

Hiring Practices Reveal Flawed System

Continued Hiring After Job Cuts Questioned

For a Company known for planning in advance (often years in advance), there seems to be a communication breakdown at Boeing between their hiring department and their layoff department. No Boeing decision is announced without holding multiple meetings, numerous planning sessions, and developing a communications strategy.

One can only wonder why Boeing has continued to hire additional hourly employees in 2009. While the numbers are not huge at 26, there should not have been any individuals brought onto the payroll only to receive WARN notices a few weeks later.

MORE INFO

- Facing Layoff? Review the Union Checklist & Resource Guide, page 6
- Union to Explore Options to Minimize Layoffs, see article page 2



Christina Brown enjoyed a day in the mountains with her dog Gabrielle. She was excited to begin a career at Boeing on January 9th. Unfortunately, she received her layoff notice on her first day of work at Boeing – throwing her life into financial turmoil.

attending new hire orientation. As one member recalled, "When I returned home from orientation, my wife asked if I would be getting laid off as a result of Carson's announcement. I replied no company could be that mismanaged to still be hiring people on the day they announced thousands of job cuts."

Unfortunately, our newly-hired members have been impacted. These are not just numbers. They are real people who put their financial security in jeopardy by accepting jobs with Boeing. Each person made a commitment to Boeing in agreeing to work for the aerospace giant and expected some sort of commitment in return. Every one of them would have selected a different path had they suspected their employment with Boeing might be so short-lived. All began their employment with Boeing on January 9, 2009 or later. Boeing has continued to bring people on the payroll well into

March. Consider:

- The member who received a WARN notice the same day she started her new job and 9 days before her first paycheck. Even though she qualified for several other jobs Boeing was still hiring for, she could not get an interview and found herself laid off on March 20th.
- The individual who moved from North Carolina (at his own expense) and is now holding a WARN notice.
- The experienced worker who quit a job he had for 22 years to start a new career at Boeing and is now bracing for a potential layoff.

Late last year, Union leaders heard rumors of potential layoffs and implored Boeing to stop hiring if layoffs were coming. The Union emphasized how tragic it would be for someone to quit a secure job only to be laid off from Boeing a few months later. The Union has asked Boeing to explore other options to keep

our members on the payroll. Boeing agreed to the meeting, and the Union is hopeful to find ways to mitigate the impact on our membership (see article, page 2).

Even after Boeing CEO Jim McNerney on January 28th increased the estimated job cuts to 10,000 this year, the Company continued to bring additional hourly employees onto the payroll. For the new employees who were excited to come to work for the aerospace company, they had no idea that after collecting only a couple paychecks they would be facing layoff. Despite getting layoff notices, each remains optimistic about their future and is planning for how to survive without a Boeing paycheck.

Boeing has repeatedly noted they have changed their hiring practices to avoid the current situation and "have a better handle on the situation." The havoc they have wrecked on individual's lives is inexcusable. Again, these new hires are not numbers, they are people and each has a story.

A WARN Before a Paycheck

Christina Brown had no indication her career at Boeing would be temporary – much less only 70 days long. In fact, she received a WARN notice on her first day of work – and didn't receive her first paycheck until her 15th day of work.

Before accepting the job at Boeing, Christina was a journeyman at the Laborer's Union and quit a job that paid nearly twice as much as her Boeing hourly rate. Ironically, she accepted the position at Boeing because she believed it would provide more job security and better benefits.

"I accepted the job expecting to have a 20-30 year career rather than barely over two months," noted Christina.

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Help for Those Facing Layoff

A joint labor/management committee met recently with the purpose of developing an overall strategic plan to effectively address the employment and training needs for displaced Boeing Aerospace workers. The goal of this effort is to provide the best approach to facilitate workers' transition to other employment opportunities and minimize the impact on public programs.

The Union wanted to ensure members' interests were protected and the best possible safety net for transition is provided, as well as ensuring that every available option is explored.

To ensure members' interests are pro-

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Upgrades Provide Added Job Protection

Thanks to the persistence of the Union (specifically Business Reps Heather Barstow and Brett Coty), members are now permanently and properly classified in the 21204 job title working ship-side support on the 787 program.

When Boeing initially asked Grade 3 members in the 21203 job from the Everett wire shop to help on the 787 as ship-side support over a year ago, the Union agreed as long as the contract was followed. Investigation revealed the Company was only classifying these members as temporary Grade 4's when they physically worked on the 787 airplane. The Union argued the members were misassigned and the appropriate classification for all members assigned to the 787 ESRC should be 21204 ship-side support

based on the majority of work being performed. The Company agreed to temporarily upgrade all 787 ESRC members to the 21204 ship-side support job.

As time went on, it became evident that Boeing management had no plans to make these members permanent

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Business Reps Heather Barstow and Brett Coty (far right) report that members assigned to 787 ESRC are now permanently classified as 21204s. Also pictured L to R: Business Rep Chuck Craft, Judy Khang, Hang Pringle, Linh Tran.



Aerospace Institute

Bill to create Aerospace Institute aimed at creating and retaining family-wage aerospace jobs in our state

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Facilities Fight

Members encouraged to track contractors work to fight facilities layoffs

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Ergo Issues Still 'Stand'

Members on 787 line provide input on proposed ergo workstation

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REPORT FROM THE PRESIDENT

Union Explores Alternatives to Minimize Job Cuts

by Tom Wroblewski,
District President



Last year Boeing indicated the job cuts to our membership would be "minimal," yet we received hundreds more WARN notices in March. In addition, Boeing continued to bring additional hourly members onto the payroll in 2009 – knowing these positions would probably be cut. The communication disconnect has disrupted the lives of these members and could have been avoided.

To try to minimize the impact, the Union has asked Boeing to meet and

consider alternatives to potentially mitigate these layoffs. Ideas such as eliminating overtime, offering voluntary layoffs, bringing back work that had previously been subcontracted or is slated to be subcontracted are just a few options we will discuss in early April.

The Union is also continuing to gather information on Facilities Maintenance jobs. The Company should not layoff any members only to have contractors on site doing work that could have been done by the very employees they laid off. We went on strike for 57 days to obtain job security for all members. The Union will use the information gathered to make that case.

We are continuing to work to provide a safety net to help members who do wind up being laid off and need career transition. We will be publishing a Lay-off Resources Guide and Checklist brochure that will be handed out in the shops and available at the Union halls.

We have been working on a new Trade Adjustment Assistance (TAA) application to qualify our members for the additional benefits under this federal program. We hope to file the application in May. The Boeing Company has supported the application in the past and that is expected to be the case in 2009.

We are working together on a committee with Boeing, Joint Programs, state employment security officials, commu-

nity and technical colleges, workforce development councils and the State Labor Council – again with the goal of helping any displaced members through the transition.

Finally, I am extremely disappointed with the result of the Worker Privacy Act (WPA). The infamous e-mail served as a convenient excuse for Democratic leadership to get out of their commitment to the labor community and the Machinists Union, in particular. Boeing's demand that WPA not be allowed for a vote played a key role in killing this legislation that would have protected workers' Freedom of Speech.

Despite our disappointment with political leadership in Olympia, we must remain at the table to ensure your voice is heard when decisions are made re-

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Exploring Ways to Mitigate Layoffs

The Union continues to do everything possible to preserve jobs and retain our members' valuable skills on the Boeing payroll so they remain available to build Boeing airplanes. District 751 President Tom Wroblewski will be meeting with top Boeing officials early in April to explore ways to mitigate potential layoffs and explore alternatives (i.e. eliminate overtime, bring back subcontracted work, etc).

The Union requested the meeting after it became evident Boeing cuts would impact hourly jobs this year.

The Union will continue to encourage Boeing to eliminate all vendors before ANY Boeing employees are laid off. Wroblewski noted, "We believe that to meet Boeing delivery schedules they need EVERY qualified member currently on the payroll and should be working to retain this valuable skill base. I believe there are ways we can work together to minimize the impact on the Company, our membership, the shareholders and the airline customers."

The Union will keep members updated on progress and the results of the meeting with Boeing.



District 751 President Tom Wroblewski puts together proposals to minimize layoffs. He will present them to Boeing in April.

Gathering Data to Fight Facilities Surplus

The Union is currently gathering information on the layoffs in the Facilities Maintenance job numbers covered under Letter of Understanding # 2. Of the 189 SSG members who received WARN notices in January, 20 were laid off without another offer. Another 42 declined an offer and accepted layoff.

Members of the Facilities Subcontracting committees met with Union staff to go over what specific, additional information is needed to qualify for a grievance. The Company should not be laying off positions only to have contractors on site doing work that could have been done by the very employees they laid off. We went on strike for 57 days to obtain job security for all members and the Union will use the information gathered to make the case.

Members in Facilities Maintenance jobs (as well as all other members) should track what is being done by contractors and get this information to your Union Steward. Members laid off in the Facilities Maintenance job numbers who were not offered other employment within Boeing, please contact the Union to provide specific details.



Above: Our Facilities Subcontracting Committee review the report form to gather data.



Left: Union leaders review data on facilities subcontractors at Boeing.

Union Helps Members Gain Job Rights and Upgrade

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Grade 4's because they continued using temporary upgrades that went beyond our contractual time limits. Business Reps Barstow and Coty objected to the repeated use of temporary promotions, and insisted that permanent Grade 4 positions be installed so members would gain job rights to the 21204 job. The contract is clear: "repetitive temporary promotions shall not be used to fill a permanent job opening."

Because the Union spoke up, the contract was followed. The reclassification to Grade 4 gives these members job rights and additional security they would otherwise not have if Boeing had simply tried to use repeated temporary promotions. This

is especially important now with the current surplussing activity – over 100 members in the 21203 job received a WARN notice while no WARN's have been issued to date for the 21204 job.

When the discussions began last year, the Union encouraged all members in the wire shop to file their Category B (upgrade) rights paperwork so they would be considered for the higher graded position should it become permanent.

When management finally agreed to make the permanent upgrades, they wanted to keep the employees they had already classified as temporary Grade 4's (regardless of seniority). Again the Union objected and noted if permanent Grade 4 positions were made, the senior

Grade 3 members with Category B (upgrade requests) on file should get a chance for the upgrades, as the contract procedure states. In the end, even though the Company used the "designated candidate" clause (22.1k) to promote some members with less seniority, the Union contract ensured the senior employees could challenge the designation and have a fair chance at the Grade 4 positions.

751-member Linh Tran noted, "When people with less seniority were promoted, I went to the Union, filled out the review paperwork and was able to challenge and receive the permanent upgrade. I like the Grade 4 work better. It is more interesting and provides a better variety of work."

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

Tom Wroblewski
President, Directing
Business Representative

Stosh Tomala
Vice President

Susan Palmer
Secretary-Treasurer

James Coats
Sergeant-at-Arms

Paul Milliken (Eastern WA)

Tommy Wilson

Heather Barstow

Don Morris

Ray Baumgardner

Richard Jackson

Mark B. Johnson

Jon Holden

Brett Coty

Jimmy Darrah

D. Joe Crockett

Ron Bradley

Emerson Hamilton

Charles G. Craft

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



751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild,
CWA #37082

District 751 AERO MECHANIC (ISSN 0894-7864, USPS 008-660) is published Monthly except Bi-monthly in December/January by Aerospace Industrial District Lodge 751, 9125 15th Pl. S., Seattle WA 98108. \$3.50 of the annual dues goes toward a one-year subscription to the Aero Mechanic. \$4 per year for non-members by District Lodge 751, International Association of Machinists and Aerospace Workers, AFL-CIO, 9125 15th Pl. S., Seattle, WA 98108. Periodicals postage paid at Seattle, WA. POSTMASTER: Send address changes to District 751 Aero Mechanic, 9125 15th Pl. S., Seattle, WA 98108

POLITICAL ACTION



Representative Mike Sells (l) and 751 Legislative Director Larry Brown discuss a bill that would create an aerospace technology and manufacturing institute.

Institute to Keep Aerospace Vibrant

District 751 Legislative Director Larry Brown testified before the House Committee on Higher Education on Friday, March 27 in support of HB 2318. This bill, introduced by Representative Mike Sells, would create the Washington Institute of Aerospace Technology and Manufacturing Studies, which would be headquartered in Snohomish County.

The Institute would be charged with fostering the creation and retention of family-wage jobs in the aerospace industry, as well as growth and innovation in the aerospace industry through education, research and job skills training programs in areas that include: aerospace technology, manufacturing, human resources development, labor leadership, and international studies. In addition, a partnership will be developed with business, labor, government and higher education institutions for aiding in program

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Worker Privacy Bill Now Opposed by Governor, Speaker Chopp & Senator Brown

by Larry Brown, Legislative Director

I could not have been more surprised or shocked. My phone rang five minutes before convening the statewide Washington Machinists Council in Olympia. I was preparing to conduct a short training session to teach our delegates how to lobby their legislators later in the day. Governor Gregoire promised to speak to our gathering in another hour. The voice on the other end of the phone said, "The Governor isn't coming this morning and your bill is dead." What the heck? Our number one legislative priority, the Worker Privacy Act, was being killed for the third year in a row? "Why?" I asked. "Because of the e-mail," stated Marty Brown, the Governor's Legislative Director. First, I was shocked and then anger surfaced.

Sixty Machinists Council delegates were gathered waiting to hear Governor Gregoire tell us how she was going to help us finally get the bill passed through the legislature. We expected her to tell us how she would sign this nation leading, ground-breaking legislation into law — as she had promised for three straight years. The delegates in the room were excited and looking forward to hearing her tell us the good news. These were many of the same union activists who, along with the rest of the labor community, had four months earlier helped thrust Governor Gregoire back into office for four more years. They helped provide

the Democratic majorities in the state House and Senate because we believed in their campaign rhetoric. We believed what they said when they told us they would fight to make the Worker Privacy Act law.

Now I was being told our bill was dead because of an internal e-mail in-

frustrated, and now the Governor, Speaker Frank Chopp and Senate Majority Leader Lisa Brown were putting our bill down for the 2009 legislative session. "Not this year but we can do it next year," was the message - AGAIN.

In reality, each of these Democratic leaders, Gregoire, Chopp and Brown,



Labor leaders express their dissatisfaction with Democratic Leadership over the killed Worker Privacy Act. L to R: WSLC President Rick Bender, WFSE Executive Director Greg Devereux, IAM 751 Political Director Larry Brown, House Speaker Frank Chopp, & Governor Gregoire.

tended for labor leaders, that was also inadvertently sent to four sponsoring lawmakers; an email promising to withhold union campaign contributions to Democrats if our bill was once again killed. While this email may have been misguided, the labor leaders were well within freedom of speech rights. We were deeply

had been looking for ways to kill the Worker Privacy Act. The Boeing Company and the business special interest group lobbyists in Olympia wanted our bill dead. During the campaign season when these same politicians were looking for ways to bolster their support

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Is the Employee Free Choice Act (EFCA) "Compromise Proposal" a Sign of the Times?

For years, the Employee Free Choice Act (EFCA) has separated labor and business in a fight over employee rights. Labor arguing that workers have a right to make their own choices; big business arguing that the passage of EFCA would undermine the rights of management. And never the two sides shall meet...right? Maybe not.

On Monday, March 23, new arguments over the Act broke out — but not between labor and business. No, this time it's the big companies quarreling with one another. As the Obama Administration establishes itself as a strong supporter of the middle class, businesses are becoming keenly aware that the current political climate is one that may finally foster the changes called for in EFCA. And big business is scrambling for ways to prevent this legislation from passing. Fortunately for labor, and the working folks that would benefit from such amendments, their current attempts to immobilize the Act are actually doing the exact opposite. Unlike labor, the business community is not a united front - with some businesses unknowingly making labor's argument — that the current system needs reform.

Three major companies — Costco, Starbucks, and Whole Foods — recently presented a suggested compromise to EFCA legislation. The win for proponents of the EFCA bill does not come from the contents of this "Third Way", as it removes two major elements of the Employee Free Choice Act, but rather from the conclusion that such a proposal draws. This conclusion is in

their essential concession that the current system is unfair to workers. By proposing this "compromise" these companies have made the statement that we need reform — a statement that labor has made for over eight years now.

EFCA provides a remedy to the unfair barriers to union representation and collective bargaining in three ways. First, it removes the current barriers that prevent workers from forming unions to bargain collectively. Second, it guarantees workers a contract when they form a new union. And finally, it strengthens penalties against companies that break that law during organizing campaigns and first contract negotiations.

Although the anti-union business community would have Americans believe that unionizing leads to job loss and business closings, there are many other organizational and political leaders that make it clear that is not the case. Josh Bivens, an economist with the Economic Policy Institute, does just that when he explains how the EFCA would benefit economic expansion:

"Union membership directly addresses the single largest problem in our economy, which is the rise in inequality. The research on this is crystal clear.

"The last two recessions have been caused by over-leveraging and consumption that rose ahead of income. The Employee Free Choice Act would point us in the direction of economic expansion fueled by income

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Local F President & Legislative Committee member Garth Luark reminds Stewards to return postcards asking for support for the EFCA.



Senator Patty Murray delivered \$470,000 for our new Aerospace Joint Apprenticeship. Above she discusses it with 751 Legislative Director Larry Brown.

Murray Delivers for Apprenticeship

Senator Patty Murray has been a tireless advocate for Washington's working families and a good friend to the Machinists Union. She understands the importance of protecting and creating additional aerospace jobs in the state. Senator Murray knows this can only happen by ensuring Washington has trained aerospace workers in the future. She pushed for additional funding to provide such training, which includes apprenticeships.

Recently, Senator Murray delivered by ensuring an appropriations request for \$470,000 was approved to support our new Aerospace Joint Apprenticeship Training Committee. The funding had been held up, but with persistence by Senator Murray and her staff, the \$470,000 was approved as part of the Omnibus Appropriations Bill.

The money will be used for a variety of purposes relating to the apprenticeship, including curriculum development and hiring trainers to do the actual instruction. This funding will ensure we launch our new aerospace apprenticeship this year. The idea is to have continued investment in a statewide apprenticeship to cover aerospace manufacturing.

Thanks again to Senator Murray and her staff who worked to make sure all deadlines were met and continued to keep our Union informed throughout the process. Their support is critical to this program.

POLITICAL ACTION

Tanker Update: A Split Contract Is Not the Answer

Just weeks after reports claimed that the \$40 billion Air Force tanker contract could be delayed another five years, the tanker contract is again in headlines regarding a potential splitting of the contract between the Boeing Company and the alliance between EADS & Northrop Grumman Corporation.

This idea, lauded by Representative John Murtha (D-PA), chairman of the House Defense Appropriations Subcommittee, has drawn strong opposition from the Pentagon as well as lawmakers.

At a press conference in March, Defense Secretary Robert Gates commented that the split contract idea would be a mistake that would cost American taxpayers billions of dollars. He believes that deciding on such a split would be "bad acquisition policy" and that "it's a bad deal for the taxpayer."

In a tough economy, overspending on a contract of this nature is bad business. While a split contract could potentially decrease the amount of time it would take to manufacture the fleet, that benefit would not outweigh the potential cost increase. The initial \$35 billion contract would be for 179 planes, but the deal could eventually cost an estimated \$100 billion.

Splitting the tanker contract was brought up three years ago before the Pentagon made it clear that just one bidder would be awarded the contract to build tankers for the Air Force since a split contract would be too expensive and complicated.

As 751 member Dave Moritz, and his fellow members in his shop, explained in a letter to Representative Murtha, contracting Boeing as the sole producer of Air Force Tanker air craft makes the best business sense for many reasons. One of those reasons is the cost, both financial and environmental, of an attempt to establish a new factory when members here in Washington are capable of starting that work with no disruptions.

The letter also stated that, "If a company were to attempt to build a factory, develop tooling, engineering, planning, and skilled work force to assemble something



Members who took part in the walk through and signing the letter include: Dave Moritz, Ron Stremple, Mark Merisko, Ernie Monaghan, Al Pratt, Robyn Miller, Robert Haller, Ken Yoakum, Jason Brunner, Bill Steele, Mike McKerigan, Cynthia Urquhart, Kelly David, Mike Pitchford, Jonnie Zimbra. NOTE: There are many other 767 workers who are also supportive and would have signed the letter and taken part in the walk through.

These members, who work on the 767 line (along with several others not pictured), sent a letter to Congressman John Murtha after taking part in the walk through tour with the Congressman to highlight the advantages of the Boeing tanker.

as complex as an aircraft, from bare ground it would, by our estimate, take as much as 5 to 7 years to do all of the above and roll out, test and certify the aircraft. This would come with a huge price tag for the environment, wasting energy and resources, and would duplicate an already complete and ready factory workforce."

Murtha has some tough opponents in the legislature as well. Representative Norm Dicks (D-WA), who only ranks behind Murtha on the Defense Appropriations Subcommittee, is one of those legislators standing up against such a decision. Also speaking out against the

idea of a split contract is Representative Todd Tiahrt (R-KS) of the subcommittee.

"I think there is going to be a lot of pressure from labor," Dicks said regarding the issue. "With these tough economic times, we shouldn't be building planes in Toulouse (France)."

The 767 crew ended their letter to Murtha by stating a clear and inarguable fact: "The Boeing Company and all of its people can offer you a superior product in every respect, and in a time frame that no one else will be able to match."

Educational Investments – Not Just for Times of Prosperity

As state lawmakers announced on March 20, Washington is facing a severe budget crisis this year. One that, if not handled properly, could result in a budget cut of \$4.2 billion. These cuts, intended to address an over \$8 billion deficit in our state, could deal a devastating blow to education in Washington. Although the numbers aren't yet known, it is projected that the cuts could result in a loss of 10,000 government jobs. Nearly 80% of these jobs could be teaching positions in public schools and higher education.

It's easy to assume that cuts in education are the simplest and cheapest answer to a complex problem, but they aren't. In fact, they are ultimately the most expensive, devastating answer to a problem that needs to be faced by a united community determined to preserve one of its most important investments – quality education for our children, the future of the country. As one teacher, Aaron Tomy, noted, "Our most important resource is our children." The grandson of a retired Machinist and nephew of a current member in Everett, Aaron also said, "These kids will run the state one day. We need to prepare them for that daunting task. Taking resources away from their very important training will set our state up for intensive problems and failure."

Economic fluctuations can be devastating, of course. And the projected length of time that it will take for the economy

of this great country to rebuild itself makes it seem as though we may never dig ourselves out. But, we will. What we have to consider is what the cost will be, at the end of this long ordeal, if we do not invest in our children's education. And what will the economic impact of an under-funded education system be in ten years if we go that route?

Much harm was done to the American educational system during the Bush Administration and teachers, administrators, and lawmakers are now left



Aaron Tomy teaching his 7th grade math class stated, "Our numbers are high enough now that teaching class is difficult. Cutting teachers and funding will only make it worse."

scrambling to pick up the pieces. Not considering the current budget crisis and impending cuts, education is working hard to meet large class sizes, an ineffective testing system, and the backlash of Bush's No Child Left Behind legislation

head on. Finally reaching critical mass, at a time where change is the most important word in America, how can we cripple an educational system that is just now able to see light at the end of the tunnel? Is taking more away from the futures of our most important commodity – our children – really beneficial to our state and country?

The answer is no. It's not simple, but it's no. The budget crisis, and even the seemingly insurmountable \$8 billion in deficits, can be met in other ways. It can be met and dealt with. It will not be easy, but the future of our country's youth – of your children and the children of your co-workers, your nephews and nieces, grandchildren, cousins – depends on it.

Washington State already has the fourth largest class sizes in the United States. Cutting education further would only increase that number. Research has shown, time and again, that reduced class sizes improve student learning. According to the Washington Education Association, "Small class sizes allow educators to provide the individualized attention students deserve."

On this note, seventh-grade math teacher Aaron Tomy said "Our numbers are high enough now that teaching class is difficult. Cutting teachers and

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Aerospace Institute

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development.

751 Legislative Director Larry Brown, who has been working closely with Representative Sells on the bill, made several important points in his testimony:

- Investment in workforce training acknowledges the significance of the aerospace industry as a cornerstone of our economy. By investing in workforce training, we can increase productivity and compete in the global economy, which is preferable to reducing the standards of living to compete.

- In addition, it is critical that labor stays at the table, has a voice in training the future workforce and establishing criteria for and is part of the institutional governance.

Establishing a campus for teaching and training aerospace workers could play a vital role in sustaining Boeing's presence in the state and keeping the aerospace industry vibrant. As envisioned, it would be a research and education center with programs that complement existing courses and job training offered at community colleges in Everett and Edmonds. It also would serve as a neutral ground where business and labor leaders can hash out differences.

"This is about strengthening not just Boeing but all the aerospace suppliers. There are a lot of interests that come together in this bill," Sells said. "It definitely would give the governor something to show Boeing what we're willing to do."

The bill is especially important when you consider some of the southern states have allocated millions to develop aerospace training to show Boeing they are committed to becoming aerospace centers.

ESRC Celebrates Black History Month by Giving to Others

In honor of Black History Month, employees in the Electrical Systems Responsibility Center (ESRC) hosted a Dessert Day open to all Boeing employees on February 25 & 26. This fundraiser was organized to benefit the Odessa Brown Children's Clinic and the Central Area Motivation Program – two important charities in the Seattle area. The efforts raised \$1,100



As part of their Black History month celebration, ESRC employees raised \$1,100 for the Odessa Brown Children's Clinic and presented the check on March 5th. The group also donated boxes of items for infants and children.

in cash donations. In addition, the crew also collected various products for infants and toddlers. Boxes of diapers, baby powder, baby food, formula, and even car seats were donated to help under privileged children.

Each year, this group puts together various events to raise awareness and educate others on Black History Month.

Opened in 1970, the Odessa Brown Children's Clinic provides quality care for children regardless of race, religion, gender, or a family's ability to pay. After donating to the organization last year, in support of their program dealing with sickle cell anemia, the Employee Involvement Team learned how important the Clinic is to the community. This year, all donations

In addition to cash donations, boxes of diapers, baby food, formula and other infant supplies were donated – even a few car seats.



went to the organization to be used wherever needed. With physicians that are national leaders in their fields working hard to discover new cures and deliver the best care available, that need is strong in many areas at the Clinic.

Donations at the event also benefited the Central Area Motivation Project, also known as CAMP. Established in 1964, CAMP became the service arm of the Seattle Civil Rights Movement. Today, the organization still battles poverty by carrying the torch for social change and the establishment of self-sufficiency. The program offers energy assistance, food donations, re-licensing, and career training to the needy in the area. Thanks to all who made the events a success.



Steward Doug Falkenhagen goes to 'great lengths' to help others and agreed to have his head shaved after the crew donated over \$800 to help a co-worker.

Steward Gets Shaved to Help Others

What would you be willing to do to help a co-worker? Union Steward Doug Falkenhagen goes to "great lengths" to help others – even giving up lengths of hair – in fact, all of his hair.

When 25-year member Steve Cassidy had a heart attack and was out of work for 4+ weeks recovering, the 777 Final Body Join crew decided to help out. Member Dave Stidham went around to the crew and collected about \$300 to help Steve.

Doug was disappointed with the results and stated if the crew donated \$600, he would shave his head. Keep in mind that Doug has had long hair for years.

The offer was a good motivational tool. Twenty minutes later, the crew had donated \$700 and by the end of the night over \$800 was collected.

"We have taken up lots of collections and I really thought I would not have to shave my head," Doug stated. "I was glad to do it to help a fellow Union member. The whole thing fits into the Union philosophy of solidarity and helping each other – it is not just on the picket line, we stand together to help each other continually. An injury to one is an injury to all. If one is hurting, we pull together to help."

Joe Bird was one of the more anxious members to see Doug shave his head. Upon hearing of the offer, without hesitation Joe opened his wallet and donated a \$50 bill. Many others followed suit. At lunch the following Monday, Doug kept his word and fellow crew member Mike Zimmerman shaved his head. Thanks to all who donated and helped out a fellow member.



Steward Doug Falkenhagen kept his word and allowed co-worker Mike Zimmerman to shave his head after the crew donated \$800 to help a fellow member.

Compromise on EFCA Highlights Need for Change in Labor Law

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finance, not debt finance."

Small business owners all over the country who encouraged their employees to organize prove that EFCA legislation will actually benefit business – by benefiting the middle class that supports it. Ruth Schepp, a business owner in West Fargo, N.D. sees the membership of her employees in the IAM as a way to build a competitive business. She said, "I want my employees to be a part of this company as it grows. I want them to feel that they have a good job, a secure job. Good jobs support families; they support our community. I want workers to be able to form a union and to have a choice in our economy. They deserve to have the fair chance to form a union without fear."

WORTH NOTING

APPRENTICESHIP APPLICATIONS ACCEPTED IN APRIL

Applications will be accepted for the IAM/Boeing Joint Apprenticeship Program April 1, 2009 through April 30, 2009.

Applications will be accepted for the following trades:

- Cellular Manufacturing Machinist
- Composite Manufacturing Technician
- Model Maker
- NC Spar Mill Operator
- Tool & Cutter Grinder

To obtain an application, call the apprenticeship office at 253-351-1918 between April 1st and April 30th – or print an application from the web at <http://www.iam-boeing.com/apprenticeship.cfm>

FOOD DRIVE TO BENEFIT LABOR AGENCY FOOD BANK

April is the last month to participate in the District 751 Food Drive being organized by the Women's Committee. All food will go to benefit the Puget Sound Labor Agency's (PSLA) food bank. The Feinstein Foundation will donate \$1 for each can of food or \$1 for every one pound of non-perishable food collected during April. The more donations made to PSLA during this time period, the more money the Feinstein Foundation will donate.

Food donations can be brought to the April Union Meetings or taken to any of the District 751 Union Halls. Monetary donations are accepted by check only made out to PSLA with "Feinstein" written in the left corner of the check. Please give generously to help Union families in need!

MACHINISTS 'DOG DAYS' OFFER DISCOUNTS AT PACIFIC RACEWAYS

Machinists Union members have a chance for discounted tickets to a major racing event at Pacific Raceways this season. June 19th, 20th and 21st is the Lucas Oil Divisional races, which features top alcohol dragsters, funny cars, etc. Tickets are \$5 with proceeds going to Guide Dogs of America. The race track has dubbed the tickets "Dog Days" at the races. Tickets are available at the Local Lodge meetings and at the Union halls. This is a really good deal so get your tickets NOW!



Your \$5 ticket is good for entrance to the races one day (Friday, Saturday or Sunday - your choice). To attend additional days, simply purchase an additional \$5 ticket. Note: Parking is \$5 per vehicle.

MASTERCARD GIFT CARD DRAWING TO BENEFIT GUIDE DOGS

Local 751-F is currently selling tickets to win a \$2,000 MasterCard gift card. All proceeds to benefit Guide Dogs of America. A maximum of 3,000 tickets will be sold. Drawing to be held Wednesday, August 12, 2009 at the Local F 6 p.m. meeting. Need not be present to win. Purchase your ticket from any Local F Officer or at any Local Lodge meeting.

President's Column - Options to Minimize Job Cuts

Continued from page 2

garding investments by the state and decisions affecting workers comp, employment security and education. We will continue to work in all arenas, committees, councils, etc. with the goal of creating and maintaining family-wage jobs in the aerospace industry here in Washington state.

We need Boeing, elected officials and the commu-

nity to understand the Union is not the problem; we are the solution. We will use our role to help find solutions that are good for our membership, for Boeing, for the community, state and elected officials.

In order to lead the way, we must reach out beyond just the labor movement. It is a challenge we are up for and one we will pursue until we succeed. We hope Boeing and elected officials are ready to take a new approach and truly look for mutually-agreeable solutions to these issues.

New Hires Face Immediate Layoff

Continued from page 1

She wasn't the only one shocked by her short tenure. Her supervisor questioned why Boeing gave him the green light to hire people only to immediately lay them off.

"I have two AA degrees and am qualified for other jobs at Boeing. I immediately went through the BESS (Boeing Employment System) and assumed I would receive consid-



Roy Gagnon moved from North Carolina (at his own expense) to accept an hourly job at Boeing in January. He has a WARN notice with a layoff date of April 24.

eration over someone outside Boeing – especially when you consider the investment Boeing made in the background check, medical evaluation, drug testing and training. Why throw that away and start with someone else? It was frustrating to not even get an interview for the other positions, which I was more than qualified for," Christina added.

Now, she will pay a \$465 reinstatement fee to the Laborer's Union and try to get back into the position she held before going to work for Boeing.

Cross Country Move Brings Dead End

Roy Gagnon came a long way to work at Boeing. He moved (at his own expense) from North Carolina to begin at Boeing on January 9th. The long drive gave him lots of time to think about his future. After years in the Marine Corp working on the V-22 Osprey, he was excited to work for Boeing building commercial airplanes.

Like Christina, his employment interview gave no indication the job might be only for a few months.

"This was going to be my new career. I had no idea I might only work here a few months," stated Roy.

In the meantime, Roy plans to utilize the benefits under our contract to help plan for the future. He has already met with a Joint Programs Adviser to explore potential training options. He started classes at Green River Community College on Monday, March 30th to begin working on a two-year Associates Degree that will transfer to a 4-year university – with the goal of earning a 4-year degree in mechanical engineering.

Others Depend on Her

As a single mother, Tamara Courter has learned to survive. She worked for Boeing from 1997 through 1999 when she got laid-off. At the time, she didn't know all the benefits available to help after layoff, and instead focused on her two small children. Now with an 11-year old and 15-year old at



As a single mother of two teenagers, Tamara Courter knows she has to take action to pay her bills. She has already talked with an adviser and enrolled in school.

home depending on her, she immediately began planning when she received her WARN notice.

Tamara has already spoken to a Joint Programs Adviser and is enrolled in classes to begin at Renton Tech College in April.

"The reality is I have to pay the bills and support my kids. I have to wonder why they hire people and immediately give them a layoff notice. It is insane. I am busting my butt working overtime – coming in early and staying late – to ensure they meet their schedules," stated Tamara.

Despite her own situation, she is concerned about others facing layoff. She added, "I worry about the younger people just starting out who haven't been through a layoff before and thought they had a career plan. They didn't know the plan could take off just like the airplane, and now they have to find a way to survive."

Like many others, getting on the payroll was a long, arduous process that required "jumping through the hoops," as well as a considerable commitment of time – not to mention weeks of unpaid training when these individuals could have been earning money at another job.

"I think Boeing should be held accountable. It often takes up to six months to get on the payroll. People should be able to recoup what they lost in the hiring process, which kept them from working at another job," added Tamara.

Shaky Future For His Family

For Brian O'Donnell, it was a big decision he thought long and hard about before accepting the offer to return to Boeing. He quit a job he had worked at the past six years that offered job security and even took a payout to get back on the payroll at Boeing.

With a wife and two kids, he was looking at the long term gains and benefits a job at Boeing could provide. Like the others, he attended new hire orientation the same day Carson announced the 4,500 job cuts and hoped it wouldn't affect him. When he received a WARN notice on February 20th, he immediately contacted his previous employer, who had unfortunately already filled his position.

To make matters worse, Brian's wife works for the state and may be one of the many casualties of the current budget crisis. These scenarios affect the whole family, especially the children. Having both parents potentially losing their jobs at the same time is scary.

Brian is exploring all options to remain at Boeing. He has met with a Joint Programs Adviser to explore possibilities, look at other open positions, and is researching the IAM/Boeing Apprenticeship Programs.

"In the long run, I want to be working for this Company. I committed myself to Boeing when I took the job. It was a big decision for me," Brian recalls. "I could have stayed where I was since I was at the top of my field, but it did not provide the benefits Boeing does and had no pension."

Left a 22-Year Job

Joe Webb was initially on the February 20th WARN list. Then, his supervisor informed him the WARN had been "pulled back." He was relieved to have dodged that bullet, but remains worried about his future with Boeing.

He began applying at Boeing last summer. He quit the job he had held at High Tech Finishes for the past 22 years because Boeing had a better benefit and retirement package. While he realized he was giving up the security of 22 years at the same company, he never dreamed thousands of layoffs would be announced the first day on the payroll.

"I kept thinking why would they hire me and then immediately lay me off. Now, I live with the cloud of uncertainty and wonder every month if it will be this month," Joe stated. "I really enjoy working for Boeing and hope to have a long career here. Hopefully, with all the airplane orders on the books, we can find a way to keep all of us on the payroll."

Unfortunately, no one knows the answer. Joe understands there are very few qualified and experienced magnetic penetrant inspectors and hopes the specialized skills will keep him on the payroll.

These stories indicate there is a serious flaw in how Boeing predicts their workforce needs. With no reduction in expected deliveries, most members are wondering what is driving these layoffs and how Boeing will be able to deliver 480-485 planes this year with a reduced hourly workforce. Once people have gone through the layoff process (sometimes multiple times), they begin to think twice about returning to Boeing. It is tough enough to lose your financial stability, but repeated layoffs affect your mental stability and make you hesitant to return, which hurts Boeing when they need to ramp up production.

While Boeing is a great place to work with wonderful union-negotiated benefits, starting a career at the Company entails uncertainty and risks. The Union will continue to press Boeing to revise their hiring practices, explore all opportunities to keep the valuable skill base on the payroll, bring work back into the Company and find ways to preserve these jobs that ensure delivery of the best airplanes in the world.



Brian O'Donnell quit a secure job to return to Boeing in January. To add to his stress, his wife's job at the state is also in jeopardy because of the budget shortfall.

Facing Layoff

As more members are receiving WARN notices, the Union is making more informed decisions. These will be provided to you, also offering a number of services designed to help you.

Before You Get Laid-off

- Attend layoff briefing orientation. You may also attend two additional classes: Effective Resume Writing and Interviewing Techniques to assist you with the job search process and to better prepare for job interviews. Registration is not required and classes are available as space and time permit.
- Complete Layoff Benefit Election Form, which determines how your Layoff Benefit will be paid. Members have two choices: income continuation or lump sum. The Union advises members select income continuation. **Do not select lump sum layoff benefits because this will eliminate your seniority and recall rights. If you are ever rehired and had elected the lump sum, you would start with zero seniority.**
- Remember income continuation layoff benefits do not affect unemployment insurance benefits.
- Print out and keep a copy of your Boeing work history and training records from TotalAccess. This is important if you ever return to Boeing.
- Print out and retain a copy of your layoff notice. NOTE: If you want your work history to include layoff information, you must call TotalAccess after you are laid-off.
- Meet ASAP with a Joint Programs Career Advisor to explore training options and other resources. Make an appointment by calling 1-800-235-3453.
- Write down your password for TotalAccess. You will be required to use it every time you call TotalAccess or log onto their website.
- If you have Pride@Boeing points or service awards, redeem them prior to layoff. While these awards do not expire, you have less

Important Tips for Those Facing Layoff

Do not select layoff benefits as lump sum or recall rights. If you are then ever rehired, you will start with zero seniority. Income continuation layoff benefits DO NOT expire. While layoff benefits provide medical coverage (if you elect such coverage), dental coverage, and other benefits, you are laid-off. Therefore, get any needed services before receiving a WARN notice.

Committee Working to Help Members

Continued from page 1

ected, a committee was established to work toward these goals. This committee is comprised of representatives from the IAM/Boeing Joint programs, IAM District 751, SPEEA, WA State Employment Security Department, Workforce Development Councils from three counties, State Board of Community and Technical Colleges, Boeing Government Affairs, Boeing Global Staffing, and Washington State Labor Council.

751 Legislative Director Larry Brown, who sits on the Committee, noted, "It is gratifying to see what can be accomplished when the Union and Company work together. It takes both the Company and the Union to marshal all the available resources when our members get laid-off. This group will be able to access and deliver the best possible safety net for their career transition."

Layoff - Union Checklist & Resource Guide

In the event of a potential layoff, the Union is putting together a Membership Resource Guide to help them navigate through the many options and resources and is printed and available through Union Stewards and at all Union offices and through Stewards by mid-April. In addition, the IAM/Boeing Joint Programs is helping members facing layoff. Read over the checklist and take the necessary action.

Activate Your Recall Rights

File for Category A (Recall) Rights immediately following layoff **(there are no auto Cat A filings. You must file to get on the recall list)**. Boeing will provide a list of jobs you have Category A rights to on your TotalAccess profile. Registration forms are available at all Union halls or on the Union website www.iam751.org/RAR.pdf to print out and return by mail (since signature is required). Be sure to include any locations you are willing to accept. Individuals indicating all locations (SKAREDF) better enhance their chances for recall. NOTE: You must accept recall to any shift that is offered or lose seniority.

Employees have Category A rights to any jobs previously held for 90 or more calendar days on a permanent basis. Length of recall rights are:

Company Seniority	Length of Recall
0 but less than 3 years	3 years recall
3 or more, but less than 5	5 years recall
5 or more years seniority	8 years recall

NOTE: You continue to accumulate additional seniority for the length of your recall rights.

Keep address current with Boeing for recall. There are two ways to update your home address. Call TotalAccess at 866-473-2016 (TTY 800-755-6363) - you will need your password and BEMSID OR submit a change in writing to: The Boeing Company, 11808 Miracle Hills Dr, Omaha, NE 68154. This written request must include full name of person, BEMSID, signature, previous address & new address.

If you refuse recall, you lose seniority. However, you may refuse recall to a job expected to last 90 days or less and still maintain seniority.

Follow-up on your Category A. Check Cat A list at the Union halls or check for confirmation on your Total Access profile.

When getting recalled, understand your rights to make a valid assertion (22.18c3) if you are unable to return, which can temporarily suspend recall rights until you refile Category A paperwork.

Utilize Medical/Dental Benefits

Layoff benefits include up to six months (or until you are eligible for other group coverage) of medical coverage for employees and dependents. **NOTE: According to Boeing, Layoff Medical coverage is not automatic.** Contact TotalAccess 7-10 days after your layoff and elect COBRA coverage to activate your 6 months of contractual medical coverage.

Get needed dental work or cleanings completed. Dental coverage ends the last day of month in which you are laid-off unless you elect to pay COBRA for dental coverage.

If you are enrolled in Selections or Group Health, be sure to pay your monthly premium **TIMELY** to maintain your six months' medical coverage following layoff.

Federal law under COBRA provides that laid-off employees and their dependents be offered an extension of group coverage at their own expense for up to 18 months. We have requested a chart of the COBRA rates for our members and will provide that information as soon as it is available.

COBRA for dental coverage must be elected within 60 days of layoff date.

Explore Income Resources

File for unemployment benefits (income continuation does not affect unemployment). You can apply online www.go2ui.com or by phone at 800-318-6022 (TTY 800-365-8969). For tips on applying for Unemployment Insurance visit: www.esd.wa.gov/uibenefits/apply/eligibility/application-tips.php

Income continuation benefit of one week of base pay for each full year of service (up to 26 weeks maximum). Benefit payable as either income continuation or a lump sum; if you elect a lump sum, you give up all recall rights and seniority.

Consider retirement options, if eligible. Keep in mind that you should collect all income continuation benefits before taking retirement because income continuation ceases upon retirement.

Investigate VIP alternatives available. VIP will mail you a termination package with all the information.

Consult a financial advisor on credit consolidation (BECU provides them free).

Union Dues Options for Members Facing Layoff

REMEMBER: Your contractual rights are not affected by Union membership. If none of the options are taken and your membership lapses for failure to pay dues for two months, upon recall the reinstatement fee for a lapsed membership is equivalent to three months full dues.

OPTION 1. Withdrawal from Union requires \$1 at time of withdrawal and dues paid through month of withdrawal. Reinstatement fee from withdrawal is \$10 plus full months dues for month of return.

OPTION 2. Pay monthly unemployment/out-of-work stamp of \$2 each month. (NOTE: Payable after the 15th of each month. Not accepted in advance. Must be unemployed over half the work days in the month. Proof of unemployment is required.)

Please call 1-800-763-1301, ext. 3319 with dues or membership questions.

Plan For Your Future

Meet ASAP with an IAM/Boeing Joint Programs Career Advisor to explore training options. To schedule an appointment or find the location nearest to you, call 1-800-235-3453.

Develop a resume. Through IAM/Boeing Joint Programs resume assistance funding is available with a maximum of two per calendar year, from pre-approved resume providers.

Important Contact Information

TotalAccess 866-473-2016 (TTY 800-755-6363) www.boeing.com/express

IAM/Boeing Joint Programs 800-235-3453 www.iam-boeing.com

Toll free to Union - 800-763-1301

Seattle Union Hall - 9125 15th Pl. S., 206-763-1300

Auburn Union Hall - 201 A St SW, 253-833-5590

Renton Union Hall - 233 Burnett N., 425-235-3777

Everett Union Hall - 8729 Airport Rd., 425-355-8821

751 website: www.iam751.org

Unemployment/ WorkSource: www.go2ui.com or 800-318-6022

Those Facing Layoff

because it will eliminate your seniority and you would start with zero seniority.

NOT affect unemployment benefits.

coverage for up to six months following layoff
coverage ends the last day of the month in which
needed dental work completed immediately after

Provide Help for Those Facing Layoff



Tom Lux, IAM/Boeing Joint Programs, and Larry Brown, IAM Legislative Director participate on the joint committee.



IAM/Boeing Joint Programs



Quality Through Training Program

Joint Programs Advisors Help With Your Future

Here are some examples of how your Career Advisor can help:

- ✓ Assess your skills, education and experience
- ✓ Help you locate and enroll in education and training to meet your needs, as well as find financial support for your training
- ✓ Career Planning Assessments & Education Assistance
- ✓ Employee Request for Transfer (ERT) Requirements, Transcript Evaluation, Class Registration Assistance, and Challenge Tests
- ✓ How to use the Career Guides
- ✓ Determining a new career path
- ✓ Assistance with special learning needs
- ✓ Offer job leads & job search skills
- ✓ Resume assistance & interviewing skills

For more info visit www.iam-boeing.com or call 1-800-235-3453

This Month in Labor History - Looking Back at Ludlow

Death by corporate greed. Today, this statement is used to describe many things from business failures to the decline in major industries. But did it ever mean something different? Something literal? Though it's hard to imagine, even at a time where corporate greed seems at an all-time high (AIG provides a great example of this), this statement could have indeed meant something more menacing just under one hundred years ago.

In 1914, one of the bloodiest confrontations between management and labor occurred in Ludlow, Colorado. The Ludlow Massacre, its 95th anniversary taking place in April of this year, led to the deaths of 21 people - 11 of which were children.

Dedicated to immediately finding, reprimanding, and releasing any workers involved in organizing, management at Colorado Fuel & Iron Company (CF&I) took employee control to a new level when there was an increase seen in union activity. The Company established an overpriced "company town" and forced employees to live there, constantly monitored employee interactions on and off of the job, immediately fired anyone that appeared involved with union activity, and purposely separated immigrants so that tough language barriers could be created.

Despite all of this, secret organizing continued at CF&I. Focusing on a need for workplace safety, enforcement of the eight-hour workday, and fair wages, the miners represented by the United Mine Workers of America (UMWA), presented the company with their demands in 1913. Demands were denied and, in September of that year, the UMWA called a strike.

Strikers were immediately evicted from their homes in the "company towns." To provide housing for newly homeless members, the union leased land near the canyons. As strikers picketed and setup their temporary tent city, the company met with a detective agency known for violent strike-breaking. The organization, Baldwin-Felts Detective Agency, shot at unsuspecting strikers at random, flashed spotlights on the tent city during sleeping hours, and even utilized an armored car that featured a loaded machine gun to scare and harm picketers. The car, built in the CF&I plant was known by strikers as the "Death Special" for obvious reasons.

A month into the strike, Colorado Governor Elias Ammons called in the National Guard to help with mounting strike-related violence. It didn't take long for the leadership of the militia to show their alliance with the company. After attacking the tent

militia - which consisted mostly of CF&I camp guards in National Guard uniforms.

Tensions quickly reached critical mass. On April 20, guardsmen demanded the release of a man they claimed was being held in the camp against his will. A firefight, trapping all inhabitants, soon followed. The fight raged all day until, at dusk, a passing freight train stopped on the tracks in front of guardsmen in an attempt to help the strikers flee. This allowed some of the miners and their families to escape to the hill, but others stayed behind. Camp leader Louis Tikas remained at the camp in an attempt to save it and was later captured and brutally murdered. Mary Benich-McCleary was also left behind. The parents and two older brothers of the eighteen-month-old had mistakenly left her. Fortunately, a sixteen-year-old also fleeing heard her cries and escaped with her to the woods. Mary and the young man were found still hiding days later. The camp was burned to the ground, killing eleven children and two women who were hiding below one of the tents.

The strike ended on December 10, 1914 because of a lack of money to continue forward. Twenty-two guardsmen were court-martialed. All were acquitted with the exception of Lt. Linderfelt who was found guilty in the attack on Louis Tikas. Unfortunately, his crime was given a light reprimand. Only one striker, John Lawson, was punished. Lawson was convicted of murder, with a verdict that was eventually overturned by the Supreme Court.

Though the strike failed to win recognition of the union, it did inspire lasting change in the Colorado mines as well as



An illustration by John French Sloan from the cover of the publication "The Masses" in 1914, illustrating what happened at Ludlow.

labor relations nationally. Reforms were created for mine towns, recreational facilities were offered, and worker representation committees were formed to deal with working conditions such as safety and health. The event also inspired support for bills establishing the national eight-hour work day and the ban on child labor.

The site of the massacre was purchased by the UMWA shortly after the tragedy. There, the Ludlow Monument still stands today in commemoration of those who died during the strike. Their memory, their sacrifice, continues on in the hearts of the many American workers that continue to strive for better working conditions. The members who stood out on the picket line day-in and day-out during our strike. The families who donated their time, food, and wood. And the light of the lost children shines in the eyes of today's youth - the members and leaders of tomorrow - as they represent the future of America.



Masses turned out for the funeral of Ludlow strikers.

UNION SPORTSMEN'S ALLIANCE • UNIONSPORTSMEN.ORG • 877-872-2211



District 751 Partners with the Union Sportsmen's Alliance

Hunting and fishing are more than hobbies; they are a lifestyle that's been handed down from generation to generation, much like the union brotherhood. That's a lifestyle we cherish at the Union Sportsmen's Alliance (USA), a hunting and fishing club by Union members and for Union members. Your Union also understands the value of this lifestyle, and the USA is honored to welcome District 751 as a USA Partner.

"I would like to thank IAM District 751 for its financial support as a USA Partner and for helping to grow membership in this union-dedicated club," said USA Western Regional Coordinator Tim Bindl. "Boeing members are not only hardworking and dedicated to their jobs, but they show true passion for the great outdoors."

Over the next few months, District 751 will hold a USA membership drive that will include three gun raffles. All District 751 members who join the USA will be automatically entered in the raffle.

Don't delay. Join the 60 District 751 members who are already proud USA members and receive all the benefits of USA membership plus three chances to win a gun!



District 751 member Scott Karelsen won his dream caribou hunt on *Escape to the Wild*, a union-sponsored TV show of the USA. Now it's your turn.

Apply now for the hunting or fishing trip of a lifetime at www.UnionSportsmen.org.

Benefits of Your \$25 USA Membership

- USA-logo Buck knife
- Chance to win a gun every month
- Exclusive discounts on outdoor gear
- Subscription to a top outdoor magazine
- Quarterly USA *Sportsmen's Journal*
- \$25 gift certificate from Beretta
- Chances to win exceptional prizes
- MyTopo.com online mapping service
- Access to USA member website
- Free membership in the TRCP

Join by June 30 for your chance to WIN a Chevy Silverado!

Yes! I Want to Join the USA for a \$25 Annual Membership!

New Membership Renew Membership

Payment: Check/Money Order Credit Card

Name: _____

Union: _____ Local: _____

Are you a union: Active Member Retiree Family Member

Address: _____

City: _____ State/Prov: _____

Zip/Postal Code: _____ U.S. Canada

Phone: _____

Email: _____

Do You: Hunt Fish Both

Choose your One-Year Magazine Subscription to:

Petersen's Hunting In-Fisherman Guns & Ammo

\$2 of your \$25 dues will be applied to your one-year subscription. If you don't want a magazine, you'll be refunded \$2.

Name on Credit Card: _____

Credit Card Number: _____

Expiration: _____

Type: VISA MasterCard American Express Discover

Your Signature: _____

Mail this completed application to:
Union Sportsmen's Alliance
3340 Perimeter Hill Dr. Nashville, TN 37211

RETIREMENT NEWS

March Retired Club Meeting Minutes

by **Ruth Render**,
Retired Club Secretary

The meeting was called to order on March 9 by President Al Wydick. The Lord's Prayer was said followed by the flag salute and the singing of "God Bless America" led by Betty Ness.

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 February expense report was read by Treasurer Betty Ness. A motion was made to accept the report as read. **M/S/P**.

Communications: The Alliance of Retired Americans South Area Chapter sent a letter of notification of their next meeting in Kent at the Senior Citizen Center, March 12 at 1 p.m.

Business Representatives/ Health & Benefits Report:

Health & Benefits Representative Jackie Boschok stated Boeing reported in February that they would be surplus 189 facilities jobs. We have now found that some of facilities workers will be able to find other positions at Boeing. However, it is disturbing to our leadership that there are still pending lay offs in hourly jobs that are being done by temporary and contract workers. Our current contract that we fought so hard for provides protections. When some are actually laid off, we will gather the required information and pursue ways to correct the situation.

Jackie reported that the federal bail out provides money to help people purchase COBRA insurance and will help our members who get laid-off. Our Machinists Union nationally has also put some programs in place to help laid off workers.

Health & Welfare: Helen Pompeo gave the report. A moment of silence



Above: Mary King celebrated her 95th birthday at the March Retired Club Meeting.

was observed for the following deceased members: John R. Anderson, William F. Bagley, Landon V. Brame, Stephen C. Brodie, Lam V. Bui, Edward W. Costenbader III, Douglas W. Crawford, Gregory E. Easterling, Darren J. Fredricksen, Willie J. Griffen, Ola Guttormsen, Evelyn B. Hanna, Dean A. Nelson, George T. Pengilly, Mary M. Sheehan, Dillon W. Smith, Betty J. Waiswilos.

Legislative Report: Carl Schwartz reported that he and a group of others met with Congressman Reichart's staff regarding Medicare, Social Security and House Resolution Bill 684. He has also been in contact with Congressman McDermott's office concerning the same issues.

Carl reported that HR Bill 684 would give Medicare the right to negotiate for lower drug prices (much like the Veterans' Administration currently does). The Democratic Party is on record as being in support of this bill. Carl recommended that people contact their legislators and encourage them to pass this bill.

At the State level the Worker Privacy Act is an important issue. Larry Brown, District 751 Legislative Director, has been working to get this passed (see related article on page 3).

Carl said he has been watching the health care reform debate. The main question is should health care be a for profit

business. Currently about thirty cents of every dollar goes for profit. The people who get this profit contribute to political candidates who can then use the money to purchase commercials, etc to get elected.

Gene Hoglund recommended calling your legislator if you have any input regarding the tunnel replacement for the Alaska Way Viaduct. You can call 1-800-562-6000 to give your opinion. Gene also read the weekly report from the Washington State Labor Council (WSLC). The main article was titled "Threaten to leave. (Repeat as necessary.) Boeing threats make some legislators jittery about Worker Privacy Act." The article outlined Boeing's stand against the passage of the Worker Privacy Act. For more information about this and other labor issues log on to the WSLC web site www.wslc.org.

Birthdays & Anniversaries: March Birthdays: Mike Lough, Vera Doss, Mary King, Perry Sherman, T.J. Seibert, Darrell Wallace, Carl Schwartz, Mary Wood. March Anniversaries: Ike and Rose Motola

Good & Welfare:

President Al Wydick stated that he would be away for about three weeks starting March 19. If you need anything during that time, contact Vice President T.J. Seibert. President Wydick will be back for the next business meeting.

Old/New Business: None

Adjournment: A motion was made to adjourn at 11:50 a.m. **M/S/P**

Union Retirees:

Congratulations to the following members who retired from the Union:

Adela Alvarez
David R Armbrrecht
Buddy F Barlow
Gerald K Bertagni
Gary K Bjarnason
Thomas T Campbell
Allen W Cannon
Vincent F Carmack
Stewart A Chersky
Sandra E Chittenden
Richard R Christoph
Earl R Counley
Thanh T Do
Benjaneen P Easter
Susan L Hall
Louise R Harris
Richard D Harvey
Mark S Henning
Leobardo R Huerta
James M Hughes
Charles P Hussey, II
Janet M Jackson
Donald R Johnson
Candyce L Joyce
David A Keltner
Gregory S Klepper
Donna P Lane
Phyllis D Manson
Jack W Mathews, Jr.
Rosalie A Mathews
James E Matthew
Richard K McClelland
Dennis F McNally
Lucinda D Miller
Denise L Monnot
Alfred E Moran
Gearld B Padero
Clifford R Page
Jerry L Parson
Frank M Pederson
Aroline Pielick
Kenneth L Roach
Kathleen D Sharpe
Gary J Sims
Brittian T Slaton
Richard T Smith
Thomas M Sorrell
Debra D Spellman
Joyce L Stoner
Laurence A Talley
David L Thomas
Gladys J Torkelson
Thomas H Traxel
Minnie E Trentman
Bobby M Ustaris
Joseph R Wafford
Frederic S Whiteman
Leonard G. Whitlock
Charles E Williams

RETIRED CLUB OFFICERS

President	Al Wydick	253-735-8004
Vice President	T.J. Seibert	206-329-0160
Secretary	Ruth Render	206-324-4055
Treasurer	Betty Ness	206-762-0725
Srgnt-at-Arms	Leroy Miller	206-878-0601
Trustees:	Louise Burns	206-242-5878
	Cherie Menke	425-235-9361
	John Guevarra	206-762-3848
Union Office:	(1-800-763-1301) or 206-763-1300	

Local Alliance Leaders Thank Kourpias

Local Washington State leaders of the Alliance of Retired Americans (ARA) got an opportunity to personally thank George Kourpias for the years he has committed to helping promote issues for seniors.

Kourpias served as IAM International President from 1989 until his retirement in 1997. Rather than slowing down, Kourpias then became president of the National Council of Senior Citizens in 1998 and served there until taking over the Alliance of Retired Americans when it was founded in 2001. He has served as the ARA's president from 2001 until last month when he announced his "retirement." Through Kourpias' efforts, the ARA has grown into a nationwide organization of more than 3 million members. The Alliance is a grassroots organization for the nation's seniors, leading the fight to



L to R: Art Boulton, George Kourpias, Bill Holayter, Carl Schwartz and Betty Ness. Leaders from the Washington ARA thanked Kourpias for his years of work on behalf of seniors as President of the Alliance for Retired Americans.

stop privatization of Social Security, advocating to protect Medicare and reform health care for all and mobilizing the nation's seniors into a formidable political force.

Kourpias has been an inspirational leader at the IAM and ARA. While his leadership will be missed, you can be sure he will continue his work well into his retirement.

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 of every month at 11 a.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). We share information about developments affecting seniors, we decide on letters and e-mails to public officials expressing elders' concerns and what is happening to us. We want to make sure this community has at least one organization of elder advocates that our members can participate in.

This is the only organization of elders in South King County which has the backbone to stand up against negative proposals. Come on in and sit in and see what goes on. For more info, contact Leroy Miller at 206-878-0601 or Larry Greene at 253-630-5280.

FREE WANT ADS

FOR MEMBERS ONLY

ANIMALS

(2) PURE BRED SNOW BENGALS, 7-months old, unaltered, registerable. Brother and sister; beautiful markings. Not enough time. \$600/pair. 425-923-9794

(3) POM/CHI PUPPIES, 7 wks old. 1 male, 2 females. \$200-\$250. 253-856-0882

AUTO PARTS & ACCESSORIES

FORD SHOP MANUALS. 3 / 1978 – all for \$25. 253-852-6809

CUB INTERNATIONAL TRACTOR MANUAL of general contents, 9 sections – engine, fuel system, steering, electrical, etc. Good condition. \$25. 253-852-6809

2008 CANOPY, for Chevy 1500 Crew Cab, lightweight. \$250. 206-767-2578

1998 ESCORT ENGINE, with or without automatic transmission. Complete \$500. 360-829-5430

2001 ESCORT OR FOCUS ZX ENGINE, with or without automatic transmission. Complete \$500. 360-829-5430

RV PARTS - (6) rims & tires, louver glass, some window – no frame, drive shaft, axle & rear-end assembly. Call 253-639-5178 for more info.

BOATS

2006 24' BAYLINER 245 CRUISER, great condition, 57 hours. Mercruiser 5.0 engine, VHF, GPS, fish/depth finder, Sirius satellite radio, AM/FM/CD, and more. \$41,500 OBO. 253-335-4371

COTTAGE INDUSTRIES

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

ARE YOU LOOKING FOR SOMETHING TO DO IN YOUR RETIREMENT? Sunset View Garden Club meets the 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

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

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

GOLD'S GYM, RENTON, 10728 NE Carr Rd. Take advantage of Special Boeing Employee Rate - simply present your Boeing badge for discount! Family Owned & Operated by Boeing Employee Michael Cavaiani, a strong Union brother! One time processing fee of \$49, single monthly membership dues of \$29, family add-ons \$20. Personal Training rates available at \$49 per session (reg \$60). 425-793-5457

JOIN THE EVERETT BOEING STRATOCRUISERS CAR CLUB www.stratocruisersclub.com or phone 425-355-0127. We cruise on Friday nights at "Jack In The Box" in Lynnwood, 3 pm to dusk.

JOIN THE EVERETT BOEING STRATOCRUISERS CAR CLUB www.stratocruisersclub.com or phone 425-355-0127. We cruise on Friday nights at Wendy's in Silver Lake just north of Costco from 3 pm to dusk.

NEED MORE MONEY? Make up to \$500 – \$3,000 a month or more without leaving your job. Free info pack. Call 1-800-649-4032 (24 hr message)

ATTENTION TO AD RULES

Each single ad must be 25 words or less. More than 25 words will not be printed. 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 instead of addresses in ad copy. 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 May 13th

NEED LIFE INSURANCE, annuity for tax-deferred growth, long-term care, home care? Give me a call. As a laid-off 751 member who is now an insurance agent, I can help you plan for retirement. Call me today at 425-646-5444 ext. 208, ask for Maureen.

LAKE TAPPS BACKFLOW. For all your backflow testing and repair needs. \$5 discount for members. \$10 discount for seniors and veterans. Licensed, bonded, insured - a service disabled, veteran-owned small business. Call 253-217-7751 or e-mail laketappsbackflow@comcast.net

HEALTH WARNING! Get your FREE report on how to decrease your high blood pressure, high cholesterol, edema, shortness of breath and much more. 1-800-306-4146 (24 hr message)

ELECTRONICS & ENTERTAINMENT

SONY HOME THEATER SYSTEM. 5-disc DVD/CD play, 5.1 Channel, 900 watts, 6 speakers. Never been used. Cost new \$685; asking \$500. 253-862-3984 after 4 pm

FURNITURE AND APPLIANCES

WET BAR, 91" tufted leather. (4) hi-back chairs, storage area. Call 360-275-0974 for more info

GE WASHER & DRYER, 1 yr old. \$400 for both. 253-856-0882

HOUSING

KONA, HAWAII oceanfront condo. Enjoy 2 BDRM/2 BATH fully equipped condo – pool, jacuzzi, private lanai, DSL, color TV w/VCR/DVD. \$1,025-\$1,175/wk. www.banyantreecondo.com. 206-938-9214

MAPLE POINT ADULT FAMILY HOME has one large master suite that would be ideal for a couple or shared between two people of same sex. Call Stephanie at 253-447-8306 for more info.

EASTERN WASHINGTON – POTHOLE, 1993 manufactured home, 3 bdrm/2 bath, RV & car garage. \$220,000. 509-349-9756

FURNISHED 1 BDRM APT. Waterfront view in quiet neighborhood, 3 miles north of Edmonds, 20 min. to Everett Boeing Plant. No smoking and no pets. \$1100/mo + \$500 damage deposit. Call 206-850-5417

UNFURNISHED 1 BDRM APT. Waterfront view in quiet neighborhood, 3 miles north of Edmonds, 20 min. to Everett Boeing Plant. No smoking and no pets. \$850/mo + \$500 damage deposit. Call 206-850-5417

MISCELLANEOUS

HOUSE PLANTS: Excellent gifts for many occasions, helps to purify the air in your home or office. Various sizes, great prices. African milk trees, Christmas cactus, hanging purple heart, etc. \$2 to \$25. 253-852-6809

MULTI-PURPOSE GREASE COMPOUND – a vastly superior lubricant for reducing friction, heat-wear and noise. New, very good. 14 oz. tube, 12 in case. \$100/case or \$8.50 ea. 253-852-6809

FOR SALE: Lots of 33 and 78 records, albums, and VCR video tapes. \$1 ea. 253-852-6809

TASCO 300 POWER MICROSCOPE with accessories; model #60300-0. Bright red plastic. Has 3 powers: 100X, 200X and 300X. The microscope measures 8 5/8"H x 4 7/8"W. Unused and in original boxes. Have 9 left – \$15 each. 425-432-6134

RETIREES FROM KSC SHOP 2-2165, 18-62 Bldg. Meet for breakfast once a month. Contact clintbonnie@hotmail.com for details

ACOUSTIC GUITAR, fairly new. \$85. 206-420-1432

HALF WINE BARREL FLOWER POTS, 65 gallon. \$30. 253-833-0207

PROPERTY

(2) CEMETARY PLOTS at Haven of Rest, with vaults and interments. \$2,400 each. 253-752-4526

FOR SALE: Renton Condominium, 3 bdrm/1 3/4 bath, 1,006 sq ft. Easy commute, access to shopping, two parking spaces. \$180,000. 425-518-6366

2 BDRM HOME at Mission Royal Adult Community, Casa Grande, AZ. On golf course, fully furnished, 2 bath, A/C. \$300/wk or \$1,000/mo + \$75 cleaning deposit. 425-337-6087

FORLEASE/RENT: Beautiful 2-story house, 4 bdrm, 3-car garage, office/den, stainless kitchen appliances. Walking distance from Alderwood Mall, Lynnwood. Call 425-673-6428 for more info

1.75 ACRES, West Olympia Kaiser Road. Natural gas, all utilities on property, private road. 233 x 331, close to everything. Call 425-277-8708 for more info

SUNTERRA/DIAMOND RESORTS TIME SHARE, multiple destinations around the world. 154 points a year with 300 plus banked points. Purchased for \$28,000 in 2004; sales price \$13,000. Call 253-862-1395 (leave message if no answer) or send email to jamesschaewe@comcast.net

RECREATIONAL MEMBERSHIP

MAYAN AND/OR PUEBLO BONITO TIMESHARE PROPERTIES. Paid \$16,000 and \$12,000 respectively. Will trade for: Other property, open bow boat, or landscape work. 206-870-0777

RECREATIONAL VEHICLES

2004 GULFSTREAM 27' BT CRUISER, Class C, 450 V10, 26,500 miles, excellent condition. Built-in generator, slide-out, queen bed, full bath, TV & DVR, 2 awnings, sleeps 4. Will consider trade for smaller camper or van. \$39,500 OBO. 425-485-0825

7 1/2 FT CABOVER CAMPER for small pick-up, sleeps 4. Stove, fridge, furnace, port-a-pot, Honda generator and other extras. Always covered, excellent condition. Call 360-802-0810 for more info

1996 29 FT ALPENLITE 5TH WHEEL, garaged last 3 years. 16 ft, great condition, awning and a slide-out. \$14,000 OBO, 425-432-8288

2005 BOUNDER 35E BY FLEETWOOD, 37', 17,000 miles, gas, 8.1 Vortec. 2 slides, bathroom in middle, shower in rear bedroom. Washer/dryer, 4-dr fridge w/ice maker. \$78,000. 360-267-6059 or 360-791-8201

SPORTING GOODS

AB LOUNGER, \$20, exc cond, like new. 206-755-8575

GRAVITY INVERSION TABLE, like new. \$75 OBO. 253-838-2108

TOOLS

YUASA HORIZONTAL PRECISION ROTARY TABLE, diameter 8". 4.1" center slots, 4 worm holes, 3 MT, weight ratio 90 to 1, 59 lbs. Like new. \$300. 253-852-6809

MEAT SAW BLADE, 21" long, good condition. \$20. 253-852-6809

SEARS CRAFTSMAN ROUTER, Model 31517381. Works great, in carry case. \$30. 253-852-6809

PIPE THREADER – BENCH TYPE. 1 1/4" std pipe, ridged, BC 810 Bench G-gap 1/2" – 8" pipe. Good quality, heavy. \$50. 253-852-6809

PATENTED BENCH ANVIL, 9/22/14 old antique. Good condition. \$100. 253-852-6809

WALL MOUNT DRILL, old antique. \$100. 253-852-6809

- | | | | |
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| Circle One: | ANIMALS | ELECTRONICS & ENTERTAINMENT | PROPERTY |
| | BOATS | FURNITURE & APPLIANCES | RECREATIONAL MEMBERSHIP |
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| | AUTO PARTS & ACCESSORIES | | COTTAGE INDUSTRIES |

Ad (25 word limit. Please print).

Phone (or Address)

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

Name _____ Clock Number _____

Address _____ Shop Number _____

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

LARGE ANTIQUE GEAR PULLER. \$50. 253-852-6809

VEHICLES

2002 HARLEY HERITAGE CLASSIC, 19,800 miles. Dealer serviced, some extras including trim and security system with audible alarm. \$11,500. 206-992-8304

ANYONE INTERESTED IN TRADING? I have a 1958 Edsel, needs restoration. Need a 1983-1984 Toyota or Nissan pick-up or a Honda. Call 253-840-2108

2002 FORD FOCUS, 4-dr. New tires, new transmission. \$2,900 OBO. 253-939-8195

G7 F-85 OLDS STATION WAGON. Good parts, intact, parting out or complete, 442 engine. Also G9 Scout, as it or parts. Call 360-321-4035 for more info

1990 FORD PROBE, good condition, as is. \$990. 509-953-9592

Officers Accept the Oath of Office



L to R: District President Tom Wroblewski administers the oath of office to Local A Council Alternate Wilson 'Fergie' Ferguson, Local C Council Alternate Perry Osgood, and Local A Council Alternate Kim Dove.



District President Tom Wroblewski (l) administers the oath of office to Local F Council Alternate Donovan McLeod (center), and Local F District Audit Committee Paul Veltkamp.

Worker Privacy Act Now Opposed by Democratic Leadership

Continued from page 3

within the labor community and to maximize their prospects for election, each declared their unwavering support for the Worker Privacy Act. However, during the harsh reality of the legislative session, their support melted away like cheap candles on a sunny windowsill. These leaders felt pressure from Boeing, and yielded.

The Worker Privacy Act allows a worker to decline attendance at a meeting called by the boss when the meeting concerns religion, politics, unionization or charitable giving. The bill would protect a worker from being fired or other discipline by the boss for exercising that right. Our goal in supporting this legislation is to ensure both employer and worker enjoy their First Amendment rights at work. Those rights should include the freedom of and the freedom FROM speech. The boss can hold any meeting they want but a worker can decline attendance if the meeting concerns religion, politics or unionization. Workers should never be forced to choose between their jobs and their conscience. This is a bill Boeing hates and vowed to kill. They insisted it would prevent Boeing from communicating directly with their employees during negotiations. They apparently are unaware this activity is already prohibited by the National Labor Relations Act. (We have also pointed out to the Company that their current practice hasn't worked very

well in that it usually results in aggravating our membership as we are preparing for a contract vote).

In Olympia, Boeing did not threaten to withhold campaign contributions. Instead, Boeing issued a time-tested and far more potent threat. The Company was letting everyone in Olympia know that they could very well "quit doing business in Washington State." The not-so-subtle message was that if we passed the Worker Privacy Act then the second 787 assembly line could go somewhere else other than Washington or maybe even the next airplane might not be built here. These are threats our public policy leaders take very seriously. As Gregoire said, "No Governor wants to be blamed for chasing Boeing out of the state." That is certainly true. However, as District President Tom Wroblewski pointed out in his testimony before both the Senate and House labor committees, "If Boeing is leaving the state because they can't force workers into a room to talk about religion, politics or unions, then they were leaving anyway." Now that Boeing has successfully convinced the public office holders in Olympia to kill the Worker Privacy Act, you and the lawmakers can look forward to other items Boeing will insist must be dealt with so Washington will become more "business friendly."



Rich McCabe is one of the many 751 members who lobbied in Olympia to support the Worker Privacy Act.

Unfortunately, Boeing has been in the process of leaving the state for years. They have simply been doing this a little bit at a time. There are thirty percent fewer Boeing employees in Washington State than a decade ago. The Company has shifted more and more of its work out of state and offshore. In September 2001, Boeing moved its headquarters to Chicago. The venerable homegrown company had announced it was moving its headquarters out of state without so much as a phone call to then Governor Gary Locke or our Congressional delegation that for years had supported Boeing in Olympia and Washington D.C. The Worker Privacy Act certainly didn't cause the corporate headquarters move to Chicago over seven years ago. There was no Worker Privacy Act when the Company decided to move the 787 wings to Japan or the fuselage to Italy and South Carolina. The fact is, Boeing will do what they will do and for reasons they won't say to us or to the public officials, but they have no problem finding scapegoats.

We must ask, though, why our political allies once again knuckled under to

the threats by Boeing. They committed to support the Worker Privacy Act, our top legislative priority. Perhaps they are not very good poker players. They don't know when it's time to call a bluff and when one just has to try to make for a better hand or make for a better deal. For example, in 2003 to land the final assembly of the 787 in Washington, the state forked over \$3.2 billion in tax breaks with no guarantee of the number of jobs for the state. That would be similar to you paying for a bag of groceries — a very expensive bag of groceries — without even asking or knowing what is in the bag.

As our state moves forward in its efforts to retain Boeing and other companies, we must insist on public policies that will ensure a more positive outcome, not just for the CEO's, but for the workers, the community members, the taxpayers. At a time of record state budget deficits — deficits which will cause cuts in human services, education, and layoffs of teachers and state workers — what we need is public policy that results in family wage jobs, not simply tax breaks and profits for business.

As far as the Worker Privacy Act is concerned, we will continue to advocate for a vote before the end of the legislative session. If we don't get that we will push for the bill next year. In the mean time, our Union will continue to explore ways to retain and attract business with the goal of creating family wage jobs. This needs to be done by investing in workforce education and transportation infrastructure. We are open to sensible regulatory reforms that will help companies without hurting workers. Unfortunately, we will be more doubtful about the commitments made by our Governor, the Speaker and Majority Leader.

Machinists members divide lobbying assignments on the WPA.



Educational Investments Are Not Just for Times of Prosperity

Continued from page 4

funding would just make it worse. If class sizes continue to grow, good teachers will find themselves looking for jobs elsewhere and the majority of time in classrooms will be changed to keeping students out of trouble instead of helping them learn. Anyone with children knows how difficult it can be to keep their few children out of trouble. Imagine having 30-45 children to take care of and try to get them to learn; that's nearly impossible."

The National Council on Teacher Quality, in its 2008 Teacher Policy Yearbook, awarded Washington State with C- for policies that retain effective teachers. In its 2008 Citizens Report Card, the League of

Education Voters Association awarded our state with an overall grade of D+ for the funding of our future. This is unacceptable. Regardless of financial circumstance, we need to improve this system. Further cuts would do the opposite.

As the WEA notes on its web-page, "Stable and adequate funding for public education is essential to the continued success of schools and students. The Legislature must continue to invest in public schools for the future of our kids. Local and federal funding also remains important."

The Washington State Constitution identifies educational funding as the "paramount duty" of the State. If we accept these cuts, our future will be in jeopardy. The generation of children in

public education now is the same generation that will lead this country in a few short years. They will be met with many responsibilities in this increasingly global world. They will have to fight harder than any generation before them to ensure that everything labor has won isn't going to be lost. They will have to fight to maintain the industries that are already failing. They will have to dedicate themselves to the rebuild of the economy, industry, and the working class. Will increased class sizes, teachers that are simply stretched too thin, and the decreased availability of classes in higher education prepare them for that?

You may ask what the answer is. Unfortunately, no one knows. At a time where so many Americans are just now

waking from the foggy complacency of the past eight years, there are no perfect answers. There is no magic button. There is, however, a need to maintain our long tradition of dedication to the education of our youth.

Lawmakers are expected to bring their budget proposals to the public in the coming weeks. We need to stand up and make sure that our lawmakers make education the first priority of our government. We need to find a way to create that revenue without hurting the future of our children. This is the time to dedicate our attention to the maintenance of a long American tradition — dedication to the education of our youth.

Ergonomic Issues Still “Stand” on 787 Line

Management of the 787 line continues to struggle with the ergonomic design for hourly work stations nearly five months after removing the chairs and tables from the line. Members have filed multiple Safety, Health & Environmental Action Requests (SHEAR) forms on the issue. In response, Boeing brought in a prototype work station in March with built-in chairs. Members were then given an opportunity to try out the new stations and provide input and offer potential revisions before final work stations are built.

While members appreciated being asked for their input, they have grown tired and weary of standing for the 10-12 hour days they have been putting in on the 787 line.

Since the work stations were originally removed, Business Rep Brett Coty, who also serves as the Everett plant Safety Focal, has pushed Boeing to deliver at least an interim plan so members would have suitable work



787 vendor work stations have tables, chairs, lockers, microwaves and refrigerators. A stark contrast to our members in 787.



Photo left: Steward Allen Neph, Business Rep Brett Coty, Steward Howard Carlson (all part of the Site Safety Committee) examine the new 787 ergo work station to make suggested revisions.



The 787 ergo work station prototype was delivered and members can provide suggested changes before additional stations are built.

stations that included chairs and desks for the long hours they are putting in. The Union has questioned why the old equipment was removed before new equipment was designed or ordered.

751 Site Safety Member Howard Carlson, who also serves as Steward on the 787 line, noted, “I honestly don’t think members care for the new, proposed stations. Unfortunately, since they have been standing for months, anything with a seat will give them a little rest. They hesitate to speak up for fear it may keep them standing even longer.”

In walking through the 787 line, members repeatedly pointed to the 787 vendor areas, which are equipped with tables, chairs, lockers, microwaves and refrigerators. They also noted that all other airplane lines also provide work stations complete with chairs.

Once the prototype work station arrived, the Union emphasized that our members in the moonshine shops

could easily build similar work stations, with better quality and more ergonomics, and encouraged Boeing to allow the moonshine shops to bid on such a job. To date, Boeing is still getting bids from vendors and trying to incorporate members’ suggestions into the final design.

In the meantime, members will continue to work to get the 787 program back on track – despite the ergonomic “stand.”

IRC Crew Recognized for Outstanding Safety Record

751 members working in the IRC Raw Material, Tool Storage & Tool Room have made safety a top priority. This incredible group has gone a remarkable 100 months with no lost workday case and was recognized for this achievement on Friday, March 27th. Business Reps Chuck Craft and Brett Coty (who serves as the Site Safety Rep), along with the IAM/Boeing Health and Safety Institute honored this group for their efforts to create and sustain a safe workplace. By supporting each other when assistance is needed, by identifying and following through on safety concerns and by following proper safety procedures, they have set a bar that other shops should strive for.

The crew is comprised of MPRF’s that

work in the Fab Interiors raw material receiving and warehousing. They receive bulk freight (10 to 15 semis everyday) from all over the world, break it down and deliver to our customers all day long (10,000+ deliveries a year). Even with the help of small and heavy equipment available, it’s a physical job requiring alert consideration for our safety and the safety of the people around us.

In addressing the group, Business Rep Coty noted, “To go over eight years without a lost workday case is impressive. I hope we can take some of your practices and share them with other shops so more of our crews can be as attentive to safety. I



The Union and IAM/Boeing Joint Programs recognized IRC Raw Material, Tool Storage & Tool Room for going 100 months without a lost workday. Standing L to R: Dave Brueher (HSI), Craig Skoglund, DeBora Winston-Farago (HSI), Fausto Ochoa, Wade Pfrimmer, Joe Kendrick, Julie Eide, Curtis Watson, and Business Rep Chuck Craft. Kneeling L to R: Allan Merced, Marvin Knoblauch, Business Rep Brett Coty and Steward Ron Misko. Also honored but not pictured: Diane McClay, Barry Smith.

want to thank each of you for the attention you pay to safety and for ensuring that

every member goes home safely at the end of their shift.”

Machinists’ Day at Museum of Flight - Saturday, April 18th

Saturday, April 18th is “Machinists’ Day at the Museum of Flight.” This is an opportunity for all IAM members and retirees to bring their family to tour and explore this internationally-known aviation and aerospace museum absolutely free. Museum hours will be from 10 a.m. to 5 p.m. Show either a Boeing ID, IAM dues book or retirement card for you and your family (six maximum) to get in free.

In addition to the many regular exhibits and features, April 18th will host a very special celebration of the World War II “Mustang Aces.” First Lieutenant William H. Allen of the 343rd Fighter Squadron, 55th Fighter Group will share how on one flight he was credited with five air combat victories, which made him an “Ace in a Day.” Captain George

On April 18th, George Loving (r) and William Allen (below) will share stories of their WWII victories.



G. Loving, Jr. of the 309th Fighter Squadron, 31st Fighter Group will discuss his five victories flying his P-51B. Captain David C. Wilhelm also of the 309th

Machinists Day at the Museum of Flight
Saturday, April 18th
10 a.m. to 5 p.m.
 Machinists Union members, retirees & their families are invited for a free day of fun.

Fighter Squadron, 31st Fighter Group, will tell visitors how he scored his last victory of the war when he shot down the “tail-end Charlie” of four ME-109s. These heroes will be celebrated at the American Fighter Aces Panel to be held at 2 p.m. in the William M. Allen Theater.

“So many of the displays at the Museum of Flight were built by generations of our members whose innovations, ingenuity and hard work made our industry what it is today,” stated District 751 President Tom Wroblewski. “I hope many members and their families take advantage of this free day to see the rich history of our industry and the significant contributions our members have made.”

The Museum, which overlooks Boeing Field, provides IAM members with non-stop learning and family fun available all year long for Museum of Flight members. Exhibits include Air Force One, the Great Gallery, the Boeing Story, the Concorde, and the Birth of Aviation. Mark your calendars and plan to attend Machinists’ Day at the Museum of Flight on Saturday, April 18th.

751 Union Steward Justin Bailes noted, “I have been a member for over ten years. The Museum displays the first plane my dad ever flew – the Dash 80. My boys love the museum. I grew up with that heritage. The Museum symbolizes the Northwest – it is Seattle. My family has been building planes since the 1940’s.”

Membership in the Museum of Flight is a great value in family entertainment. It is also a way of preserving and honoring the legacy of aerospace history our members create every day. This is also a way to share the wonder of flight with youth and adults from across town and around the world.

Bring your family to see this world-renowned museum for a free day of fun and see what they have to offer.

Members and their families can explore the Museum of Flight free of charge on Saturday, April 18th.

