as part of the 2013 AMPP plan. For 2013, the plan remains largely unchanged from 2012. Details of the 2013 plan will be posted to the AMPP website in early February.

Members can estimate the amount they'll receive on Feb. 21 by using the personal pay calculator button on the AMPP website, which can be found on the Boeing intranet at <http://iam.web.boeing.com/index.cfm>.

Union steward wins \$6,000 back pay for 787 worker

Continued from Page 1

thing before,” he said. “Twenty-five years (at Boeing), this is the first time.”

It was aggravating, to the point that it was affecting his daily life, Thulesen said.

“I was starting to get pretty frustrated,” he said. “I was coming to work every day, every day, and you're not getting paid for it.”

Eventually, union Steward Ray Meduna got word of the issue. It took a while, Meduna said, because he and Thulesen work in different shops on separate shifts.

But once he got involved, Meduna got to work. He first contacted Business Rep Richard Jackson, who advised him on how to proceed.

Meduna then called the HR manager who could straighten out the problem. He followed that up a few days later with

an instant message to the manager, over the Boeing computer network.

The follow-up message got a response, and Thulesen's back pay was authorized – all \$5,988 of it.

“Dick works a lot of overtime, so it ended up being a pretty nice check,” Meduna said.

Thulesen said, “I took my momma out to dinner with some of the money. I still owe Ray a couple beers.”

As a steward, Meduna did exactly the right things, Jackson said. “He followed the grievance steps, but didn't even have to file a grievance.”

Jackson said Machinists Union members shouldn't hesitate to ask their union stewards for help in situations like this. “If we can document how and when the company made a payroll error, we've got a pretty good record of getting our members the back pay they've earned.”



District 751 Business Rep Richard Jackson (left) praised Union Steward Ray Meduna (right) for his actions that led to 787 team leader Dick Thulesen getting nearly \$6,000 in back pay that was owed to him.

International President calls District 751 a 'flagship'



IAM International President Tom Buffenbarger (right) draws a laugh from District President Tom Wroblewski and Secretary-Treasurer Susan Palmer during his speech.

IAM the Future...New Member Conference March 30

Want more information? To meet union leaders? Pathways to get involved in the union? Then plan to attend the New Member Conference on Saturday, March 30, from 10 a.m. to 2 p.m. at the Seattle Union Hall, 9135 15th Pl. S.

The event is designed to educate and motivate members to take a more active role in our union. The more informed the membership is, the stronger our union becomes at the bargaining table, in the community and in the political arena.

This will be a fun, informative four-hour

interactive workshop that will introduce you to our history, our union leaders at both district and local lodge levels, various committees, and other activities of our union. Each has a place where you can be involved or just simply learn more.

The 2016 Boeing contract is just three years away, and there are lots of new members wanting to learn more before negotiations begin.

The event is free and includes lunch, but you must reserve your spot by calling Kay at (206) 764-0335 or email at kaym@iam751.org.

Continued from Page 1

“Think of what you can do to make this union even better,” he urged.

IAM General Vice Presidents Mark Blondin and Gary Allen also attended the meeting.

Blondin – the former District 751 president – said the union is stronger today than it's ever been, with growing numbers of volunteers taking part in community service, political and union activities.

Last year's contract extension with Boeing is something all District 751 members can be proud of, he said. It protected pensions, brought pay increases and kept health care costs affordable – and most of all, it provided job security by securing the 737 MAX for Renton.

It also sent a message to Boeing and other employers, Blondin said.

“We don't mind a good fight,” he said. “We've had our share. But if you treat us fairly, we can secure a good deal.”

Allen called District 751 “a beacon to the rest of the union, and indeed, the rest of the labor movement.”

“There's a great need for a union like this,” he said. “We bring great things to people's lives, things that people need.”

“You guys kick ass and take names,” Allen added. “Thank you and keep up the good work.”

District 751 President Tom Wroblewski thanked the union GVPs for their support. “It's a great district to be a leader of.”

All members welcome!

Saturday, March 30

10 a.m. to 2 p.m. (free lunch provided)

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

Reserve your spot TODAY, by emailing kaym@iam751.org or call 206-764-0335

COMMUNITY SERVICE

Local C preps for Guide Dogs benefit Hold ‘em tournament

Local C officers are completing their preparations for the second annual “All in for Guide Dogs” Hold’em Tournament.

The poker tournament will be from 3-7 p.m. Feb. 16 at the Tulalip Resort Casino, 10200 Quil Ceda Blvd. The tournament is sponsored by Local C and is a fundraiser for Guide Dogs of America.

Local C sponsored the tournament for the first time last year, and raised \$9,000 for the charity.

“Our first tournament was a big success, so we decided to do it again, and to add more players this time,” said Local C President Ron Coen.

There is a \$100 entry fee, with a limit of 150 entries – which is 50 more than last year. Lessons will be offered before tournament play starts. The top finishers will split a final table payout of \$3,500.

A handful of spots were still open as the *AeroMechanic* went to press. To sign up, contact one of the Local C organizing committee members:

In Auburn – Either Ron Coen (253) 886-0036 or Dave Swan (253) 640-5161;

In Everett – Chris Louie (206) 304-2800, Thong Trang (206) 422-1256 or Rod Sigvartson (425) 231-4248;

In Renton – Paul Burton (206) 898-9964; and

In Seattle – Chuck Fromong (206) 599-9198.



Last year’s “All in for Guide Dogs” Hold’em Tournament winner Joey Fischer places a bet at the final table.

MVPs feed homeless, plan fundraiser for Tacoma mission



Members of District 751’s Machinists Volunteer Program are working on plans for a 5K walk and food drive that would benefit The Rescue Mission in Tacoma.

The Vennie Murphy 5K Walk is set for April 6 at Fife High School.

The event would honor Murphy, an MVP who was honored by the mission as one of its top volunteers in 2012.

Proceeds will support the mission’s programs to fight homelessness and drug addiction in Pierce County.

MVPs continued their volunteer work at the mission in January by helping to prepare and serve breakfast on two weekends.

(Far left) Retired MVP Tom Lindberg prepares to serve corn flakes at The Rescue Mission in Tacoma. (Near left) MVP Rob Curran poses in the kitchen with cereal.

IAM 751 activists honor legacy of Martin Luther King

More than 70 Machinists Union activists and members of their families came out on Jan. 21 for the annual Martin Luther King Day celebration in Seattle.

A leader in the fight for human rights, King was also an advocate for unions who spoke out against anti-union laws. Speaking in 1961, he said:

“In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as ‘right to work.’ It is a law to rob us of our civil rights and

job rights.

“Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone,” King continued. “Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights.”

“We do not intend to let them do this to us,” he concluded. We demand this fraud be stopped. Our weapon is our vote.”



District 751 activists pose on the steps of Garfield High School in Seattle after the rally before starting on the March.

Photo upper right: Steward Nick Powell, his wife Jami and son Dylan enjoyed the march and rally.

Photo lower right: Steward Steve Delizo was one of the Stewards wearing his union jacket in the MLK march.



COMMUNITY SERVICE

District 751 joins Pierce County unions to collect peanut butter

District 751 members are once again collecting peanut butter to help feed hungry people in Pierce County.

The Pierce County Central Labor Council kicked off its annual peanut butter drive in January, with support from District 751 and other labor unions.

Last year's drive collected nearly 2 tons of peanut butter, which was donated to the Emergency Food Network and distributed throughout Pierce County. District 751 Machinists were the top contributors to the effort, collecting 552 jars of peanut butter, which was 27 percent of the total.

Peanut butter and jelly sandwiches are an American staple, and peanut butter is an essential source of protein for many people, and children in particular, said David Henry, a District 751 officer who represents the union as a delegate to the Pierce Council labor council.

"Peanut butter is something every kid will eat," he said. "It's a simple way to provide good nutrition, and it's something that food banks really need."

Donations of peanut butter can be dropped off at District 751 union halls in Auburn, Everett, Renton and Seattle.

The peanut butter drive can also be a way to support union workers, Henry said. Jif brand peanut butter is made by members of the United Food and Commercial Workers union.

In addition, "if you buy jars of Jif at union grocery stores, you can get a two-for-one as far as supporting fellow union workers," Henry added.

In Puget Sound, workers at Albertson's, Fred Meyer, Haggen/Top Food, Metropolitan Market, PCC, QFC, Red Apple, Safeway, Thriftway, Town & Country/Central Markets and Uwajimaya are all union members.

Buffenbarger praises MVPs



Members of the Machinists Volunteer Program Committee briefed IAM International President Tom Buffenbarger (standing, center) and GVP Mark Blondin (standing, right) on the group's recent volunteer projects as well as its plans for 2013. Buffenbarger praised the MVPs for the work they do to help others, which he said embodies the IAM's commitment to service to the community. "Thank you for doing it," Buffenbarger said, "from a grateful union."

District 751 ramps up community service activities



District 751 volunteers built two wheelchair ramps in December. One (above left) was for retired member Ezell Ragsdale -- the father of current Union Steward Margie Pernell -- at his home in West Seattle. The other was for the Berry family in Burien, who have two young boys suffering from a form of muscular dystrophy that has left one totally confined to a wheelchair. The Berrys said they'd asked the Washington Department of Social and Health Services for help getting a ramp built at their home, but were denied. But someone who overheard them talking referred them to District 751's MVP program. Volunteers -- including IAM GVP Mark Blondin, Grand Lodge Auditor Bruce Spaulding and Business Rep Brett Coty -- were glad to help, said MVP Chairman Robley Evans.

Union volunteers help sort food at Northwest Harvest



More than 70 volunteers -- from District 751 members and their families -- were at the Northwest Harvest warehouse in Kent on Dec. 26 to help sort food. The volunteers bagged 10,000 pounds of oatmeal, which will provide 7,692 meals for area families.

Photo right: Steward Koren Anderson (far right) brought her two sons JJ and Levi to help, as MVP Chairman Robley Evans approaches.

Far right: Union Steward Scott Schafer puts the bagged oats into boxes, along with several volunteers family members.



JBLM Machinists stage annual chili cook-off

The weather outside was cold, and inside it was kind of “chili.”

But that’s the way the annual chili cook-off works for District 751 members who maintain and operate C-17 flight simulators at Joint Base Lewis-McChord.

This year’s cook-off was the sixth annual one for the group, which is made up of about 50 union members who work for three defense contractors at JBLM: AAI Textron, Eagle Systems and L-3 Communications.

Most of the members are ex-Air Force personnel, and chili cook-offs are an ingrained part of the Air Force culture, explained Mark Lewis, who helped organize the contest.

“Squadrons do chili cook-offs,” he said.

So a few years back, the C-17 flight simulator teams decided to continue the tradition in civilian life.

“We’ve always done them in the military,” Lewis said. “Why don’t we do one here?”

This year’s contest on Jan. 18 drew 14 chili entries, including one entered by Local C President Ron Coen, who was part of a District 751 delegation to the cook-off led by Joe Crockett, who is the business representative for bargaining units at JBLM.

Lewis and two other past winners of the contest – Craig Kelshaw and Lew Matz – formed the expert judging panel, while everyone else who attended – close to 40 people -- cast votes for a “People’s Choice” award.



Judges (from left) Lew Matz, Mark Lewis and Craig Kelshaw sample entries in the C-17 flight simulator group’s annual chili cook-off.

Union member Dewey Owens took home both a first-place trophy and ribbon as the People’s Choice winner for his “San Antonio Especial” chili.

“They really were all good,” said Lewis. But Owens’ chili “had good balance all the way: good taste, good color, good aroma. It was not too hot and not too sweet.”

The judges gave Jared Wood a second-place ribbon for his “Perfectly Pork” chili, and Coen’s pot of “Texas Bean” chili – based, he said, on an old family recipe -- earned him third-place.

The cook-off was “a lot of fun, and a great way to build camaraderie and solidarity,” Crockett said.



Dewey Owens (center) had the best chili according to both the judges and “People’s Choice” voters. Jared Wood (left, with daughter, Clara) was second and Local C President Ron Coen won the third-place ribbon.

Coen agreed. “Our JBLM brothers and sisters are onto something here,” he said. “We’re going to look into incorporating this idea into our Local C events in the future.”

Review process explained for brand name prescription coverage at Boeing

In January, prescription drug coverage for members at Boeing introduced the “Member Pay the Difference Generic Prescription Incentive Program.”

The program encourages members to use generic over brand name drugs. That means if you purchase a brand-name drug when a generic equivalent is available, whether at your request or your physician’s, you’ll pay the generic co-payment plus the cost difference between the brand-name and generic drugs.



The contract notes that if for any reason your physician believes that you must use a brand-name drug, he or she can ask for a coverage review by calling the service representative.

Several members have called asking how to use the review process. The doctor must submit the “Coverage Review Request Form” available at www.iam751.org/reviewform.pdf.

The doctor then presents the form to Medco/Express scripts either by fax at 1-800-837-0959 (without a cover sheet), or online.

Online, your doctor can log in to the Physician Coverage Review portal at <https://host1.medcohealth.com/medco/corporate/login.jsp> (Note: Will require a password and PIN. For doctors, call 1-800-496-5661 to get a password and PIN).

In regards to the review process, the contract states: “Brand name drugs are covered at no additional cost to you when your physician provides information to the service representation (Medco

Health Solutions at 1-800-841-2797) showing that you:

- Experienced an adverse reaction, allergy or sensitivity to a generic equivalent
- Experienced therapeutic failure with a generic equivalent
- May be destabilized by changing to a generic equivalent, or
- Would be at unnecessary risk by changing to a generic.”

Your doctor’s order requiring the brand name drug must comply with one of these reasons. If your doctor has questions on the form or process, the doctor can call 1-800-753-2851.

Second chance to take Health Assessment for members at Boeing

IAM members (and their covered spouses) working at Boeing who did not complete the health assessment questionnaire by the Dec. 21 deadline will have a second chance available until March 29.

Members can visit Boeing TotalAccess and click “My Well Being” for second chance information.

Covered spouses or domestic partners enrolled in Boeing-sponsored medical

plans who wish to take the health assessment also have the second chance option until March 29. Spouses who want to take the health assessment must register, then create a user account on the WebMD Health Manager site at www.webmdhealth.com/boeing.

Since the original assessment deadline has passed, the additional payroll contributions will apply until the health assessment questionnaire is completed.

New stewards train at URS



District 751 Business Rep Joe Crockett leads a training session for new stewards with URS Corp. at Joint Base Lewis-McChord. The stewards were appointed to represent roughly 350 workers who reset helicopters and do site maintenance at JBLM. They ratified their first union contract in July 2012.



Officers from Disabled American Veterans Chapter 23 in West Seattle present District 751 with an award honoring the union’s support of veterans. From left: Local C Recording Secretary David Henry, Local C President Ron Coen, District 751 President Tom Wroblewski, DAV Chapter 23 Treasurer Leonard Young, Adjutant Frank Furner, Senior Vice Commander Bill Jenkins and Commander Marvin Burnett.

Local veterans honor union for supporting jobs for vets

District 751 has been honored by a local chapter of the Disabled American Veterans for its support of America’s service men and women.

Like the DAV, District 751 works to ensure that American veterans can access all the benefits they have coming to them after their service, said Marvin Burnett, a former Machinists Union steward who now commands DAV’s Chapter 23 in West Seattle.

“Thank you and everyone in the union for taking care of our veterans,” he said, as he presented District 751 with a

plaque.

The Boeing Co. does a lot for veterans “because we insisted on that,” said District President Tom Wroblewski, who accepted the award.

“We all owe every one of our veterans a debt of gratitude,” Wroblewski said. “Anything we can do on your behalf, we need to do.”

Burnett led a DAV delegation that presented the award at the Jan. 10 meeting of Local C. Stewards and officers belonging to the local passed the hat and collected \$616 for DAV Chapter 23 at the meeting.

RETIREMENT NEWS

January Retired Club business meeting minutes

By **RUTH RENDER**
Retired Club Secretary

The meeting was called to order Jan. 14 by President T.J. Seibert who led attendees in the Lord's Prayer followed by the flag salute and the singing of "God Bless America."

Roll Call of Officers: All officers were present.

Minutes: It was M/S/P to accept the November meeting minutes.

Financial Report: The November and December expense

reports were read by Treasurer Betty Ness. A motion was made to accept the reports as read. **M/S/P.** An audit will be performed Jan. 21 and a report will be given at the next business meeting.

Communications: Ruth Render spoke about the memorial for Mary King that took place at the Seattle Union Hall. She and Betty Ness were asked by the family to secure the hall and assist in getting a catering service. She thanked those who came and helped. There was a good turnout of union members.

Ruth also spoke about the Highline Hospice program in Burien. Volunteers are needed, training begins in February. Call (206) 439-9095 if you are interested.

Business Rep Report: Business Rep Ron Bradley gave the report.

Health & Welfare: Helen Pompeo gave the report. A moment of silence was observed for deceased members Onorato Chiodo, Mary King, Larry Rezek and W.E. Slighter. Sympathy cards were sent to the next of kin.

Legislative Report: Carl Schwartz spoke about what has changed as a result of the tax agreement Congress passed to avoid the "fiscal cliff." He also spoke about changes occurring with the phase-in of

the Affordable Health Care act including the "doughnut hole" becoming smaller, lifetime caps on benefits being lifted and pre-existing conditions no longer causing disqualification for coverage.

Carl also spoke about anti-union drives in about 20 states that have Republican governors and legislatures. Pay and benefits of government and private employees are being cut and the number of workers decreased. That means less purchasing power in the impacted communities and

therefore less tax revenue, leading to a downward economic cycle. Projected cuts in military spending mean cuts in related jobs, including many workers represented by our Machinist Union. This makes it imperative that we work add civilian jobs with equivalent union representation, pay and work standards.

Carl then read a resolution he proposed to lower the voluntary retirement age to 60 in order to open up jobs for younger workers. The resolution will be sent to several Washington state representatives serving in Washington, D.C.

District 751 Legislative Director Larry Brown thanked the retirees for their help to get out the vote last year. The union is three for three in Congressional races: DelBene in the First District, Kilmer in the Sixth District and Heck in the new 10th District. Our union will be credited for helping them win. Larry noted he has been appointed to Inslee's transition team. He also spoke about challenges this year including budget shortfalls, building the infrastructure for the health exchanges for the Affordable Health Care Act and \$200 billion in deferred transportation projects. We have a challenge to raise revenue for the transportation projects with fewer gas tax dollars due to newer cars being more gas efficient.

We will be working to find ways to increase funding. A good transportation system is important to Boeing and our members. We are also continuing to work with others to foster training programs to produce a knowledgeable workforce that can replace

the many workers who will retire in the next several years. Larry thanked everyone again and said he will be asking the retirees to make calls in the future to help get legislation passed. **Good and Welfare:**

Tom Lux spoke about Senior Lobby Day, Thursday, Feb. 21. The union will provide buses to the event at the capitol in Olympia. There is a \$15 registration fee, which includes lunch. Secretary-Treasurer Sue Palmer stated that fee will be covered by the union. We will leave the Seattle Union Hall at 7 a.m. and will return around 3 p.m.

Robin Guevarra thanked the union for its backing over the years. She noted Senior Lobby Day is a fun event, but if you go you need to follow through when you get there.

Mike Lough encouraged all to take part in Senior Lobby Day and thanked the union for helping with the event.

John Guevarra spoke about the Martin Luther King Jr. events on Jan. 21 at Garfield High School. He then spoke about climate change. He heard an expert on the topic on a recent Moyers and Co. program on TV. John suggested writing a letter to Governor Inslee about climate change. A voice vote replied yes.

Mike Lough spoke about the need to increase membership in the Retirement Club. He said our union leaders are working on this. T.J. Seibert said Carl has written a letter addressing this issue. There is discussion about giving a packet to new retirees to encourage them to become members in the club.

Ron McGaha said we are fortunate to have people like Larry Brown, Carl Schwartz, John Guevarra and Tom Lux who are outspoken and working for retirees. He then asked for a show of hands for those who would be willing to call their two representatives to tell them you oppose the chained CPI for benefit calculation for Social Security. There was a good show of hands.

President's Report: T.J. Seibert thanked everyone who helped with the Retiree Club Christmas



T.J. and Mary Seibert celebrated their anniversary in January.

dinner. He then read a letter to District 751 thanking them for helping to make the dinner a success.

T.J. noted Retiree Club officers nominations take place next November, with the election next December.

T.J. also spoke about Mary King's memorial and stated she was quite a lady. He thanked those who attended the memorial.

Birthdays & Anniversaries: T.J. & Mary Seibert celebrated their wedding anniversary in January.

Unfinished/New Business: None

Adjournment: A motion was made to adjourn at 12:15 a.m. **M/S/P**

RETIREES

Congratulations to the following members who retired from the union:

Annette Ackerson	Karla Kinsella
Leona Allen	Chien Laem
Hiroataka Ando	Leslie Long
Dennis Armstrong	Richard Lorentzen
James Biehl	John Macauley
Stephen Chan	John Martin
Leslie Crossfield	John McReynolds
Rosalie Ellgen	John Miller
Jean Fields	David Morriss
Donald Hansen Jr	John Rhodes
Ricardo Haynes	Sandra Steffins
Kelly Hinsey	John White
Donald Kelly	Otis Wilson

Plan to attend Senior Lobby Day on Feb. 21

The Washington State Senior Citizens' Lobby Day will be Thursday, Feb. 21, at United Churches, 110 11th Ave SE, Olympia.

District 751 will pay the registration fee (which includes lunch) and provide a bus from the Seattle Union hall for any retirees who wish to attend. Bus leaves at 7 a.m. Please contact Shirley Hour at (206) 764-0312 to reserve a spot.

The agenda for the 2013 Senior Lobby Day will include several well known speakers and panel discussions on issues such as the Budget, Health and Long Term Care, Pensions and Transportation. Governor Jay Inslee has been invited as the keynote speaker as well as the new Secretary of DSHS, Kevin Quigley.

Reserve your spot on the bus for Senior Lobby Day on Feb. 21 by calling Shirley Hour at 206-764-0312 or 1-800-763-1301, ext. 3312 or email shirleyh@iam751.org.

RETIRED CLUB OFFICERS

President	T.J. Seibert	206-329-0160
Vice President	Helen Lowe	206-523-9526
Secretary	Ruth Render	206-324-4055
Treasurer	Betty Ness	206-762-0725
Srgnt-at-Arms	Leroy Miller	253-736-2756
Trustees:	Louise Burns	206-242-5878
	John Guevarra	206-762-3848
	Mike Keller	206-723-4973

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

Retired Members Check-In Form

Attach Mailing Label Here

Cut out the mailing label bearing your name and address attached to this issue's front page. Paste, tape or staple the label in the space above. Place coupon in an envelope and mail to Susan Palmer, Secretary-Treasurer, IAM District 751, 9125 15th Place S., Seattle, WA 98108. The Union requests this information each year to ensure we have your current address. Please mail this coupon as soon as possible or call the information into the Dues Office at 206-763-1300 or 1-800-763-1301 or email the information to webmaster@iam751.org.

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Deadline For Next Issue Feb. 14th

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MISCELLANEOUS

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10FTMETALHANDBRAKE, Pro II by Tapco, in great condition. \$1,000. 253-852-6809

PROPERTY

MOBILE HOME IN FAMILY PARK. Owner will finance, approx \$800 mo. Including park fees. 3 bdrm/2 bath, built 1990. Double wide. Excellent condition. Carport/storage. Big yard. 253-230-5202

TWO CEMETERY PLOTS in Floral Hills Cemetery, Lynnwood, WA. \$6,990. 480-983-0956 (Arizona)

3 CEMETERY PLOTS at Floral Hills, Lynnwood. Selling from the cemetery for approx \$6,000 each. Will sell for \$2,000 each or \$5,000 for all three. Weeder35@hotmail.com or call 425-419-4873

THREE (3) SIDE-BY-SIDE LOTS at Greenwood Memorial Park, Renton. Sell all for \$3,000. 360-591-8789

LOT ON CANYON CREEK .28 acre \$27,921.00. Adjoining lot \$28,921.00. Electricity and water at street. 360-435-2430

RECREATIONAL VEHICLES

2001 YAMAHA 125tt MOTORCYCLE for sale, pictures available. Good condition. Jim at 704 609-3985

2000 WINNEBAGO ITASCA SUNCRUISER Class A motorhome. 32 feet, 25,000 miles, exc condition, one slide, workhorse chasis, auto level, surround sound, power vents, basement air, generator. \$35,995. 425-787-8840

2000 HOLIDAY RAMBLER VACATIONER. 18,500 original miles. Dual slideouts and leveling jacks. Sleeps 6. Triton V10 gas. \$28,000 OBO. 253-858-6735

VEHICLES

2007 VOLKSWAGEN GTI 2.0 Turbo. 79k miles Auto paddle shift. Great car to spoil the kid with or provide incentive and responsibility to. Or buy it for yourself because you're cool enough to own it. \$13,750. 206 794-0432

1999 TOYOTA CAMARY LE, 4 door, 6 cylinder, automatic, dark blue, grey interior, excellent condition. \$3399. 425-785-6655

1999 DODGE DAKOTA SLT TRUCK, manual shift, 4 wheel drive, tinted windows, custom front end, loaded, silver with black interior. \$6450. 425-785-6655.

1968 DODGE PICKUP ¾ TON CAMPER SPECIAL, 318-V8, 4 speed manual transmission, 410 posi rear end, unrestored original numbers matching, original owner. \$2,600. 425-271-2044.

1993 CHEV C1500 PICKUP 4 x 2 extended cab, 2 door short, 8 – 5.7 F1, teal ext, gray interior. 132,429 miles. Damaged front left and hood. 360-491-3044.

TOOLS

10 INCH CHOP/SLIDE SAW. Used on only one project. \$60. 253-839-2519

SEARS CRAFTSMAN AIR COMPRESSOR, 3.5hp, \$125. 425-641-5567 evenings.

Beckendorf Scholarship accepting applications

Do you know a son or daughter of a union member living in Pierce County who will be continuing their education after high school in 2013? If so, they are invited to apply for the Jerry Beckendorf Community Service Scholarship – named after the long-time community leader who retired after serving 15 years as the United Way and Pierce County Labor Council's labor liaison. His commitment and efforts to build a better community continue to impact the lives of Pierce County residents.

- Applicants must:
- Complete a 500-word essay describing their most rewarding volunteer activities, how they personally affected their life and explain what they learned from the experiences (this essay must be submitted with application);
 - Be a high school senior in Pierce County, and plan to attend a university, community college, trade or technical school in the fall of 2013; and
 - Have at least one parent or guardian who is a member of a labor union.
- Deadline for submitting applications is Feb. 28. Applications can be downloaded at www.iam751.org/jbscholarship.pdf or picked up at any union office.

IAM Scholarship deadline approaching

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

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

Awards to Children of Members are:

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

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

Eligibility for Competition

Any applicant must be either:

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

Child of a Member Applicant--

- Must have one living parent with two years of continuous good-standing membership up to and

including the closing date of Feb. 25.

- Must be planning to graduate during the winter or by the end of the spring 2013 school year (i.e., normally a high school senior);

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

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

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

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

For information on rules of eligibility or to obtain an application form, visit www.goiam.org/iamscholarship.

NOTE: Completed Application Packets must be postmarked no later than Feb. 25.



Obtain an IAM Scholarship application and guidelines online by visiting www.goiam.org/iamscholarship. Completed applications must be postmarked no later than February 25, 2013.

Union Plus college savings grants

If you have children or grandchildren 12 or younger, start saving now for college. The Union Plus College Savings Grant can help by providing \$500 to any union member who opens a new 529 college savings or prepaid tuition account after July 1, 2011, and contributes at least \$1,000. These grants are only available as long as funds last and limited to one \$500 grant per union household.

IAM members and retirees (also other unions that are AFL-CIO) can take advantage of this Union Plus grant.

How to apply

All steps must be completed and documents received by Union Plus by March 31:

1) Complete the online application form after you open your 529 account (<https://www.unionplus.org/life-planning-services-legal/member-assistance-programs/union-safe-grants-education-savings-form>). There is also a link on the 751 website at www.iam751.org. NOTE: All accounts must be opened after July 1, 2011, and must be in the union member's name. Your 529 account beneficiary must be 12 years old or younger at the time you open the account.

2) When your account has a balance of at least \$1,000, mail the following:

- A letter or first statement from the plan sponsor showing the date the account was opened.

- A current statement showing a minimum balance of \$1,000

Mail to: ATTN: College Savings Grants, Union Privilege, 1100 1st Street, NE, Suite 850, Washington, DC 20002

- You will be notified by mail. Please allow four to five weeks for application processing.

Officers accept the Oath of Office for 2013



District President Tom Wroblewski (l) administers the oath of office to Local F officers (L to R): Trustee Fred Hoskins, Rec. Secretary Paul Veltkamp, Trustee Dorothy Crace, Trustee Gabby Rogano, Local F Audit Shannon Pruitt, Women's Committee member Sukari Mdogo, Conductor-Sentinel Bill Langlois, Sec-Treasurer Christine Fullerton, Local F Audit Eric Reyes, Vice President Robley Evans and President Dwyane Johnson.



Business Rep Ron Bradley (l) administered the oath of office to Local E Officers: President Ira Jay Carterman, Rec. Secretary Roy Wilkinson, Dist. Audit Al Gibson, and Conductor-Sentinel Travis Oney.



Local F President Dwyane Johnson (r) administers the oath of office to Local F Audit Terry Castle as Rec. Secretary Paul Veltkamp looks on.



Staff assistant Ken Howard administers the oath of office to Local 1123 officers (L to R): Bailey Olin, Jim O'Brien, Adam Focht, Barry Wright, Tie Morrison, and Fred Willsey



Business Rep Steve Warren (far left) administers the oath of office to Local 86 officers L to R: Vice President Gary Swartz, Rec. Secretary Carl Andrews, President John Kofol, Trustee Bill Nikkola, Trustee Bob Six, Conductor-Sentinel Allen Eveland (hidden from view), and Trustee Casey Streeter.

EASTERN WASHINGTON

Gearing up for contract talks at Triumph

The 490 Machinists Union members working at Triumph Composite Systems in Spokane are gearing up for contract talks later this spring.

The current collective bargaining agreement expires on May 10, but members are already getting involved.

Since the contract was ratified in 2010, 155 new Machinists Union members have joined the payroll.

Union negotiators met with Triumph leaders in January to outline a schedule for negotiations.

Business Rep Steve Warren said he recognizes the need to engage and educate these new members so they will participate and feel a part of the bargaining process.

To boost new member involvement, Local 86's quarterly brown bag lunch meeting in January focused on the Triumph negotiations. The meetings are designed for second and third shift members who cannot attend the regular monthly lodge meeting at 6 p.m.

The January meeting attracted 37 new members, who came eager to learn more about the union, upcoming negotiations and their role in the process.



Business Rep Steve Warren administers the membership oath to members who attended the brown bag quarterly meeting to get information and become involved in the upcoming negotiations at Triumph Composites Systems.

Warren began the meeting by outlining the responsibility of members in day-to-day operations, as well as during negotiations. The next discussion focused on the steps in the negotiation process, a timeline for negotiations, and an in-depth explanation of why surveys are an instrumental tool in collecting membership input and how that is used to develop a contract proposal.

Stewards began distributing the first survey for the Triumph negotiations on Jan. 25, which focuses on health and benefits. The next survey will focus on economics.

Surveys are distributed by stewards in the factory. Every member is encouraged

to take part and complete the survey by Feb. 8. Surveys are also available at the Spokane Union Hall.

The group also discussed the union steward's role in the negotiation process, as well as the shop floor representative who serves on the bargaining committee.

Two-way communication throughout the process is key to delivering a proposal that meets the needs and expectations of the members, Warren said. He also showed a timeline of negotiation events.

Members learned the most important tool they can hand negotiators is a strong strike sanction vote. The strike sanction vote for members at Triumph will be held on Thursday, March 28, from 1 to 5 p.m. at the Airport Ramada Spokane. All members should plan to attend.

The strike sanction vote is required by the IAM Constitution and provides advance legal notice to the Grand Lodge to prevent any undue delay if they vote to strike at a later date. More important, the vote is a prime opportunity to demonstrate that members are united and

support the negotiators.

A strong signal of membership determination can persuade the company to bargain earnestly and reduce the chances that a strike will be needed to secure a good agreement.

The IAM Constitution requires a

reaffirmation of strike sanction when members vote on the final offer.

"It was a great turnout," Warren said. "Members were excited to get involved and learn more."

"When I asked if any wanted to

take the oath of office, all stood and raised their hands," he added. "They understand the importance of solidarity and speaking out, which will translate into a stronger bargaining position at the table."

The Machinists at Triumph play a critical role in the production of all Boeing airplanes. They fabricate approximately 10,000 environmental control system, flight deck and composite interiors assemblies and 9,000 floor panel assemblies each month, while operating at only 50 percent capacity.

FIRST STEPS TO CONTRACT

1 Health & Benefit Survey

Distributed Jan. 25 by Stewards.
Return completed surveys by Feb. 8.

2 Wear Union Shirt

Union members can show their solidarity and promote visibility by wearing a Union shirt to work.

3 Plan to Attend Strike Sanction

Thursday, March 28, 1 to 5 p.m.
Airport Ramada Spokane. A strong vote shows the company members are united.



Union negotiators met with Triumph negotiators in January to outline a schedule for negotiations. L to R: Dist. President Tom Wroblewski, Aerospace Coordinator Mark Johnson, Business Rep Steve Warren, Triumph Negotiators David Whitney, Tim Stevens, and Mike Schelstrate.

Apprenticeships come to Yakima

AJAC is now offering a machining apprenticeship program at Yakima Valley Community College.

The program started Jan. 10, with nine apprentices from GE Aviation in Yakima, which is one of the companies that is a training agent for AJAC – the Aerospace Joint Apprenticeship Committee. AJAC is continuing to register apprentices at Yakima Valley for the spring quarter.

"We're excited to introduce our machining program in Yakima County," said Laura Hopkins, who is AJAC's executive director. "The expansion of our programs in new counties gives aerospace and manufacturing employers throughout all of Washington state the chance to pass along the knowledge and skill of their master tradespeople, and get their new employees trained with the skills they need."

AJAC was founded with a state

grant to District 751, and two members of the union sit on the AJAC board of directors.

This is AJAC's first apprenticeship program in Yakima County. It already has programs in Spokane, Franklin, Pierce, King and Snohomish counties providing training in the trades of machining, precision metal fabrication and aircraft mechanics-airframe.

AJAC apprenticeships combine supervised on-the-job training experience with college-level classroom instruction, enabling employees to earn while they learn and employers to increase their workforce skills without disrupting production. Upon graduation, the apprentice receives their Journey-Level Certificate certifying them as a master tradesperson.

To find out how you can become an apprentice, visit www.ajactraining.org/getting-started

Proud to wear union colors

Local 1951 recently rewarded members at union meetings with the chance to win membership jackets as door prizes. The free raffles helped promote solidarity and union visibility in shops throughout Eastern Washington – as raffles were held for Local 1951 and at the monthly meeting in Yakima.



Above: Local 1951 Steward Dave Bailey (l) presented Robert Graser with a membership jacket.



Left: Local 1951 President Craig Smoot (r) congratulates Derek Larche for winning the union jacket.