

DISTRICT 751 AERO MECHANIC

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APRIL 2007

Wroblewski Elected District President

Thanks to all the members who took the time to vote in the interim election for District President on Friday, March 16. Tom Wroblewski was elected the new District President. The election was triggered after Mark Blondin accepted a position with the International as Aerospace Coordinator.

Below are the vote totals for each candidate:

Tom Wroblewski 2914
Clifton Wyatt 2346

After thanking members for the privilege to serve as District President (see quote in box at right) Tom Wroblewski added, "I want to unite the membership to ensure we have a strong bargaining position for upcoming negotiations and hope to get more members involved in our Union. We have many issues ahead

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Tom Wroblewski, District 751 President & Directing Business Representative



- Active Union member 31 years
- District Grievance Coordinator, 2004-2007
- Business Representative, 1992-2007. Served members in Everett, Renton, Auburn, Frederickson, Seattle and outbases
- District Council Delegate
- 2005 Main Table Negotiations
- 2005, 2002, 1992 Negotiations Jobs Committee Chair
- 2006 GKN Negotiations
- 1995 Negotiations Health & Safety Committee
- BAE Negotiations

"I want to thank all the members who voted in the interim District President's election. Taking part in the process is what makes our Union strong. To serve as your District President will be an honor and a privilege. I want to thank the members for trusting me with this position. Our Union has to listen to members, have their respect, help solve problems and be willing to fight for them, which I have been doing for over 30 years. In the past month, I have talked to a lot of members and heard many concerns in the various shops and plants. What I heard tells me we need to make some changes, and I will work to make them happen."

Rate Changes Result in \$848,000 in Back Pay

Newly elected District 751 President Tom Wroblewski announced that over 180 members will split \$848,000 in back pay as Boeing readjusts their pay rate retroactive to their most recent rehire date. The back pay will go to previous IAM members who lost seniority rights (i.e. recall rights expired, accepted a lump sum severance package upon layoff, quit the Company, etc.) and returned to the payroll classified as new hires at the minimum rates.

The Union and Company have worked together to provide more appropriate compensation to individuals with prior Boeing experience and will adjust their pay rates to the rate they last held at Boeing rather than starting them at the minimum rate. Not only will these members get a bump in their pay rates, Boeing is making the increase retroactive to their hire date.

Newly elected District 751 President Tom Wroblewski played a role in getting the back pay. As District 751 Grievance Coordinator, Wroblewski had been working with Boeing Compensation for months on the matter.

"I applaud Boeing for doing the right thing and adjusting the pay rates of these members to more adequately reflect their Company experience. Most of these members are not aware this is even in the works. It should be a pleasant surprise when they get the money on their paychecks that acknowledges their value to both the Company and the Union," Wroblewski stated.



District 751 President Tom Wroblewski (r) reviews with Boeing Compensation Specialist Cindy Jorgensen details on the 181 members who will split \$848,000 in back pay and have their pay rates adjusted.

Keep in mind this was not a contractual issue, as each member involved had severed their bargaining unit rights. Under Section 6.2 of the contract, Boeing has the ability to hire people anywhere in the rate range. Normally, the Company brings people in at the minimum – with a few exceptions for jobs that show market rates higher than the minimum.

Many of these members who will get the back pay are working in the same shop or job title they had previously held at Boeing. When the situation was brought to the attention of Boeing Compensation in early 2006, they began correcting the problem on an individual basis. In September 2006, Boeing Workforce began looking at the documentation process to identify all individuals and ensure no one 'fell through the cracks.'

Boeing Compensation Specialist Cindy Jorgensen noted, "We are hiring very qualified individuals. They should be given credit for their previous time and commitment to Boeing. This adjustment will accomplish that."

She added, "For the individuals affected, be patient. It will take time to correct our records, but we will ensure each person receives the proper compensation and back pay."

751-Member Lori Belles, who will be receiving an adjustment and back pay, declared, "I'm thrilled to get the back pay and be restored to my previous pay rate. I appreciate having the Union and Company work together on this."



Member Jim Odell (r) thanks Union Steward Henry Napenas for his efforts that resulted in \$2,400 in back pay and put him at max rate.

Steward Secures Back Pay for Member

Thanks to the hard work and persistence of Union Steward Henry Napenas, 751-member Jim Odell received over \$2,400 in back wages and is now at the proper wage rate.

After being recalled from layoff, Jim felt he was not receiving the proper wage rate. He had originally hired into the Company in 1989 and thought he should have been at the maximum rate before his layoff in 2004.

Jim approached Henry with his rate concern. Henry investigated the facts and confirmed this member should have been at the maximum rate prior to his layoff in 2004, which meant his recall should have been at the maximum rate, as well. Because he is on second shift, Henry had additional challenges in contacting the right people to reach resolution. Henry continued to pursue the matter even after a couple HR reps said nothing could be done. Throughout the process, Henry kept Jim informed of the progress and let him know he was still working the issue.

As a result of Henry uncovering the facts and communicating this information to the right Company personnel,

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Preparing Our Proposal

Negotiations with Triumph Composites begin in April. Strike Sanction vote will be April 17th

Union Advantage

It pays to be Union is more than just a slogan. Union workers have higher wages and benefits

By the Book

787 members' rights are protected – even while in training



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Coming Year Presents Opportunity to Address Issues

**by Tom Wroblewski,
District President**

First and foremost, I want to thank all the members who turned out to vote in the interim District President's election on March 16th. Taking part in the process is what makes our Union strong.

To serve as your District President will be an honor and a privilege. I want to thank the members for trusting me with this position. Our Union has to listen to members, have their respect, help solve problems and be willing to fight for them, which I have been doing for over 30 years. I have hit the ground running in this new position and will keep our Union moving forward.

In the past month, I have talked to a lot of members and heard many concerns in the various shops and plants. What I heard tells me we need to make some changes, and I will work to make them happen.

Servicing our membership is a big issue. With more members, we need to look for new ways to provide better service and representation. Members across Puget Sound want to have the Union more visible in the shops. It is



something I want to see, as well.

Educating our membership is also a priority. We need to find new ways to educate both our new members and those who have been here for years. An informed membership will strengthen our position at the bargaining table next year. Just as important is the need to improve communication – with the reps and staff, the Stewards and the members on the shop floor. Two-way communication is critical to ensure we are addressing members' issues and know your concerns.

In addition, we need to understand where the Company is going and work with them to be a part of that change. We must affect change to the benefit of our membership. The \$848,000 back pay I helped deliver is a prime example of working with the Company to better understand and address an issue. Just because these members did not have recall rights, they should not have returned at the minimum wage rate. Their previous experience and time has to count for something. This cooperation is why Boeing did the right thing and corrected a situation they were not contractually obligated to even address.

We face a similar issue at Triumph in Spokane. Many of our members who were laid-off when it was a Boeing plant are now working for Triumph. Yet their years at the Boeing Spokane plant only earned them an additional \$1 per hour rather than getting credit for their previous experience. I hope to get Triumph to do the right thing and correct this inequity in their upcoming contract negotiations.

We need to move together into the 2008 Boeing negotiations. I have been working with the business reps and staff to put together a comprehensive program that will include education, visibility, better communication and increased involvement for the members. We are currently drafting the first contract survey for Boeing, which should get distributed in late-May. I hope every member will take the time to complete it and offer their concerns and ideas on our Union. Only with input from the membership can we get stronger and improve our bargaining position.

Yet there is much more on the horizon than just the 2008 Boeing negotiations. In April, we will have our contract opener with Triumph Composites in Spokane. The strike sanction vote for those members will be held on April 17th. I hope every member at Triumph will take part

in that process. Our members at Triumph have worked very hard in the last five years to improve the profits of this Company, and they deserve to be rewarded for that hard work. They took a tough vote five years ago when there was a real danger of the plant closing for good. We preserved those jobs and the Company has prospered. Now is the time for our members to get their fair share.

I have a lot of ideas I will be looking to implement in the future to make our Union stronger and hope each of you will also take part in making our Union even better for the future.

Thanks again for trusting me with this leadership position.

I also want to thank Mark Blondin for his leadership and dedication and wish him much success in his new position as Aerospace Coordinator.

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

Tom Wroblewski

*President, Directing
Business Representative*

Clifton Wyatt

Vice President

Susan Palmer

Secretary-Treasurer

Joe Crockett

Sergeant-at-Arms

Tommy Wilson

Roy Moore

Ernest McCarthy

Paul Knebel

Mark B. Johnson

Jackie Boschok

Ray Baumgardner

Zack Zaratkiewicz

Emerson Hamilton

Stan Johnson

Paul Milliken

Ron Bradley

Jimmy Darrah

Union Business Representatives

Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
- 201 A St. SW, Auburn; 253-833-5590
- 233 Burnett N, Renton; 425-235-3777
- 8729 Airport Rd, Everett; 425-355-8821
- 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from: Nationwide 1-800-763-1301
- Tacoma 253-627-0822
- Hotline: 1-800-763-1310
- Web site: www.iam751.org

(R) TRADE ASSOCIATION 80

751 AERO MECHANIC

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Member of The Newspaper Guild,

CWA #37082

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Wroblewski Elected 751 President

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and by working together, we will continue to have the best contracts in the aerospace industry."

Union halls had a steady flow of members throughout the day. Nearly 25 percent of the members took the opportunity to gain a voice in who will negotiate our next contract. Taking part in the election process is what makes our Union strong.

Special thanks to Paul Fox and Ben Rogers who served as co-chairs of the Election Committee, as well as to all the members who stepped forward to volunteer to help with the election.

Tom Wroblewski was sworn in as District President and Directing Business Representative at the March 27th District Council meeting.



Members get their ballot at the Auburn hall.

Worker Freedom Act Dies, but Other Bills Survive Cut

The legislative session in Olympia has been a mixed bag with some disappointments and some legislation that appears hopeful to become law.

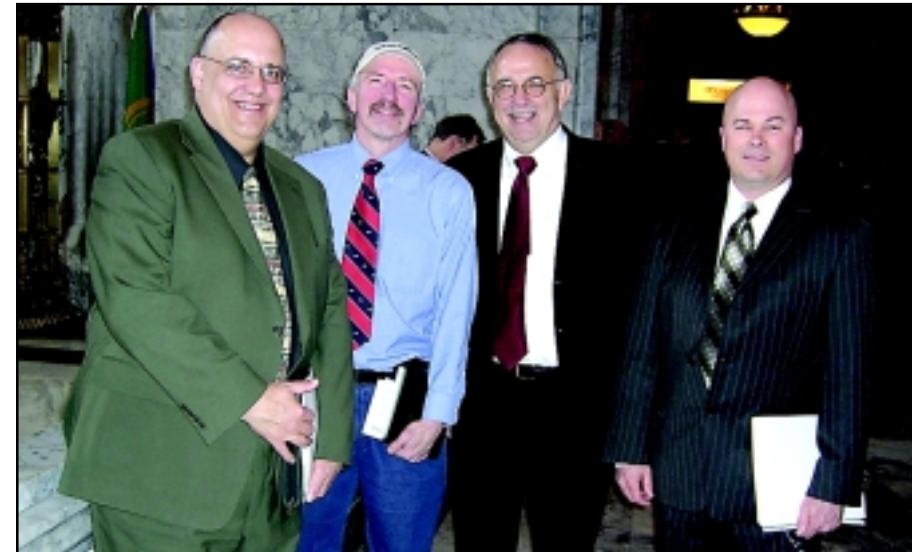
What began as the Aerospace Incentive Accountability Act eventually evolved into legislation covering all employers, giving workers the freedom to choose whether they want to attend their employers' so-called "captive audience" meetings about unionization. Employees should not be forced -- under threat of loss of their livelihoods -- to attend meetings where they are subjected to indoctrination by their employer on issues unrelated to their work or job performance. This new legislation, the Worker Freedom Act, would have allowed employers to conduct such meetings but have allowed workers to walk away if they so choose.

Although there was strong support for the concept of tying the \$3.2 billion in aerospace tax breaks to some form of union neutrality among the Boeing contractors that receive the subsidy, some lawmakers were concerned about targeting a specific industry. But with time running out before bill cutoff deadline, Democratic legislative leaders said they would try to keep the issue alive by passing "intent-language"

bill in the House, and that bill could later be amended with the Worker Freedom Act policy language in the Senate. Such procedural maneuvers, while messy, are not without precedent, especially on bills of particular importance to legislative leaders. Unfortunately, neither HB 2383 (Worker Freedom Act) nor HB 2387 (the intent bill) was brought to the floor for a vote.

Thanks to Rep. Mike Sells, the prime sponsor of the bill, and Rep. Tami Green for their efforts to get a floor vote on one of these bills. We will continue to work with them and with legislative leadership and the Governor on this issue.

SB 5659 - Family and Medical Leave Insurance passed the Senate by a 32-17 vote; passed out of House Commerce and Labor and is currently in Appropriations. This bill would grant up to five weeks of paid leave of \$250 a week so workers can deal with a family member's serious illness or the birth or adoption of a child. It would be financed by a 2-cents-an-hour payroll tax on workers, or \$40 a year. Before passage, it was amended on the Senate floor to stipulate that, although all workers are entitled to receive the benefit regardless of the size of their employer, only businesses with more than 25 em-



Representative Steve Conway (2nd from right) has provided strong support on our issues in Olympia. Pictured in the capitol are L to R: 751 Political Director Larry Brown, Dan Meddaugh, Rep Conway, and Jay Carterman.

ployees are required to provide job protection (meaning the workers who take paid leave must be returned to their previous jobs and wages).

SB 5675--Increasing minimum benefits paid to injured workers to the same standard used in the Unemployment Insurance system, which is 15% of the state's average monthly wage but no greater than 100% of the injured workers' wages. Minimum benefits were last increased in 1969. This passed the Senate 37-8 and is currently in the House Commerce & Labor Committee.

SB 5920 and HB 2073 -- Establish-

ing a pilot program for vocational rehabilitation reform in our workers' compensation system. HB2073 passed the House 85-13 and SB5920 passed the Senate 42-4.

There are still several significant cut-offs before they become law. The deadline for bills to pass from Policy committees is March 30. There is an April 2 deadline to pass fiscal and transportation committees. Finally, April 13 is the deadline for bills to pass out of their opposite-house floor votes.

See the May edition of Aero for a comprehensive review of the session.

751 Implements District Strike Fund to Supplement International Strike Benefits

In passing the 2007 budget, District 751 introduced an innovative idea designed to provide additional financial assistance for members in future strikes. The District Council approved starting a District 751 strike fund, which could supplement strike benefits received from the International. Money will be invested in 2007 at a rate of \$40,000 per month or \$500,000 this year.

The committee appointed to oversee and help invest the funds includes Secretary-Treasurer Susan Palmer, District President Tom Wroblewski, Stosh Tomala, Rod Sigvartson, Jay Carterman and Bryan DuPaul.

The idea is to invest these funds and let them grow from year to year so in time the funds can be returned to the members in the form of a strike benefit.



Meeting on the new 751 strike fund L to R: Bryan DuPaul, Stosh Tomala, Jay Carterman, Rod Sigvartson, Susan Palmer, Mark Blondin and investment reps.

District 751 Secretary-Treasurer Susan Palmer put together a meeting with the group that manages Portland's strike fund. The firm chosen has a good record. Initially, 751 funds will be invested in the same group Guide Dogs of America

uses, which has an excellent record.

It will be a while before the fund can pay a strike benefit. However, this is a good start as a supplement, and we look forward having a meaningful benefit for the members.

Health Care Presentations for IAM Members at Boeing at April Meetings

Representatives from the Boeing medical plans will be available at the April Local Lodge meetings to answer questions about their various plans before this year's open enrollment in May.

It is a good opportunity to get your questions answered, gather more information on the plans, and learn which doctors are in specific plans to help you decide which plan to select.



Apprenticeship Program Will Accept Applications in April



Apprenticeship Coordinator Gina Ames (l) and Joint Programs Administrator Tony Curran (center) talk with LaJoy Roche (r) regarding the new composite technician apprenticeship. LaJoy has worked with composites at Frederickson for over three years.

The Boeing/IAM Joint Apprenticeship Program applications will be provided to interested candidates beginning Monday, March 26, 2007 for the following trades:

Cellular Manufacturing Machinist
Composite Technician **
Industrial Electronic Maintenance
Technician
Machine Tool Maintenance Mechanic
Model Maker
NC Spar Mill Operator

** Note: The Composite Technician apprenticeship program is currently in development. Applications accepted for Composite Technician will be placed in a pool of eligible candidates.

To obtain an application by in-plant mail or U.S. mail, call the apprenticeship office at 253-351-1918. Leave your name, BEAMS ID, and mail code (or mailing address for former employees). An application will be sent you.

To obtain an application electronically, visit <http://www.iam-boeing.com/apprenticeship.cfm>. Print the applica-

tion, fill it out completely, sign it where indicated, and send it to any of the locations noted below.

Applications will be accepted beginning April 1st and must be post-marked or received no later than April 30th.

All applicants for an apprenticeship must be at least 18 years old; be a Washington State Puget Sound area Boeing employee who has been on active payroll within 8 years of the start of the current application acceptance period and

who has never been enrolled in or completed a Boeing/IAM 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.

Submit completed applications to any of the following five locations:

The Boeing/IAM Joint Apprenticeship Office, PO Box 3707 MC 5X-12, Seattle, WA 98124-2207. 253-351-1918

Auburn Union Hall 253-833-5590
201 A Street SW, Auburn, WA 98001

Renton Union Hall 425-235-3777
233 Burnett N, Renton, WA 98057

Seattle Union Hall 206-764-0350
9125 15th Place S, Seattle, WA 98108

Everett Union Hall 425-355-8821
8729 Airport Rd, Everett, WA 98204

Questions? Call one of the numbers above for help.

Note: When applying, do not send original documents in with your application. Any documents submitted will not be returned or made available for copying at a later date. Make sure that you retain copies of everything you submit.

Applicants will not be called for an interview until program development is complete and open positions are identified.


COMMUNITY SERVICE

Volunteers Build Ramp to Help a Fellow Member

Members active in the Machinists Volunteer Program (MVP) regularly build wheelchair ramps throughout the community. However, when one of our own retirees needed a ramp – more than just the usual volunteers turned out.

Within one week of announcing the need for a ramp for 751 retiree Chuck Michaels, Steward Mike Cummins had more than enough volunteers to complete the project. Many of Chuck's former co-workers turned out to help. As they gathered on Saturday, March 10th, the cul-de-sac was packed with cars. 751-member Vennie Murphy even made the drive from Tacoma to help with the event.

Thanks to the volunteer effort, Chuck was able to come home from the hospital and easier access to his home. His wife was so appreciative.

The following helped with the ramp: Bruce Bob Anderson, Keith Chigbrown, Mike Cummins, Jon Holden, Brian Hughes, Scott Larsen, Garth Luark, Vennie Murphy, Duane Roope, Jay Sanchez, Mike Shong and Sandy Torfin.

Special thanks to Bodacious BBQ, who provided lunch for the volunteers. This caterer is a former 751 member who began a new business in Granite Falls a few years back.



The volunteer crew posed on the finished ramp for retired 751-member Chuck Michaels.



To keep the slope gradual for a wheelchair, the ramp had to wrap around the front yard.



Volunteers nail in the frame for the ramp.

Sno-Opolooza Event a Success

Over 40 guests gathered at the SPEEA Everett Hall to see who would win the Snohomish County-opoly tournament March 3rd. Participants played 30-minute rounds, and the winners went on to play a final championship round.

SPEEA Everett hosted the tournament to help the United Way of Snohomish County (UWSC) liquidate its overstock of game boards (in the form of Monopoly with Everett landmarks, such as the Boeing plant, SPEEA and the IAM halls), raise money for the Puget Sound Labor Agency, and to have fun. The event brought in over \$2,100.

The IAM was well represented as Joint Program Administrator Don Shove took first place while Union Steward and Local F Audit James Williams captured second place. Third place went to Chris Glenn, a retired SPEEA member while Megan Wilson (daughter of Boeing's April Wilson) took fourth. 751 Retiree Jim Hutchins, who now works at the Puget Sound Labor Agency, was awarded the Wipe-Out Award for his play in the tournament.

In addition to IAM and SPEEA members, elected officials, Boeing and community leaders joined representatives from United Way and the labor agency for an evening of fun. Volunteers from Frontier Bank served



Organizer Jon Holden (center) was among 751 members taking part in the event to benefit United Way of Snohomish County and the Puget Sound Labor Agency.

as bankers for the tournament. Participants were also treated to a dinner catered by Little Italy Italian Market and Trattoria.

751's Garth Luark, who played in the tournament noted, "This was a great event to bring union members, community leaders, volunteer agencies, friends and family together for an evening of fun."

Special thanks to all the 751 members who turned out and took part in the event: Don Shove, Garth Luark, James Williams, Jon Holden, Jim Hutchins.



751-member James Williams (center) took second place in the Snohomish County-opoly Tournament to raise money for the labor agency.



751 Joint Program Administrator Don Shove won first place in the Snohomish County-opoly Tournament on March 3rd.

Machinists Volunteer Program Potluck Banquet & Awards Postponed

The annual potluck banquet has been postponed from the previously announced date of April 14th. Look for future announcements with a new date.

ECF Grants Offer a Way to Say Thanks

Has a community service organization such as a hospice, food bank, elder care program, youth program or other health and human service agency made a difference in your life or in the life of someone you love? The Employees Community Fund of Boeing Puget Sound board of trustees is offering up to 20 Thank You grants to nonprofit health and human service agencies that have touched the lives of employees.

If a community service agency has touched someone in your life during the last 10 years, publicly say "Thank you" with a \$2,000 special grant to the local community service agency from the Employees Community Fund of Boeing Puget Sound. Employees can nominate an agency to thank them for the difference they have made for themselves or a family member, friend, neighbor or co-worker.

To nominate an agency for a grant, complete the nomination form available online at the Employees Community Fund of Boeing Puget Sound Web site (http://community.web.boeing.com/nwregion/ei_ecf.cfm) briefly describing how the agency helped. Nominations must be received no later than April 30th. By submitting a nomination, employees grant permission to share their stories in print and in video. Luncheon and check presentation information will follow. Only nonprofit 501(c)(3) health and human service agencies located in the Puget Sound region are eligible for grants.



IAM/BOEING JOINT PROGRAMS

PSD Honored for Safety Milestone

On March 13, Propulsion Systems Division (PSD) employees received an "Eternal Flame of Safety" award from the IAM/Boeing Joint Programs Health and Safety Institute. This prestigious safety award was presented after PSD employees hit the milestone of more than a million labor hours with no time lost due to occupational injury or illness.

In February, the approximately 550 people in Propulsion Systems achieved an entire year of safe performance. Two Propulsion Systems teams experienced no occupation-related time loss in more than six years, and other teams' records range from more than five years to more than a year. For the past three years, the organization has achieved a safety record that is considered to be world-class in the aerospace industry.

Bill Stanley, Executive Director of IAM/Boeing Joint Programs presented the award and commented on what he believes sets the Propulsion Systems team apart. "It's commitment," he said. "You are committed to doing the right thing, and you are committed to doing it safely. That many hours without any lost time is truly an honor to you."

"This achievement was not a coincidence, not a stroke of good luck or any-

Following the presentation of the award, PSD employees were treated to lunch in recognition of their excellence in safety.

Photo courtesy of PSD employee Jeff Kane



Photos courtesy of PSD employee Jeff Kane

thing left to chance. It was based on a well formulated plan, belief that this was achievable and commitment by everyone to make it happen," Bill added. "The lesson that we all learn is that it can be done with good understanding, innovation by both management and workers and a constant focus on safety. This is truly a classic example of teamwork making it possible to affect the culture, something that many areas are now working on. Congratulations to the workers and their management for finding a way to make this happen and not giving up because they didn't think it could be done."

PSD's commitment is visible to anyone



The Eternal Flame of Safety Award was presented to PSD for achieving one million labor hours with no lost time due to injury.

who visits the organization's factory. A bright orange crescent marks the entrance to the Center for Safety and Wellness, which employees and leaders have come to view as a vital resource since it opened about a year ago. The Center for Safety & Wellness has proved very popular with employees, who frequently visit for ergonomics and other health-related advice and resources, for a quiet place to stretch or de-stress, and for other support offerings. Signs throughout the factory remind team members of their mantra, Safety Excellence Everyday.

HSI Administrator Spencer Graham noted, "This is a monumental achievement within Boeing or any organization that does a similar process. This is what employee involvement looks like in the real world. When I say employee, I mean just that, from the top management to the hourly and salaried employee, this entire organization is looking out for each others' safety. This is a true Safety Cultural shift!"

Ask Propulsion Systems employees who's responsible for their safety on the job, and their response is: "I am!"

Industrial Massage Has New Phone 425-717-1017

One aspect of the Industrial Athlete program is Industrial Massage as reported in the March *Aero Mechanic*. Phone contact information for the Industrial Massage changed in mid-March. The new contact number is 425-717-1017.

Industrial Massage, which is part of Symptom Intervention, is designed

for employees who are experiencing mild discomfort but have not yet been injured.



Boeing Retirement Workshops

IAM/Boeing Joint Programs regularly offers workshops to assist members in planning for their golden years. The Boeing Retirement Workshop is offered in Auburn, Everett and Tukwila and helps members understand how the retirement process works, how pension benefits are calculated, different ways to collect VIP funds and information on retiree medical.

QTTP Everett - May 8th 11:30 am to 1:30 pm OR 3 pm to 5 pm. To reserve a seat, call 425-342-9973

QTTP Tukwila - May 17th - 11:30 am to 1:30 pm OR 3:30 pm to 5:30 pm. To reserve a seat, call 425-965-4300

QTTP Auburn - June 7th - Noon to 2 pm OR 3 pm to 5 pm. To reserve a seat, call 253-931-3577

New Digital Media and Small Business Classes

These days nearly every home has some sort of digital media whether it is a digital camera, an MP3 player, digital television or even a cell phone. With the rapidly changing technology, little training has been offered to help people correctly use their new electronic devices.

After members expressed an interest in learning more about digital media, the IAM/Boeing Quality Through Training Program (QTTP) partnered with Green River Community College to develop a unique course to satisfy the request. QTTP Instructor Rachel Jorren was instrumental in developing the new course Introduction to Digital Media (Course #TR011897), which will be offered in April at the 17-239 building in Auburn. Tuition for the classes will be paid through Education Assistance funds. Call 253-931-3577 to sign up for one of the following dates:

- Thursday, April 12th – 3 pm to 6 pm OR
- Thursday, April 24th – 10:30 am to 1:30 pm

Members are encouraged to sign up for the class and learn what digital media is and how we interact with it everyday. This is the first class in a series of digital media classes. Participants will talk about and see examples of CD and DVD technology, Digital Video, Digital Photography, Digital Television, E-Books, Video Games, Cell Phone, MP3 players and PDAs. This will be a fun, hands-on class so come and learn more about the world of digital media. As soon as there is enough interest at Frederickson, a class will be scheduled at that location, as well.

New Series on Small Business

QTTP advisers had received several requests from members getting ready to retire, as well as active



QTTP Instructor Rachel Jorren is teaching Intro to Digital Media, which is a hands-on class exploring CD and DVD, MP3 players, digital cameras, etc.

members, on how to run a small business. In response, QTTP partnered with Green River Community College to offer a series of classes aimed at those interested in starting their own small business.

The series will be offered on Wednesdays at the 17-239 building in Auburn beginning April 11th from 4 to 7 p.m. Tuition for the classes will be paid through Education Assistance funds.

If you would like to sign up for the series, please call 253-931-3577.

Below is a brief outline of each class, as well as the date it will be offered.

April 11th - Small Business Start-Up And Management (Course # TR011818). This class will help you plan the start-up of a new business. Learn strategic and tactical keys to success such as: assessing your

resources, identifying your business personality, developing your concept, protecting your assets through proper business structure, and understanding the necessary licenses and taxes. The entire process is built into a simple start-up map that you can follow step by step.

April 18th - Small Business Marketing (Course # TR011816). Learn the basics of making strategic marketing decisions and building an integrated marketing plan. Utilizing a practical and repeatable process, you'll learn about important concepts such as pricing, distribution, messaging, and message delivery - and how to base all of those decisions on your customer profile, product advantages, and competition.

April 25th - Small Business Financial Management (Course # TR011820)

Effective financial management is key to small business success. Learn to read basic financial statements and concentrate on your key financial priorities. Understand how to use the cash-flow cycle to your business's advantage and utilize important benchmarks for maximizing your daily results. This class is crucial to your small business education.

May 2nd - Developing A Business Plan (Course # TR011819). Using concepts learned in prior classes, this hands-on session is designed to help you create a working business plan for starting or managing your business. Through engaging writing exercises and group brainstorming, you'll take your business ideas further than you thought possible. While traditional business plan formats will be discussed, the focus of this class is to help you develop and sharpen your own business ideas to give you the greatest chance at success.

Union Advantage Continues to Grow in Wages and Benefits

Unions have made life better for all working Americans by helping to pass laws ending child labor, establishing the eight-hour day, protecting workers' safety and health and helping create Social Security, unemployment insurance and the minimum wage, for example. Unions are continuing the fight today to improve life for all working families in America.

It pays to be Union is more than just a slogan – it's fact according to data from the U.S. Bureau of Labor Statistics (BLS). Union members on average earn nearly 30 percent more than nonunion counterparts.

The BLS figures for 2006 reported median weekly earnings of wage and salary workers for Union members at \$833 compared to \$642 for nonunion members. On an annual basis, this \$191 per week difference in median earnings works out to an \$9,932 advantage for the Union worker. On average, male Union members had weekly earnings of \$887 compared to \$717 for their nonunion counterparts. Female Union members had a similar advantage with Union members making \$758 and nonunion bringing in \$579 per week.

Just how much does that make your union membership worth? Nationwide, approximately 18 times the average cost of dues – proving once again that it pays to belong to a union. The government's earnings data are based strictly on wages and do not include the additional value of employer-paid benefits.

But compensation only paints part of the picture. The real union advantage is in the area of benefits, where such items as health insurance, pension and savings plans, and paid leave are measured.

Union workers are more likely than their nonunion counterparts to receive health care and pension benefits, according to the BLS. In 2006, 80 percent of union workers in private industry had jobs with employer-provided health insurance, compared with only 49 percent of nonunion workers.

Retirement Benefits

After years of service, workers deserve a secure retirement. Eighty percent of union workers are covered by pension plans versus 47 percent of nonunion workers.

Sixty-eight percent of union workers have defined-benefit retirement coverage, compared with 14 percent of nonunion workers. (Defined-benefit plans are federally insured and provide a guaranteed monthly pension amount regardless of fluctuations in the stock market. They differ from defined-contribution plans, in which the benefit amount depends on how well the underlying investments perform.)

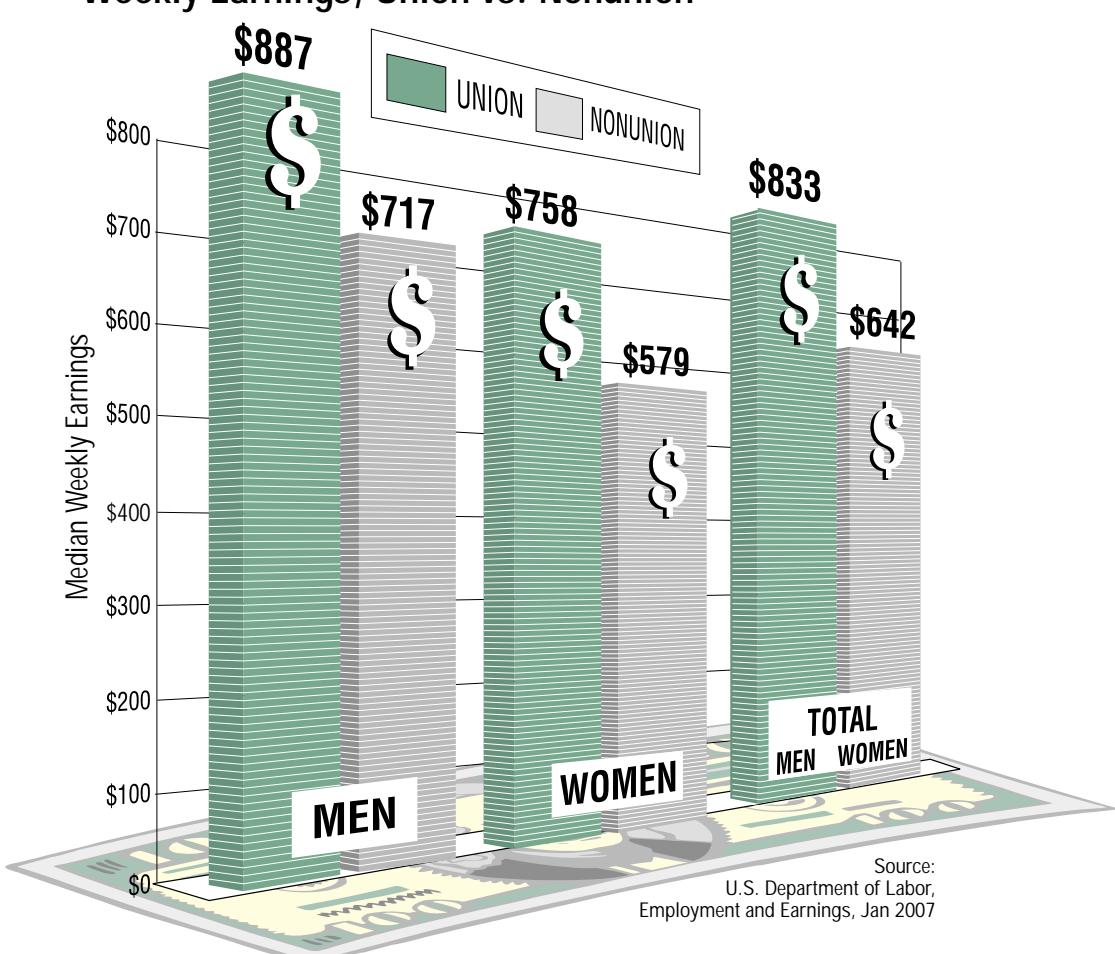
Union workers are also more likely to have short-term disability plans.

More Vacation, Holidays, Paid Leave

The Union advantage is also evident in paid time-off benefits. Union workers are more likely to receive vacation, more holidays, paid bereavement and jury duty pay than nonunion workers do.

Yet beyond just monetary and benefit advantages, union workers have a say in their working conditions, hours of work, defined promotion system, safety programs and outlined grievance procedures to dispute management actions. These issues, coupled with giving a member a true voice in their workplace, are priceless.

Weekly Earnings, Union vs. Nonunion



Union vs. Nonunion Earnings by Occupation

In nearly every occupational category, union members earn more than nonunion workers. By comparing the wages of workers within occupational groups, the union difference is most clear.

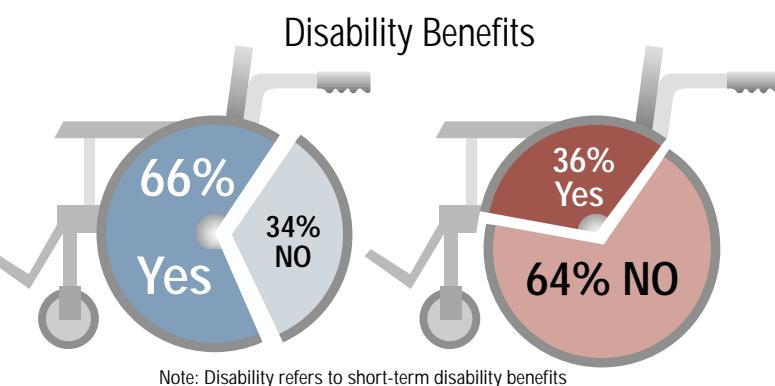
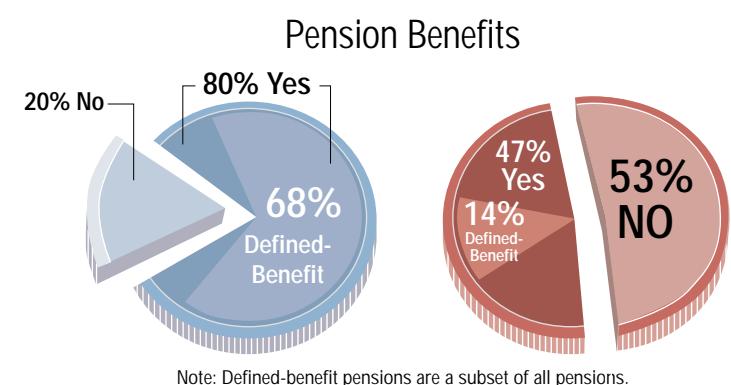
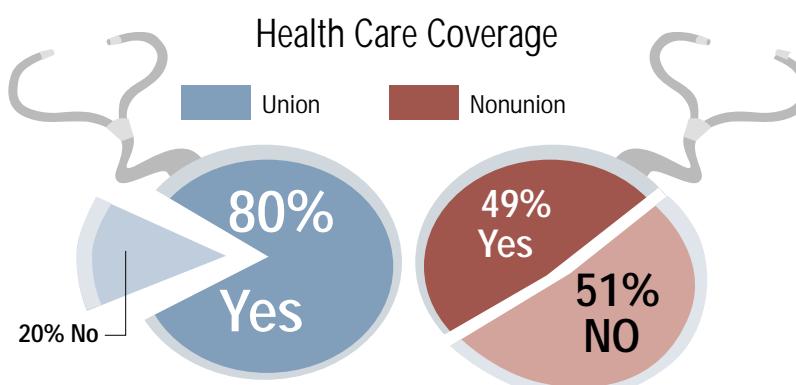
Occupation	Union	Non Union	% Increase
Construction & extraction	\$941	\$582	61.7%
Service occupations	\$638	\$404	57.9%
Protective service occupations	\$918	\$585	56.9%
Transportation & material moving	\$752	\$512	46.9%
Personal care and service	\$530	\$397	33.5%
Building & grounds cleaning & maintenance occupations	\$524	\$393	33.3%
Food preparation and serving related occupations	\$484	\$366	32.2%
Installation, maintenance & repair	\$931	\$709	31.3%
Production occupations	\$730	\$525	39.0%
Office & administrative support	\$713	\$549	29.9%
Education, training & library	\$929	\$725	28.1%
Community and social services	\$886	\$707	25.3%

Occupation	Union	Non Union	% Increase
Art, design, sports & media occupations	\$968	\$823	17.6%
Health care support	\$484	\$417	16.1%
Legal occupations	\$1,422	\$1,136	25.2%
Health care practitioner & technical occupations	\$995	\$889	11.9%
Management, professional & occupations	\$966	\$968	-0.2%

Source: U.S. Bureau of Labor Statistics, Union Members in 2006, Jan. 25, 2007. Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation and industry.

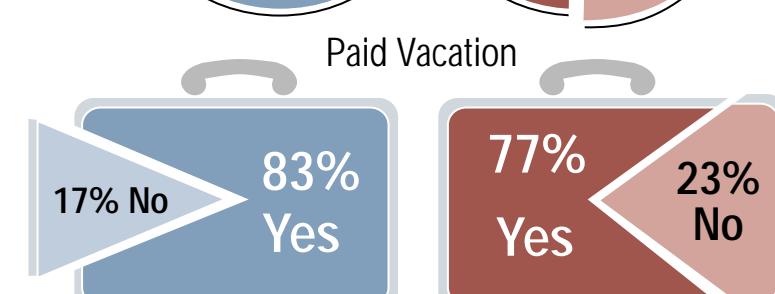
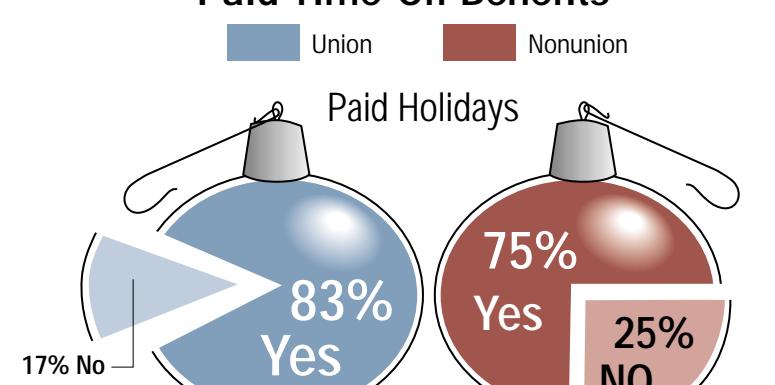
Union vs. Nonunion Benefits

Health Care, Pension & Disability Benefits

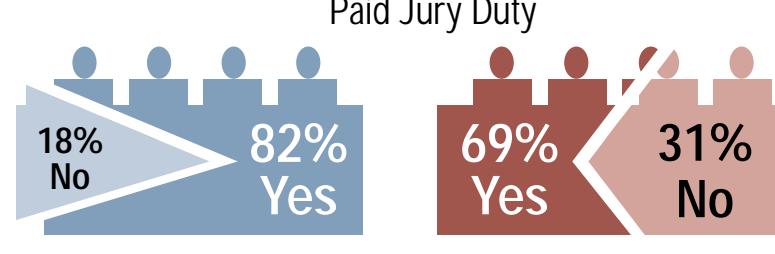
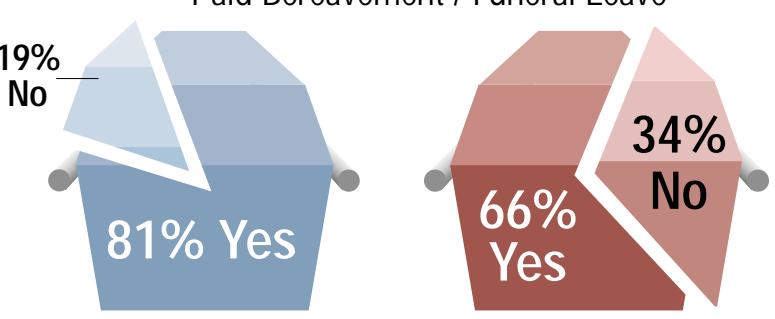


Source: Bureau of Labor Statistics, Employee Benefits in Private Industry, March 2006

Paid Time-Off Benefits



Paid Bereavement / Funeral Leave



Source: Bureau of Labor Statistics, Employee Benefits in Private Industry, March 2006

Union Membership Rises in Washington – State Now Ranks 5th Overall U.S. Membership Rates Continue to Decline to 12.0%

by Rick S. Bender, President of the WA State Labor Council

When it comes to unions, there seems to be little middle ground. Americans either love them or hate them. The good news for organized labor is, these days, more people love them.

A new survey by Peter D. Hart Research Associates shows that the public support of unions is at a 25-year high -- 65% approve of unions while only 25% disapprove. More than half of all workers say they would join a union today, given the chance.

And why wouldn't they? It pays!

The U.S. Department of Labor reports that full-time wage and salary workers who were union members in 2006 had median weekly earnings of \$833, compared with a median of \$642 for those not represented by unions. Union members are also far more likely to have health and pension benefits. Plus, having a union contract means more job security.

Having a higher percentage of Union members is good for the economy of a state. In states that have laws restricting workers' rights to form strong unions (right-to-work states), the average pay for all workers is 14.4 percent lower than in states where workers have the freedom to form strong unions.

In Washington state, more people are forming unions. The number of union members climbed 26,000 in 2006 to an estimated 549,000. The state's union

membership rate is now 19.8%, up from 19.1% in 2005. With that increase, Washington now ranks 5th in the nation for unionization. Only Hawaii, New York, Alaska and New Jersey have higher rates.

That's the good news. Here's the bad.

The overall U.S. unionization rate declined to 12.0% in 2006 as membership dropped 326,000 to about 15.4 million. The national unionization rate has steadily declined from a high of 20.1% in 1983.

Analysts say last year's drop in unionization can be traced to the loss of traditionally unionized manufacturing jobs -- particularly in the automobile industry -- and the outsourcing of jobs, both overseas and from large unionized companies to smaller nonunion contractors.

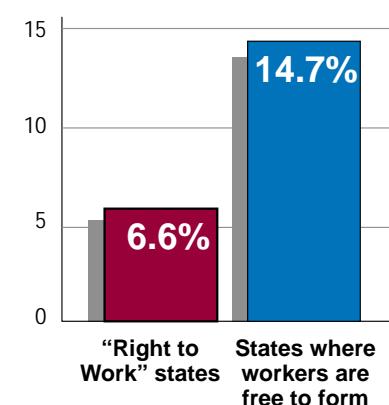
That may explain the drop in numbers. But if Americans say they like unions and want to join them, why don't they? Why hasn't a new generation of union members in information technology, retail, service and other growing sectors replaced the previous generation?

There is growing evidence that the culprit is our antiquated, unenforced labor law, which employers have learned to evade, manipulate or ignore to prevent their employees from forming unions.

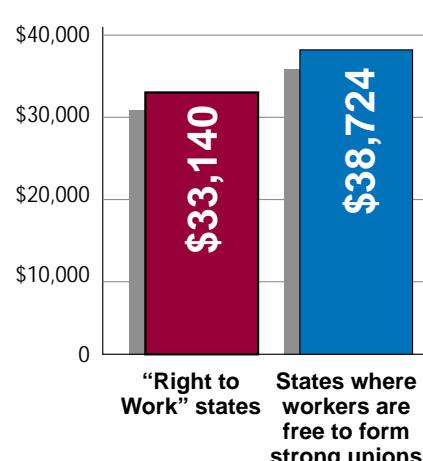
Americans are supposed to have the freedom of association. That freedom extends to the workplace, where we have the right to choose for ourselves whether we want a union. The law says it's illegal

Union vs. Nonunion Percent of Workforce, Salary

Percentage of Workers in Unions, 2006



Annual Average Pay, 2004



Source: U.S. Bureau of Labor Statistics.

for employers to harass, intimidate or fire workers who support unionization.

Nice law. Shame it doesn't work.

"Aggressive actions by employers -- often including illegal firings -- have significantly undermined the ability of U.S. workers to unionize their workplaces," says a study by the Center for Economic and Policy Research. "With the legal penalties for such actions being so slight, employers can break the law to head-off organizing efforts and face almost no real repercussions."

But union leaders have come to real-

ize that the labor movement and the middle class face extinction unless we fight back and fix our broken labor laws.

So to help restore workers' freedom to choose whether they want to unionize, we support the Employee Free Choice Act. This important legislation for workers passed the U.S. House in February. We will continue to push this legislation in the U.S. Senate.

In addition, we have pushed to level the playing field at the state level with the Worker Freedom Act (see article on page 3).

This Month in Labor History - The Ludlow Massacre

The first decade of the 1900s witnessed thousands of European and Asiatic immigrants coming into southern Colorado. The coming of these immigrants radically changed the work force, and in no small way played a major role in the 1913-14 miners' strike.

The United Mine Workers (UMW), voicing dissatisfaction with how coal companies were handling the immigrant influx, initiated a concerted effort to unionize this new work force. Not only did union organizers encounter problems stemming from company opposition, but they also found unionizing efforts severely hampered because of language barriers existing among immigrant miners.



After they burned the tent colony.

The union called for coal companies to assure better and safer working conditions, reasonable working hours and pay, and company compliance with existing state mining laws. Officials with the companies on the other hand, claimed it would not be in their interest to negotiate such concerns with union representatives, claiming they did not recognize the UMW as an official negotiating body.

On September 15, 1913, Colorado coal miners, through their delegates attending a special union convention at Trinidad,

Colorado, voted to strike. On September 23, 1913, Colorado's coal miners went on strike. Those working the mines within Huerfano and Las Animas counties left the camps and relocated their families into tent colonies located on leased land near the camps. The largest colony, housing more than 1000 people, was located at Ludlow, Colorado about 12 miles northwest of Trinidad.

The strike brought with it an aura of tension, which led to numerous clashes between strikers and employees of coal companies. These clashes resulted in destroyed property, injuries to combatants, and even deaths. Eventually, the Colorado governor dispatched the Colorado State Militia into Huerfano and Las Animas counties. The militias' presence led to even more confrontations so all but one small company (Company B), was recalled. Company B was assigned to patrol the Ludlow area, where numerous striker-company employee clashes had occurred.

In mid-April of 1914, local coal companies joined together to create another militia unit known as Company A. Since Company A gained official recognition, and almost immediately was sworn in by official militia personnel, many of the men found within the ranks of Company A were from Ludlow area camps.

A Battle Scarred Prairie

On April 20, 1914, while the militia officer in charge of Company B and the leader of the Ludlow colony were meeting to discuss a particular matter, a number of Company B troopers - as instructed by superiors - located themselves atop Water Tank Hill. Many colonists spotted the militiamen, and being quite concerned, armed themselves and moved to

key points where they could closely watch activities atop the small hill. Other colonists, fearing something was awry, scurried about for cover. Suddenly the sound of rifle fire echoed through the nearby hills. Neither the militia nor the colonists knew who fired these shots. An exchange of gunfire began, as both confused colonists and militiamen believed they were coming under attack. Machine gun and rifle fire forced women and children colonists to take refuge in storage cellars beneath the tents. A deserted tent burst into flames. Within a short time, more tents began to burn. At the same time, the militiamen overran and took command of the colony site.

By early morning, April 21, 1914, the colony site - once covered by hundreds of tents - revealed nothing more than charred rubble, once the earthly possessions of those who resided within the tents. The brief but terrible battle left many haunting memories. The bodies of two women and 11 children - victims of asphyxiation - were found huddled within a cellar.

Five strikers, 2 other youngsters, and at least 4 men associated with the militia joined them in death. Though the Ludlow battle ended on the night of April 20, 1914, the woeful spirit of war carried on for days after. Battles that

took place at various coal camps claimed many more lives. In late April, federal troops moved into southern Colorado - almost immediately restoring peace. The strike, however, continued through early December, finally coming to an end without resolution. Despite the heavy loss of lives and property, the long and deadly strike wasn't totally in vain. The effects of the strike, and equally the effect of what occurred at Ludlow, encouraged state and federal lawmakers to pass legislation, that in the long run, would allow working men and women dignity and respect they deserved. From all of this, a remote southern Colorado prairie at Ludlow will always be deeply etched in the annals of coal mining history.

A memorial is located in Ludlow as a constant reminder of the tragedy.



Above the Ludlow memorial stands as a reminder to the tragedy that struck the striking mine workers in Colorado in 1914.

Custom Choices Programs Offers Financial Security

The Machinists Custom Choices Worksite Benefits program is currently in Everett meeting with members to introduce their benefits. In our 2005 negotiations, Boeing agreed, as noted in Letter of Understanding #33, to provide a payroll deduction service to IAM-represented employees who choose to purchase optional life insurance, long term disability or critical illness with cancer coverage. After members indicated an interest in having these options, the Union worked to provide these programs.

Since 1997, the Machinists Custom Choices Worksite Benefits program has allowed members to provide more financial security for themselves and their families through a series of individual insurance products offered at the worksite through payroll deduction. The Life, Cancer, Critical Illness and Disability products were custom made for Machinists and negotiated with features and values based on the size of our national membership. A few of these features include:

- Life insurance is guaranteed to be issued with NO health questions.
- The cost of life insurance will never go up and the death benefit will never go down.
- Critical Illness/Cancer Coverage provides tax-free \$20,000 or \$50,000 in cash benefits paid to you upon diagnosis of a covered medical condition.
- Long term disability benefits of up to \$2,000 per month are available on a guaranteed issue basis.

• Life and Disability have a 6-month Strike Waiver of Premium feature; so if you are out on strike, your policy will remain in force up to 6 months without any payment and no payback when the strike is over.

The Machinists Custom Choices Plans are designed to supplement the benefits employees receive through



751 member Dan Grieve talks with a Machinists Custom Choices rep. Members are given up to 15 minutes on Company time to learn about the program.

our Collective Bargaining Agreement. Participation in these plans is strictly voluntary (no pressure to purchase) with the cost fully paid by individual employees through payroll deduction. The policies are fully portable, designed for a lifetime, so when you leave work, cost and benefits remain the same but you pay the premium directly to the insurer, just like your auto or homeowners insurance.

Understanding how busy everyone is, the Union was able to negotiate introduction of these plans in the workplace for our members' convenience. Boeing has agreed to allow members the opportunity to learn about the plans and conduct a consultation on the clock during the employee's shift (lasting up to 15 minutes) in the Everett plant. Again, this is for your convenience.

These plans are only offered to Union-represented employees. Machinists Custom Choices enrollment counselors

are also Machinists Union members paid on a salary, not a commission basis.

Custom Choices counselors will be working at the Everett plant through May 4th. Your Shop Steward will let you know when they will be in your area, and will distribute detailed information to you before they come. You can also check our District 751 website at IAM751.org for a detailed schedule, including information on the special enrollment period for the deaf and hard of hearing on March 15th in the 40-25 Building.

These policies are now carried by more than 60,000 Machinists across the country. Everett members should have already received a mailing with information. Take the time to meet with the enrollment counselors when they are in your area and decide if these benefits are right for you and your family.

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**

Local F Solidarity Bowl Fundraiser, April 22nd

- ✓ Strike up a good time with food, fun, friends and prizes. Money raised from participants goes to MNPL.
- ✓ Trophies will be awarded to high scores and those who "tried."
- ✓ Many door prizes - everyone wins!
- ✓ Bring your family and friends - have fun!
- ✓ \$100 Lane Sponsorships available to support Guide Dogs

DATE: Sunday, April 22nd
TIME: 3 to 6 p.m.
**WHERE: Magic Lanes
10612 15th Ave SW
Seattle WA**
**WHO: Any 751 member,
family or friends**

We'll have fun to spare so sign up today!

**NOTE: Bowlers wishing to bowl together, please submit just one form.
Enter early! Please submit form by April 6th.**

Name: _____ Phone: _____

Name: _____ Phone: _____

Name: _____ Phone: _____

Name: _____ Phone: _____

Make checks for \$50 per bowler payable to MNPL (includes bowling fee, shoes, dinner & prizes). Send check & entry form to: Nathaniel Gary, Local F Bowling Tournament, 9125 15th Pl. S, Seattle, WA 98108 or call 253-988-7333.

If you have questions, contact Nate or any of the Local F officers.

Flight for Sight - Fun Run, Walk & Jog on May 19th



Saturday, May 19th
**Everett Boeing Activity Center
(6098 36th Ave W)**

Three Options:

- 1 mile walk course
- 5K walk/run (flat & easy)
- 10K run only (challenging)

5K & 10K runs start at 9:30 a.m.
1-mile walk begins at 9:45 a.m.

**Register online at www.athleteslounge.com/events/event.php?eventid=2058
or download a registration form at www.iam751.org/funrun.html**

Here's how you make a difference

Raise Pledges

Set your goal. Talk to co-workers, neighbors, and relatives about sponsoring your walk or joining you in the walk. Make it fun by identifying your "pack" with signs, jackets, hats and clever costumes! Make all checks payable to: IAM District 751/ Guide Dogs of America. Turn in pledges at the walk/run. Any pledges you do not have by the day of the walk need to be gathered ASAP after the walk and mailed to: Flight for Sight Fun Run, 9125 15th Pl. S., Seattle, WA 98108

Where does the money go?

Guide Dogs of America was founded by Machinists Union members. Its mission is to provide guide dogs and instruction in their use, free of charge, to blind and visually impaired individuals from the U.S. and Canada so that they may continue to pursue their goals with increased mobility and independence. Guide Dogs of America is a 501(c) non-profit organization. For more information, visit www.guidedogsofamerica.org.


RETIREMENT NEWS

March Retired Club Minutes

by Ruth Render,
Retired Club Secretary

The meeting on March 12th was called to order by President Al Menke. The Lord's Prayer was said followed by the flag salute and the singing of "God Bless America."

Roll Call of Officers: All officers were present or accounted for.

Minutes: It was M/S/P to accept the minutes as printed.

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

Health & Welfare: Helen Pompeo gave the report. Ill members were James Evenson and W. C. Taylor. Get well cards were sent. Deceased members were George B. Adam, Betty E. Carey, Elaine B. Fowler, Jack C. Langley, Paul A. Lawson, Milton Lee, Peter Luzny, Lora B. Mack Jr., Eugene R. McInnis, Billy J. Millers, Donald A. Rae, Roman P. Salzbrun, Vincent P. Schmidt, Harold F. Schultz, Donald E Willadson, and Leslie

A. Williss. Sympathy cards were sent to the next of kin.

Business Representatives' Report: BR Paul Knebel spoke about the Apprenticeship Program. Last month, we had four apprentices graduate and they each got jobs in their chosen field.

Paul also reminded everyone to vote in the interim District Election that will be taking place on Friday. The polls will be open from 5:00 AM to 8:00 PM.

BR Zack Zaratkiewicz spoke about what we are facing as the Company continues to hire more vendors. It is important that everyone supports the District's organizing efforts.

Legislative Report: Carl Schwartz gave the report. Our state legislature is now in session until April 22, 2007. A number of bills that concern retirees are still being considered. Washington State's Elder Care Alliance is supporting seven measures of special concern to us. The list is on the back table. You can help by calling the legislative hotline (1-800-562-6000) to tell the receptionist what district you are from and that you sup-



Retirees were treated to a Saint Patrick's Day special lunch of corned beef and cabbage following the March business meeting.

port the Elder Care Alliance proposals.

We at District 751 are especially supportive of the bill that would remove state tax incentives from any corporations that use these state incentives to wage anti-union campaigns.

Ron McGaha spoke about the Conference that was held in Las Vegas. It was the largest Retiree Conference in the IAM with almost 1000 attendees. He also mentioned that they are working to try and get other districts to form Retiree Clubs like that of District 751. We are lucky here because the District gives per capita and a lot of other areas don't get that.

Old Business: None.

New Business: None.

Good of the Order: Gene Hoglund spoke about the Campaign for Yes Elevated. There was a rally held in Seattle this morning. The tunnel is no longer an option and the Governor is supporting the retrofit/new viaduct options. Everyone should be getting involved in this issue. "An injury to one

is an injury to all!" Please support the yes on elevated, no on tunnel effort.

John Guevarra spoke about the "Friday Alert" newsletter that comes from the ARA in D.C. He also spoke about the importance of paying attention to healthcare issues.

Tom O'Brien spoke about prescription drug costs and the importance of everyone being involved in efforts to change the way things are going.

Birthdays: President Al Menke read the Birthdays: Vera Doss is 69, Mary King is 93 and Carl Schwartz will be 75 next week.

Adjournment: President Al Menke adjourned the meeting at 11:43 AM.



Retirees often play bingo at the Monday Retired Club meetings at the Seattle Union Hall at 11 a.m. A free lunch follows at noon.

Retirees

Congratulations to the following members who retired from Boeing:

Gail Barnes	Tan Nguyen
Marvin Falk	Margie Pallis
Robert Freeman	Stephen Pettit
Larry Hancock	Valerie Randall
Charles Harvey	Rodney Snow
Brian Houillon	Harvey Stone
Peter Jensen	Sharon Tuggle
Allen Kwant	Mildred Tyree
Danny Lindahl	Barbara Vanells
Merlyn Longmire	Robert Williams
Terry Lyman	

Senior Politics

U.S. Senate Rejects Medicare Cuts

The Senate on March 22nd easily defeated a bid by conservative Republicans to curb the growth of the Medicare program as debate on a \$2.9 trillion budget outline for 2008 entered its third day. The 74-27 vote on Medicare dismissed a bid by Sen. John Cornyn (R-TX) to trim \$34 billion from Medicare's \$2.2 trillion budget over the next five years. The plan was aimed at reducing payment increases to Medicare providers and was approximately half the size of the cuts that President Bush proposed in February.

"This vote is yet another example of how critical it is that Alliance members stay educated and mobilized. What happens in Washington and in our state capitals affects retirees' daily lives. We must keep the pressure on our elected officials," said Edward Coyle, Executive Director of the Alliance.

Access to Generic Drugs May Be Expedited

Legislation to stop pharmaceutical firms from making deals to delay generic versions of drugs was approved by the Senate Judiciary Committee reported Congressional Quarterly Weekly. But some Republicans expressed "misgivings" and indicated that without significant changes, they would oppose the bill - S. 316 - on the Senate floor. Sponsored by Sen. Herb Kohl (D-WI), the changes are aimed at settlements between brand-name-drug companies and generics manufacturers in patent disputes.

Increasingly, according to the Federal Trade Commission (FTC), the settlements include agreements to delay generic versions of prescription drugs in exchange for payments from the brand-name-drug company to the generics manufacturer. The industry calls the agreements "exclusion payment settlements." Critics call them bribes. "The Senate Judiciary Committee has voted to help consumers by moving to end these dirty deals," said Edward Coyle, Executive Director of the Alliance. "Now I urge the full Senate to follow suit."

Did You Know...

More than 25% of Medicare drug plans increased beneficiaries' copayments and prices for prescription drugs in 2006, often after beneficiaries were committed to plans for the year, according to a study released last week by Consumers Union and reported in USA Today.

Bad Week for Drug and Insurance Companies' Public Relations

Taxpayers Against Fraud Education Fund (TAFEF) released a new study noting that in the last two years, pharmaceutical manufacturers have paid a total of \$1.6 billion to resolve allegations of Medicare and Medicaid fraud. More than 180 additional cases remain under seal, representing scores of billions of additional stolen dollars. In total, more than \$3.9 billion has been recovered from drug manufacturers over the past six years as the result of just 16 cases brought by whistleblowers under the False Claims Act.

Calendar

• 751 Retired Club meets every Monday at 11 a.m. in the Seattle Hall (9135 15th Pl. S.). Second Monday of the month is the business meeting. A free lunch is served at noon every Monday following the meeting.

• Everett Retirees Group meets at the Everett 751 Union Hall (8729 Airport Rd), the fourth Tuesday (April 24) of every month at 1 p.m.

• Alliance of Retired Americans South Area Chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (600 E. Smith St) to discuss issues of concern to seniors. Join us and share your opinions. For more info, contact 206-762-3848.



FREE WANT ADS

FOR MEMBERS ONLY

ANIMALS

BIRD FINCHE LAFEBER'S nutrition-rich granules food, 5 lbs., new. \$15. 253-852-6809

ADORABLE DACHSHUND PUPPIES! Smooth, black and tan, small standard, first shots. Ready for new homes in mid-April. \$250 - \$300. 360-893-6871 Graham area

AUTO PARTS & ACCESSORIES

STEERING COLUMNS REPAIRED - fix that unsafe, loose, tilt or telescopic column today! Columns repaired or modified. Columns and parts for sale. 425-228-3326

1967 IMPALA WHEEL COVERS, good cond. \$40 set plus shipping. 425-353-4136

1963 CHEVY JACK (no handle). \$10 plus shipping. 425-353-4136

SET OF 4 RADIAL TIRES, size 16" 245/50R16 Kumho brand, wide profile, approx. 500 miles. Sell for \$109 each, will sell for \$150 set. Puyallup area 253-203-4098

HEAVY DUTY TRAILER HITCH for 1985 Ford van, bolt or weld on frame. \$50 OBO. 206-772-5506

BOATS

1980 18' FIBERFORM BOAT, I/O 120 block, 2 yrs. old, full canvas. Gal. trailer, 5 yrs. old, runs like new. Will go quick at \$2500. 253-845-2195

14' ARDA ALUMINUM BOAT, 60" wide beam trailer, depth finder, battery and charger, anchors, seats and more. \$1000 OBO. 360-897-8331

16' FIBERGLASS BOAT, good shape. \$500. 206-722-6967

COTTAGE INDUSTRIES

DISC JOCKEY for hire. Wedding receptions, birthdays, holidays, retirements or any other party. I can make your event a true celebration. Although, I specialize in the oldies, I play the music from the 30's, 40's to the present. Swing, Rock & Roll, Top 40, Country, Disco - You name it, I play it. 425-888-0310

SWEETHEART RINGS - genuine garnet, ruby and amethyst rings are available gift wrapped for \$99. 360-652-7430

Try a new liquid NUTRITIONAL SUPPLEMENT called Seasilver. Buy 3, get 1 free. For more information, log onto www.seasilver3plus1.com or call 1-800-218-2330. Coupon #5266-0399-92345-0193

NEED TO TALK TO AN ATTORNEY? \$26.95 per month, includes wills, identity theft protection. Call 253-759-9222

PLASTIC WELDING - repair ATV fenders, motorcycle fairings, mower chutes, grass catchers, quad bodies, RV and boat holding tanks. All Thermoplastic Repair. Actual plastic welding - no glues used. Welds 98% as strong as original plastic. 360-420-8033

WHEAT-FREE organic gourmet dog treats for your "lil yapper". Choose from cheese, bacon, peanut butter and many others. 360-691-5253 Lil Yapper pet products

TRI-CHEM PAINTS AND KITS - art, craft supplies for wood, glass, fabric, etc. Monthly specials. Catalogs - send \$4 (credited on first order) to Daisy B. 30803 7th Ave SW; Federal Way, WA 98023. Help needed. 253-839-7272 or cell 253-691-2090

HANDMADE BABY BLANKETS - perfect baby shower gift \$20-\$65. Call or email goldwing23@verizon.net subject line "BLANKETS" Lisa. 360-757-7460

HOME MORTGAGES - Refinances and Credit Lines available at low or no cost. Call me today! Keith Lilly 206-200-3863

CUSTOM WOODWORK - cabinetry, bookcases, fireplace mantels, etc. Please call 206-713-5257, evenings 360-886-8908

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
April 13th**

ATTN TO DETAIL WOODWORKING - cabinets, hutches, bookcases. 425-255-3483

CUSTOM WOODEN STORAGE SHEDS AND GARAGES - many styles and sizes, built on your lot. Best build and best price guaranteed! 866-503-5669

HOUSEKEEPING at a very affordable price. Have time to spend doing those things you really want to do and have a clean house, too! 253-891-2744

HANDMADE BIRD HOUSES, perfect Christmas gifts. Removable roof, whole location perfect for Northwest birds. \$10-\$12. 425-743-7510

GOT SPORTS? Create memorable end-of-the-season sports DVDs! Digital Carousel will edit and manufacture your custom DVDs. "How to" list available. www.digitalcarousel.com or 206-300-4886

FOR SALE - real blown white goose eggs. Ready for your art and craft project, blown, sanitized, with single hole drilled in bottom. \$1 each. 360-825-5171 evenings - www.smilinggoose.com

RAW WOOL for sale, \$1.50 to \$3 a pound. Some last year's wool at \$1 a pound also. Whites and grays. 2 year old Romney breeding ewes, \$125. 360-802-6640

ESTATE OR DOWNSIZING TOO MUCH FOR YOU? We take care of everything from antiques to pots and pans. Call 425-238-8002 for free consultation

WWW.BURNLOUNGE.COM/ACTQ, the newest entertainment business. Download music; burn to CD. Single \$.99, album \$9.99. Selling music legally - soon games, movies, cell phone tones. Email: gnsnettes@hotmail.com. 253-863-4854

TOO MUCH MONEY AT THE END OF YOUR MONEY? Do you dream of owning your own business? Don't delay. Call your local Independent Associate for more information. PT/FT opportunity with Pre-Paid Legal. Be your own boss! Call today! 253-826-8900

NEED TO REFINANCE? Purchases, lines of credit available! Call Kimberly at 425-238-9370

SPINNER/CRAFTERS DELIGHT! Unprocessed fleece, mostly white. \$25 per pound. 360-983-8424

INTEGRITY INSURANCE, we specialize in all your insurance and financing needs! Annuities, auto, life, mortgages: purchasing, refinances and commercial. Call Crystal for a free quote or analysis today at 206-388-8356

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.

MAGNETIC HEMATITE JEWELRY, bracelets, necklaces and ankle bracelets. Used to treat a wide variety of ailments. Wear 24 hours, 7 days a week for relief. Call 253-217-6920 for more information

GRAND OPENING: Massage By Design. New local. Book first massage, get special price of \$40. November 11th 10 am - 6 pm. X-Mas gift certificates available at same great special price. 1710 100th Place SE, Suite 102, Everett. 425-760-0968

PAYING THROUGH THE NOSE? If we can program your existing security system to call our central station (www.monitoringamerica.com) then we'll monitor your home for \$120 a year. Alarm Group Services 425-608-0233 or 360-331-5459

RETIRING (OR NOT) AND BORED? Sick & tired of being sick & tired? Check out my website and call me if interested. www.mynikken.net/jerrynhazel 253-840-2108

BUTCHER PIGS READY TO GO. 100% grain fed, no antibiotics or hormones. \$1.59 lb. hanging weight plus processing cost. Place your order today. 360-893-6777 or 253-209-2625 cell

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

FURNITURE AND APPLIANCES

EURO-PRO VAPOR STEAM CLEANER, 1500 watt, with attachments and manual. Like new! \$100. 253-852-6809

ANTIQUE TABLE, 24" square with shelf. \$75. Antique desk & chair - 34" wide x 16" deep, 3 large drawers plus flip top front. Nice cond. \$100 each or \$150 for both. 253-852-6809

38" ROUNDED FIREPLACE SCREEN, free-standing, black & brass, plus brass tools. Very nice condition. \$85. 253-852-6809

EDDIE BAUER CHILD'S SLEIGH/SLED, 28"x14" with high back for safety support, new. \$50. 253-852-6809

COFFEE TABLE, 40" round, heavy glass top. 21" dark wood stand. Good cond. \$90.

**PROPERTY
RECREATIONAL MEMBERSHIP
SPORTING GOODS
VEHICLES
COTTAGE INDUSTRIES**

Circle One: **ANIMALS**

BOATS

TOOLS

HOUSING

AUTO PARTS & ACCESSORIES

ELECTRONICS & ENTERTAINMENT

FURNITURE & APPLIANCES

RECREATIONAL VEHICLES

MISCELLANEOUS

Ad (25 word limit. Please print).

Phone (or Address)

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

Name _____ Clock Number _____

Address _____ Shop Number _____

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is April 13th!

End table 3-way lamp with white pleated shade, wood base with brass. Very nice! \$25. 253-852-6809

PORTABLE ROLLING CART with liner (white). Folds for easy storage. For groceries, laundry, 18" high x 17" square, like new. \$25. 253-852-6809

BATHROOM CABINET - clothes hamper combination (blonde). 55" x 26", two shelves 22" deep, metal grid doors, very nice. \$100. Kitchen cabinet (white with oak trim), 72" x 16". Top half has two glass doors, bottom is solid doors, 1 shelf plus bottom. Like new! \$125. 253-852-6809

COMPUTER SWIVEL CHAIR with armrests and rollers. Paid \$80 asking \$15. 425-255-9542

ROUND WICKER GLASS TOP TABLE with four wicker chairs. \$150 OBO. 360-435-5921

HOUSING

KONA, HAWAII oceanfront condo. Enjoy luxurious view, private lanai, 2 BDRM/2 bath w/jacuzzi and pool. \$840-\$940/wk. Discount to Boeing employees pays taxes. www.banyantreecondo.com. 206-938-9214

1997 3 BDRM/2.5 BATH home in Graham on 5 fenced acres, 2784 sq. ft., 40 x 60 shop. Call 253-846-2146 for more information

1991 3 BDRM/2 BATH MANUFACTURED HOME, 2-car garage, in 55+ older community. Own the house and the land, low maintenance yard. \$70 month dues, pays for water, sewer and cable. \$21000. 253-838-9479 Federal Way

ONE BDRM BACHELOR APT. for rent. Private entrance, all utilities included, washer/dryer, no smoking. Nine miles to Boeing Renton, Kent East Hill. \$450/month. 253-631-6119

MISCELLANEOUS

ANTIQUES TOYS, Tonka, Nylint and Lumar trucks, fire ladder truck, U-Haul - Army trucks, 16 total. \$20 to \$125 each. 253-852-6809

ANTIQUES CANARY BIRD CAGE with 5' heavy solid brass stand. \$75. 253-852-6809

GLASS GALLON JARS (15) with lids for honey, food storage or seal. \$3 each. Canning jars, regular mouth pints and quarts with rings. Pickle and Prego jars with lids, work great for canning, jams and jellies. \$1 to \$3 a dozen. 253-852-6809

EURO-PRO VAPOR STEAM CLEANER, 1500 watt, with attachments and manual. Like new! \$100. 253-852-6809

FARMALL Cub Tractor Owner's Manual, old one, 1948. \$50. 253-852-6809

PLANTS - 4 large Christmas cactus, Bird of Paradise starts, large hibiscus plant. Nice Mother's Day plants. \$7.50-\$35. 253-852-6809

LOW BACK BUCKET SEAT COVERS, sheep skin, tight custom fit. One (1) pair - plum color, new. \$35. 253-852-6809

WOOD BOXES (14), small, medium, various sizes – old. \$35. House plants – (30) different kinds, nice, big & small. \$3 to \$25 each. Square 4 & 5 gallon clean buckets for storage with lids. \$1.25 each. 253-852-6809

GLASS 1/2 GALLON AND GALLON JARS with covers for food or honey, clean. \$1.50-\$3 each. White plastic gallon jars with lids, clean for storage use. 10 total. \$1 each. Bee supplies – metal and nylon strainer, gate for bucket, feeder jar, new. \$15 for all. 253-852-6809

SEARS MEN'S WINTER JACKET with hood, navy, for work or leisure, size 42/44, good cond. \$25. Coveralls, gray stripe, size 42 short, (1) regular length, very good cond. \$20 each. 253-852-6809

THE JUICEMAN JUICER, vegetable and fruit juice extractor, new, still in box. Was \$159 asking \$50. Bread box (old), metal roll-up lid, 13"x11", good cond. \$25. Large blue granite turkey roaster, 12"x15", good cond, clean. \$15. 253-852-6809

MEN'S SWEAT JUMP-SUITS by Buck & Buck, designs for assisted living, zip up the back. Cotton/polyester, size - Large, (1) new rust color – (2) navy and royal, worn about 2 wks., good cond. \$30 each. 253-852-6809

COMICS – Sunday and week-day. Several years back. Have 20 pkgs. – 25 in each. \$1 per pkg. Clthoes line pole, 7' long with 5'3" cross arm. \$10 253-852-6809

KRAFT AMERICAN PASTEURIZED CHEESE 2LB WOOD BOXES (collectible). Have several. \$15 each. 253-852-6809

HONEY JARS, straight pints with new covers (29). \$4 for all, clean. 2 HP Doerr Motor, P5363A, single phase. \$30. 253-852-6809

CRYSTAL CHANDELIER, 2 bulbs, tall, beautiful, antique. \$365. Brass patterned antique chandelier, has 6 bulbs, very nice. \$265. 253-852-6809

GREAT CRUISE & LAND VACATIONS at discounted prices for 751 members. I work for all of you in IAM 751. So if you want to take a Mexican, Hawaiian or even a European trip, call me directly and I will help you plan an inexpensive trip at the lowest rates possible. We specialize also in groups and family reunions as well. For a free quote please contact: Annee Anderson at (253) 661-7199 or toll free at 1-877-836-1949

CUMMINS 6" BENCH GRINDER, \$15. (4) 6-hole Chevy pickup wheels, (2) studded, (2) 700-15 wheels with nearly new tires and chains for 1965 Chevy pickup – FREE! 425-255-1804

WANTED: Lightweight wheelchair, reasonable price. 253-939-0601

LOOKING FOR A QUALIFIED PERSON to help my kids get to school. Five days a week, 4 hours a day, 5 am to 9 am. Possibly a stay-at-home mom that may need a little extra income. Email wolf_lee@comcast.net. 425-314-5773

FOR SALE: D2CAT, pony motor needs work, have extra parts. \$4000, \$3000 in new parts. 253-846-2146

WANT TO BUY OR TRADE Seattle Rainier stuff (pictures, programs, cards, etc.). Retired, need hobby. 425-827-0087

80 FEET WIRE FENCE with gate. FREE. 206-363-6596

(4) DOUBLE PANE ALUMINUM WINDOWS, 4' x 5 1/2" x 2' x 5 1/2". \$30. BOYS BICYCLE, like new. \$25 obo. 206-323-6829

PUSH LAWN MOWER AND CATCHER, like new. \$40 OBO. 206-323-6829

WANTED: Non-motorized folding wheelchair, reasonably priced. 253-939-0601

PRIDE MOTOR SCOOTER, Jazzy 1101/1121, like new. Best offer above \$500. 206-766-8657

TUFFY TROY-BUILT TILLER, \$250. 14" band saw, \$250. Metal desk, \$10. Parrot cage, \$65. 270 rifle, \$350. M7 rifle, \$300 OBO. 206-244-4707

TWO SETS OF FRENCH DOORS. \$175 per set OBO. 360-435-5921

PROPERTY

1996 3 BDRM/2.5 BATH home in Graham on 5 fenced acres, 2684 sq. ft., 24 x 60 shop. Security system, new carpet. \$494950. 253-846-2146

HOUSE AND 2 1/3 ACRE for sale. Furniture, camper, ladder and extension, saw, camping stuff. You want it, I got it! Call 509-662-8349 for prices and more information

ONE DEEDED CEMETARY PLOT, Green Memorial Park Cemetery, Azalea Garden. \$3600. 360-802-2074

REC MEMBERSHIP

TRENDWEST RESORTS TIMESHARE, 6,000 credits yearly, 12,000 available now. Maintenance dues, \$400. Yearly, \$3500. 253-852-5578

RV PARK CHARTER MEMBERSHIP, can add family member for use. Swim, fish, golf, hiking. O'Sullivan's Sportsmen's Resort, Moses Lake, WA. 14-day stay. \$900. Call 509-525-7472 after 3/1/07 for more information

REC VEHICLES

(2) YAMAHA 440 SNOWMOBILES with tilt trailer, one needs motor work. \$2000. 253-846-2146

10 FT. ALUMINUM BOAT with trailer. \$500. 253-846-2146

1995 425 POLARIS MAGNUM 4X4 with winch, front and rear racks. Automatic in excellent shape. \$3500. 253-846-2146

1993 27' ROAD RANGER 5TH WHEEL. Awning, central-ducted heat and A/C, big 2-dr refrigerator, power jack, satellite dish, outside shower and spare tire carrier. Call 253-845-0119 for more information

1993 MINI WINNI. V8-460, 76000 miles, generator, new air front and back, microwave, awning. Ready to go! \$15500. 425-228-5561 Finance BECU

27' 5TH WHEEL TRAILER. Self-contained, never smoked or cooked in. Stored inside since new. Looks new inside and out, used very little. \$6000. 425-432-4128

1996 32' WINNEBAGO ADVENTURE. One owner, no smokers/pets, garaged, queen bed, 454 Vortec, 54000 miles, jacks, Onan 5000 Marquis generator. \$27000. 425-226-8247

2002 30' HOLIDAY RAMBLER Pres. 5TH Wheel. Like new, triple slides, A/C, ceiling fan, roomy open floor plan, large windows, lots of storage, queen bed, private bath, entertainment center, non-smoker. F350 available as package. Photos available. \$28000 obo. Email larrychristensen@msn.com. 360-893-5661

SPORTING GOODS

(2) SNOWMOBILE SUITS, size 42-44. Good condition. \$20 each. 425-228-5561

TALL MAN'S BIKE, Nishike 12-speed road bike, dual position brake levers, steel frame. 27", stand-over height 34 3/4". \$75. 425-266-8247

TOOLS

RETIRING MACHINIST/TOOLMAKER. All tools in perfect condition. MIC's, OD, ID, depth MIC's, travel indicators, mag bases, radius & thread gauges, set thread wires, many other tools, etc. Precision angle plate, cube, small vice, roll-away chest and other stuff. Call for more info & prices. 253-833-3211

DEWALT RADIAL ARM SAW, older but in very good cond. This is my second saw & need only one. \$50. 360-275-3966 Belfair area

CRARY BEARCAT CHIPPER/SHREDDER, Model #70050, chips up to 3". Paid \$975 asking \$575. 425-226-8247

VEHICLES

AMAZING DEAL! 2004 CORVETTE soft top convertible, black on black, under 8900 orig miles. Asking \$30K obo. 253-847-4993

BEAUTIFUL 1988 HARLEY DAVIDSON HERITAGE. Injury forces sale. Over \$4000 in chrome, too much new to list! Solo seat, tall bars, have receipts. Always garaged in heated Harley barn. Photos on request, email Brian Walker at walkman55us@yahoo.com. \$10500 FIRM. 253-862-2876

1996 TRANS AM FIREBIRD, 350 V8, auto, T-tops, 166,000 miles, straight body. Make offer. Leave message at 253-845-9306

1998 3/4 TON DODGE RAM, one owner, 34K miles, babied! Camper and tow package, V-10 engine, reg. cab, 8' bed, automatic. Built for towing, wired for 5th wheel and cab over camper. Extra clean! \$17000 or trade for sports car. 360-249-4432

2005 MINI COOPER CONVERTIBLE, 17800 miles. Loaded! \$24000. Serious callers only! 425-330-1212

1988 CHEVY BERETA, runs great and looks great! \$1100. 206-854-1700

'63 CHRYSLER NEWPORT 6-passenger station wagon. 361 V-8, stored inside over 10 years. Make offer. Lynnwood area 425-745-8909

1947 WILLYS JEEP CJ 2A. 6-pt roll-cage, CJ5 seats front and back, Best top, stock engine, stored in garage for 22 years, locking hubs. \$4750. 253-852-2070

Keeping a Piece of History

At the March 13th District Council meeting, Tom Plummer handed off a piece of our history when he presented District 751 President Mark Blondin with a 1948 strike jacket to preserve in the 751 archives with the Labor History Committee. The jacket has been worn by a Steward or Union official in every strike since 1948.



Tom Plummer (l) presented Mark Blondin with a 1948 strike jacket to preserve in the 751 archives with the Labor History Committee. The jacket has been worn by a Steward or Union official in every strike since 1948.

Since Tom was a Steward and Union activist at the time, he entrusted Tom to wear it in any future strikes.

Tom proudly wore the strike jacket in the 1995 strike.

Tom presented former District 751 President Mark Blondin with the jacket on the night announcing the 2005 strike. Blondin wore the strike jacket for the press conference. When the 2005 strike ended, Mark returned the jacket to Tom Plummer.

Tom noted, "With Mark moving on to the International, it seemed an appropriate time to present the strike jacket to the Labor History Committee for preservation in the archives. Even though strike jackets were worn throughout the 1948 strike, this is the only actual strike jacket I have ever seen," Tom noted.

The jacket will now be a permanent part of 751 history and will be properly kept with the Labor History Committee records.

The 16th annual Local C Golf Tournament to benefit Guide Dogs of America will be held Sunday, July 15 at Elk Run Golf Course in Maple Valley. The cost will be \$100 per person, which covers green fees, cart rental, tournament t-shirt, prizes and a buffet at the end of play. **The \$100 tournament fee will be waived for any individual turning in \$150 in donations to Guide Dogs.** The scramble format tournament will have a shotgun start at 7:30 a.m. for all



golfers. Prizes will be awarded to the first, second and third place teams. Individual prizes will be given for longest drive, KP and 50/50 honey pot. All other prizes will be raffled off at the end. Deadline to enter is June 15th.

If you have questions or would like to volunteer, contact one of the following tournament co-chairs: Spencer Graham on 206-251-9021; Hole sponsorship Tony Curran on 206-280-7536.

2007 Golf Tournament Entry Form

Group Contact: _____ Phone: _____

Address: _____

Name: _____ Phone: _____

Shirt Size (circle one) S M L XL 2X 3X

Name: _____ Phone: _____

Shirt Size (circle one) S M L XL 2X 3X

Name: _____ Phone: _____

Shirt Size (circle one) S M L XL 2X 3X

Name: _____ Phone: _____

Shirt Size (circle one) S M L XL 2X 3X

Entries will not be accepted unless full payment is received by JUNE 15th.

Turn in \$150 in donations to waive entry fee or return checks for \$100 per player payable to: Spencer Graham, Local C Golf Tournament, 9125 15th Pl. S, Seattle, WA 98108

747-767 Team Achieves High-Performance Work Status

A team of Everett employees, who install fuel systems, close fuel cells and seal the 747's wings have officially achieved "Level 4, high-performance work team" status. This group was recognized for their accomplishments on February 22nd. The crew functions as a true team with each person taking responsibility for the shop as they continue to evolve and make changes.

At the meeting, every member of the team was honored for their part in the group's success. High performance teams work independently of direct management and are part of a four-stage employee engagement strategy in place on the 747, 767 and 777 programs in Everett. This team is one of several who are part of the 747/767 Seal, Test, Paint and Decal production system team in Everett.

"Our shop has really embraced the teaming process," said Tim Moen, 747 fuel systems team leader. "Wherever we can cut costs and streamline our processes — we are doing it."

These employees track costs like it is their own money. This approach has reduced costs significantly. In addition, they have dramatically improved quality while reducing rework and eliminating redundancy. The group has built a collaborative environment in which teamwork and open communication are keys to their success.

The group began using the team process more than three years ago, gradually increasing performance, productiv-



Photo courtesy of Boeing media

The team above is the first 747 high-performance team to achieve Level 4, and was recognized for its significant accomplishments with quality, cost, safety, delivery and morale.

ity and morale. This crew is the first 747 high-performance team to achieve Level 4, and was recognized for its significant accomplishments with quality, cost, safety, delivery and morale. In addition, the team last year achieved a major safety record – 10 years without a lost work day injury. A lost time injury is one that causes an employee to take time away from work.

But what makes this safety accomplishment so impressive is the fact that this crew has one of the most strenuous and physically demanding jobs in the factory.

"We all look after each other," Moen said. "We sit down as a crew and structure our jobs so that nobody gets burnt out."

In 2006, the team improved quality targets, exceeded delivery commitments and beat cost goals. They also implemented a new tube and duct delivery system with their value stream partners in Auburn. The new system uses a board that travels back-and-forth from Auburn to Everett with designated locations for all parts. Previously, parts were bubble-wrapped and piled into a cart, increasing the potential for damage and making it difficult to find parts at the bottom of the

cart.

More recently, the team has been developing improvements for the design of the 747-8 Intercontinental wing. Their work includes identifying assembly improvements in structure, tubing, wiring and wing seals, with the goal of improving the production process, reducing weight, improving quality and reducing build unit time. Everyone offered input and discussed potential changes with the goal of a better product.

The team said the key to their success is open communication at all levels and a focus on relationships and teamwork.

Efforts Ensure Pay for 787 Members

751-member Tibor Korody has stepped up to serve as temporary Union Steward for the members working 787 in the ERC Training Center in Everett. Thanks to Tibor's efforts, his entire group of ERC employees received one-half hour back pay after management made them clock in on Leave Without Pay (LWOP – unpaid time) when they reported as scheduled to their classrooms for training. Employees reported (as instructed in writing) at 6:30 a.m. However, management stated the 6:30 a.m. start time was written in error, and the class actually started at 6 a.m. so they would not be paid for that time.

Tibor believed this was a contract violation and contacted Business Rep Stan Johnson for advice. Stan quoted report time language out of the contract and noted those who reported as instructed should not be penalized.

Since some of the 787 employees had arrived to work early and in time for the 6 a.m. class, not all employees had an issue. Tibor compiled facts with names and times and then met with 787 HR to resolve the issue. After reviewing the information, HR agreed

to pay the employees for the half hour since they had followed management's instructions.

Stan applauded Tibor's effort and noted, "Tibor is a go-to guy. It is admirable he is stepping up at this stage even though he is only a temporary steward. He is an example of a Union leader."

The circumstances are unique in this group since the members are assigned to the ERC for 8 to 12 weeks of training before they move to their permanent assignment in the factory. Rather than having no Union representation during their training phase, Tibor volunteered to be the temporary Union Steward.

As with any new Company program, 787 employees have faced many challenges implementing a new production process. While these members may be working on a new program, they are still operating under the same Collective Bargaining Agreement and work rules as every other hourly employee at Boeing. As more employees are added to the 787 program, Business Rep Stan Johnson has made a special effort to visit the 787 employees weekly to help with any issues that may arise during their training.



Union Steward Henry Napenas (l) discusses a back pay issue with Business Rep Roy Moore (r). Also pictured Henry's son Kristian.

Steward Secures Back Pay

Continued from page 1

sonnel, Jim received over \$2,400 in back pay retroactive to his recall date and is now currently making the maximum rate for his labor grade.

Jim appreciated the extra effort Henry put forth to correct the problem. "I would not have gotten the max pay or back pay without the diligence of my Union Steward Henry Napenas," Jim stated. "My last two supervisors tried to make things right, but were shot down by HR. They suggested contacting the Union, which is when I went to Henry. He stuck with it and went through the chain of command until he elevated the matter to a person who could fix it."

"Without the help of my Steward, I would have continued to get 50 cent increases every six months until I reached the maximum rate – despite my years of experience at Boeing," Jim added.

Business Rep Roy Moore stated, "Henry did a great job and was very thorough in his investigation and follow through. He kept moving forward. Once he got the numbers, he contacted me to verify the calculations were correct to ensure the member was properly compensated."



Workers Memorial Day Remembered – April 28

The first Workers Memorial Day was observed in 1989. April 28 was chosen because it is the anniversary of the Occupational Safety and Health Administration and the day of a similar remembrance in Canada. Every year, people in hundreds of communities and at worksites recognize workers who have been killed or injured on the job. Check the Union website in April for a listing of local events. Mike Baird, a Machinists Lodge 21 members, wrote a poem to remember those who passed:

*I write these words of honor, for those who gave their lives;
And for their families, their husbands and their wives.
For those whose lives were spent, doing what they must
Working for a living like every one of us.
Their time cut short, by things that didn't have to be;
To make the workplace safer, for people like you and me.
To make sure their stories will never go untold;
To always keep their memories from ever growing cold.
We must remember the price they all had to pay;
When we honor the men and women on Workers Memorial Day.*