

DISTRICT 751 AERO MECHANIC

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Union Delivers \$19,000 in Back Pay

A District 751 member working in Everett recently won \$19,000 in back pay with the help of his Union Steward.

The award is one of the largest settlements the Union has won on behalf of its members in years, said Business Rep Chuck Craft. And it's largely the result of the work of one Steward, Tom Murphy.

"It really shows how important it is to have documentation," Craft said.

The issue started in early summer, when the member – who didn't want his name disclosed – was told by a supervisor that his team leader status was being revoked. The work his team used to do had been moved out, as had most of his team, which meant there was no longer a need for a team leader. As a result, he was going to lose the \$2 an hour he received in team leader pay.

The member checked his next pay stubs carefully, only to see that his pay remained unchanged. The member followed up with Boeing's Human Resources staff – and discovered that the reason his pay hadn't changed was that he hadn't ever received the raise in the first place, meaning he'd been shorted on every paycheck for more than five years.

That's when he approached Murphy,



Business Rep Chuck Craft (l) thanks Steward Tom Murphy for helping a member get \$19,000 owed in back pay and credits the Company with doing the right thing.

a second shift Steward in the Everett panel shop, to see what the Union could do to help him.

"The mistake was that after he got named team leader, his paperwork never got turned in to payroll," Murphy said.

"I asked him if he had any documentation," he continued. "He had his 90-day review from when he first got named a team leader. That was signed by his supervisor and general (manager) at the time."

Murphy took the case and the documentation back to Human Resources, which balked, at first. But after further review by higher-ranking HR managers, Boeing agreed that it had made an error

that needed to be corrected and cut the member the \$19,000 check.

This case was unusual in two ways, Craft and Murphy said.

First and foremost is the fact that Boeing didn't have to make good on all five-plus years of back pay, said Craft. Under most circumstances, Boeing's only obligated to go back 30 days to fix these kinds of payroll errors, and that's what happens in the majority of cases, he said.

"This time, they decided to do the right thing," Craft said.

It was also unusual in that the company was so quick in realizing its error and

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Boeing Hiring Increases

We've got a lot of new Machinists. A total of 1,417 people accepted hourly jobs at the Boeing Co. during October, November and December, as the company pushed hard to get new workers trained to go to work on the 787 line.

And more new Machinists are on the way. In December, Boeing Chairman and CEO Jim McNerney told Bloomberg TV that he expects the company will add between 4,000 and 5,000 workers in 2011, most of them in the Commercial Airplanes division, as Boeing prepares for production rate increases on the 737 and 777 lines.

"That's obviously welcome news," said District 751 President Tom Wroblewski. "Boeing's talked a lot recently about investing in its Puget Sound facilities, but to be truly successful, the company needs to invest in its people. It's great to see them doing that."

This kind of hiring so late in the year is unusual. Boeing in most years holds off from bringing on large numbers of workers so it doesn't have to pay them during the holiday breaks. The 127 people who went through new-hire orientation on Dec. 17, for example, worked four

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Member Dennis Meech has regained a lot of freedom since obtaining his guide dog Lefty.

Guide Dog Delivers Freedom to Member

District 751 Machinist Dennis Meech and his guide dog, Lefty, are learning their way around Meech's hometown of Goldendale, according to a Thanksgiving Day feature story in the *Yakima Herald-Republic*.

The season's first snow caught the California-raised Labrador off guard, and the 2-year-old "still has a lot of pup in him," Meech told a reporter for the paper.

But Lefty is making it possible for Meech to go on daily walks through town to have coffee and visit with friends at the American Legion, crossing streets and avoiding light poles, the paper reported.

"He's got a few things to learn with Dennis," said Vern Wade, one of Meech's long-time friends. "He does pretty good, though."

The *Herald-Republic* profiled Meech and Lefty after they came back to Goldendale from a month-long training session at the Guide Dogs of America school in Sylmar, Calif.

Guide Dogs of America was founded by a Machinist

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Members Give Unanimous Approval at L-3

Machinists Union members working at L-3 Communications who service the C-12 platform on Gray Army Airfield at Joint Base Lewis-McChord (JBLM) continue to see the value of Machinists Union representation as they unanimously ratified their collective bargaining agreement on November 24.

These skilled workers, who perform flightline maintenance, are covered by the Service Contract Act and realized several years ago that the only way to improve their wages and benefits was to bargain collectively by obtaining union representation, and their choice was the Machinists Union.

As they entered negotiations for a new collective bargaining agreement, Machinists Union reps from across the country worked together utilizing the strength in numbers philosophy. Since L-3 represents workers at 54 different sites with 54 separate agreements, the Union proposed grouping them into regional collective bargain-

ing agreements. The result was four agreements covering the workers at all 54 sites.

Obviously, members working at L-3 approved of the strategy, which was evident in their unanimous ratification vote. District 751 members at JBLM are part of the Western Regional collective bargaining agreement, which covers 13 other sites.

"We made improvements in every category we (the membership) identified as our top issues," stated Dave Hosford, the Union Steward for L-3 at Lewis-McChord. "Everyone really liked the wage adjustment in the first year and the new wording for deployments to make sure you have a place to come back to."

The new collective bargaining agreement delivered General Wage Increases each year of the four-year agree-

ment (3%, 3%, 3%, 3.5%). In addition, members at Lewis-McChord saw area wage adjustments in the first

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Machinist members working at L-3 Communications on the C-12 platform unanimously approved a new contract on Nov. 24.



Helping Hands

Community service activities ramp up to help others in our region as the year winds down

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Union efforts result in cancellation of Mexican aerospace outsourcing conference in Seattle

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REPORT FROM THE PRESIDENT

Union Works to Make Northwest Better

by Tom Wroblewski,
District President

You’ve heard it said before – there’s power in numbers. And we’ve certainly seen that to be true this year, when by working together, in solidarity, this union was able to accomplish some greater good for our members and for our communities.

Here in Puget Sound, we accomplished two very important things in November and December.

Many of you know about the struggles that grocery workers belonging to the United Food and Commercial Workers union had getting a new contract from the major grocery store chains. For more than nine months this year, they worked without a contract, as their negotiating teams fought at the bargaining table against proposals that would cut pay and push higher health-care costs on workers who already have seen their hours cut. Grocery store executives insisted on these drastic cost-cutting measures, even as they celebrated higher profits by rewarding themselves with pay raises and bonuses.



As Thanksgiving approached, it looked more and more likely that the grocery workers would spend the holiday on strike – either that, or accept the takeaway contract that the executives were trying to force on them. So I decided to do what I could to help. I wrote a letter to the top managers at Albertson’s, Fred Meyer, QFC and Safeway who were negotiating for the stores, and let them know that we Machinists support our fellow workers, and if they forced the UFCW out on strike, I’d call on all 25,500 of us to stay away from their stores, spending our grocery dollars elsewhere for the duration of the strike.

The prospect of losing all those Machinists Union shoppers changed the attitude of management, the UFCW people tell me. The executives came back to the bargaining table with a new approach and a better offer, which the grocery workers accepted with a 95-percent yes vote, which kept more money in their pockets – and kept our local grocery stores open.

This union also showed its strength when a group called MexicoNow tried to organize a conference in Seattle to promote aerospace industry outsourcing.

We got wind of it in November, and quickly went to work. We contacted our elected officials – the same ones we’d worked so hard to elect this fall – and asked for their help. Many of them came through for us – U.S. Sen. Patty Murray in particular, along with Congressmen Jay Inslee, Rick Larsen and Jim McDermott – by making phone calls and issuing statements against further outsourcing in this key industry.

I wrote more letters: one to the organizers, asking them to cancel the conference; one to our union brothers and sisters at the Washington State Labor Council and at SPEEA, asking for their support; and one to Boeing CEO Jim McNerney, asking him to immediately pull Boeing out of the conference, and reminding him that as chairman of President Obama’s Export Council, his job is to help sell American products overseas, not sell out American workers by shipping our jobs across the border.

We also contacted the media to let them know that if the conference went ahead as planned, we’d be out in force to protest – not just at the conference site, but also at the local offices of every company taking part, including Boeing Commercial Air-

plane headquarters at Longacres. We didn’t get as much media response as we wanted – but we got enough. The MexicoNow people saw the writing on the wall and canceled the conference.

This was a great win, and not just for us as a union. The big winners here were actually those people who work for the small aerospace shops around our state, typically working without union contracts, who would have nothing to fall back on should the owners of their companies decide to up and move to cheaper pastures.

In both cases, this union was successful not because I wrote letters, but because of you. You’ve proven time and again that you’re willing to work in solidarity, and when I asked for volunteers to protest the MexicoNow conference, hundreds of you stepped forward at last month’s local lodge

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Winners Honored in Essay/Coloring Contest

As part of District 751’s 75th anniversary celebration this year, the Union ran a coloring and essay contest in the *Aero Mechanic* newspaper. At December Local Lodge meetings, the winners and their family members were honored and presented with certificates and their prizes.

The contest did exactly what the committee had hoped – it got additional members and their children involved in a Union activity. Members who attended the August Local Lodge meetings and membership barbecues voted and determined the coloring contest winners, while a committee reviewed and graded the essays.

The winners not only got called up on stage to be recognized by the hundreds attending the meetings, but also got a photo with Santa and a gift – as the various Local Lodges staged holiday events for the members and their families.

For the families, it was a moment they will remember for years.

“It was literally the perfect day. I mean perfect!” recalled Lori Riggs after she attended the Local C meeting. “Haley and I each won turkeys at the meeting and on our way home, we dropped them off for two families that we knew needed a little extra help this season. That just made it all around the perfect holiday experience. Haley



Winners honored at Local A (L to R front row): Gerard LaFlame, Michael Sims, Ruth Waggoner, Amelia Waggoner, Eric Waggoner. Back L to R: Viet-Son Ta, Chi Ta, David Cornell, Brittney Senn, Local A President Jason Redrup, Andrew Rauch, Julia Rauch.

was excited about her prize, and her Barbie, and of course Santa! It was amazing!”

Congratulations to all who took part in the contest. Look for additional coloring/essay contests in 2011.

COLORING CONTEST WINNERS *

PreK-K

- 1st Place Alan Ly, Age 6, (Chuck Heffernan)
- 2nd Place Kaitlyn Brunner, Age 6, (Jason Brunner)
- 3rd Place Ashley Dickerson, Age 5, (Dale Dickerson)

1st-3rd Grade

- 1st Place Michael Sims, Age 7, (Gerard LaFlame)
- 2nd Place Dylan McLeod, Age 8 (Donovan McLeod)
- 3rd Place Tristan Breed, Age 8 (Terry Breed)

4th-5th Grade

- 1st Place Olivia Bolin, Age 10, (Lorna Bolin)
- 2nd Place Haley Riggs, Age 9 (Warren Riggs)
- 3rd Place Julia Rauch, Age 9 (Andrew Rauch)

ESSAY CONTEST WINNERS

10th Grade

- 1st Place Chi Ta (Viet-Son Ta)

12th Grade

- 1st Place Amelia Waggoner (Ruth Waggoner)
- 2nd Place Brittney Senn (David Cornell)
- 3rd Place Patricia McKenzie (Scot McKenzie)

*Note: Member relative of winner noted in ()

Photo left: Winners honored at the Local C meeting: L to R: Patricia McKenzie (daughter of Scot McKenzie); Lorna Bolin, Olivia Bolin, Alan Ly and his uncle Chuck Heffernan, and Local C President John Lopez.



Winners and their family honored at the Local F meeting (L to R): Warren and Lori Riggs, and their daughter Haley, Dylan McLeod, Dalton McLeod, Donovan McLeod, Lynette Brunner, Kaitlyn Brunner and Jason Brunner.



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

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Vice President

Susan Palmer

Secretary-Treasurer

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Sergeant-at-Arms

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Ray Baumgardner

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Machinists Efforts Bring Cancellation of MexicoNow

A conference in Seattle to promote the outsourcing of aerospace jobs to Mexico was canceled in December after Machinists and other trade unionists threatened widespread protests.

The news was welcomed by District 751 President Tom Wroblewski, who had led the effort against the MexicoNow conference.

"Clearly, this is the exact wrong time in America to sit back and allow more jobs to be exported," he said in a statement to the media.

The MexicoNow event was touted by its organizers as an opportunity for aerospace manufacturers to learn ways to exploit Mexico's low-cost, non-union labor. It was sponsored by MexicoNow—a magazine published by business developers—and had support from several U.S. companies, including Boeing, which was scheduled to send a senior supply chain manager to speak at the conference.

That got the notice of Wroblewski, who fired off a letter to Boeing CEO Jim McNerney in Chicago. The union chief told McNerney that it was "incredibly inappropriate" for his company to be involved in the outsourcing conference, given that McNerney himself is chairman of President Obama's Council on Exports,



District President Tom Wroblewski reports on union actions that got the MexicoNow Seattle Conference cancelled.

which is charged with increasing overseas sales of America-made products, not with giving away American jobs.

If Boeing didn't withdraw from the conference, Machinists and other trade unionists would mount protests outside Boeing Commercial Airplanes headquarters at Longacres, Wroblewski warned.

"Clearly, the last thing you or I want to see is Machinists marching with signs outside Longacres once again," he wrote.

"But this issue is too big for this union to ignore," Wroblewski told McNerney. "America's economic recovery hinges upon increasing the sales of U.S.-made products overseas. And...the talent drain

caused by outsourcing is causing long-term damage to our nation's economy."

Machinists were also planning to protest at the Seattle-area offices of other companies that were sending speakers, Wroblewski said. The goal of that was "to hold the companies taking part in the conference accountable for their actions."

"At a time," he wrote, "when 358,000 Washington state residents are unemployed, untold thousands more have given up on ever finding a job—and one in seven are on food stamps—we felt it was essential that someone ask the conference participants a very pointed question: Why are you working so hard to undermine this state's economy and send these vital aerospace jobs out of the country?"

Wroblewski said the union got strong support from Washington's Congressional delegation, including several Democrats the union had worked hard to re-elect this fall, namely, U.S. Sen. Patty Murray and Congressmen Jay Inslee, Rick Larsen and Jim McDermott.

The Washington State Labor Council

and SPEEA also supported the Machinists, Wroblewski said. SPEEA's executive council joined the Machinists in calling on the MexicoNow organizers to cancel the event, and said it was ready to help with the protests.

But the key to stopping the conference was the willingness of hundreds of Machinists Union Stewards and members to take part in the protests, Wroblewski said during Local Lodge meetings in December. "Your solidarity

has made a difference in protecting Washington state aerospace jobs."

Wroblewski said District 751 will continue to monitor the MexicoNow group, which has announced plans for another outsourcing conference

in February, this time in El Paso, Texas. Seattle-based Aerospace Machinists stand ready to help their union brothers and sisters to keep the group from taking their jobs away, he said.

"We've got a line on them, and we'll keep fighting for American jobs until they give up and go back to Mexico," Wroblewski said.

Stop Outsourcing American Jobs!



Solidarity With Grocery Workers Strengthens Negotiating Position

Strength in numbers and solidarity are two themes that resonate throughout the labor movement. Recently, District 751 was able to use the strength of our membership numbers to help fellow union members working at area grocery stores secure a better contract for their future, which was ratified by 95 percent.

As we approached the Thanksgiving weekend, things looked grim and a strike seemed nearly inevitable for union members working at Safeway, Albertsons, QFC and Fred Meyer. They had been in negotiations for nine months with out-of-state chains that are among the Top 50 corporations in the country and paid their CEOs a combined \$30 million dollars last year. The corporations were insisting on cuts to both pay and health and pension benefits even though more than 1/3 of all grocery workers make \$10 an hour or less.

The workers simply asked to be treated fairly. The grocery workers were standing united and had stepped up their internal activities with buttons, stickers, action

Grocery workers present the workers' bill of rights to local store management.



meetings, the Grocery Store Workers Bill of rights, and more. As the deadline to end negotiations neared, District 751 stepped up support.

Knowing that our membership here in Puget Sound has a weekly payroll of about \$29 million, District President Tom Wroblewski crafted a letter to the grocery negotiators letting them know if they forced their workers on strike, I would call on our 25,500 members to take their business elsewhere.

District 751 also contacted other large labor groups (such as SPEEA) to send similar letters so the negotiators for the grocery stores understood shoppers here in Puget Sound would not continue shopping there. We pointed out that our state has the fourth highest union density at 21 percent, so at least one in five workers are Union.

In addition, we asked members to talk to their checkers and let them know they are not alone, and to take the time to tell grocery managers they would not patronize a store that was on strike.

This collective action made a difference and the grocery stores revised their offer during the next bargaining session. As a result of this "change in attitude" from the corporations, union grocery store workers voted by 95 percent to ratify a new agreement—making it a happier holiday season for everyone in the region. Grocery workers were able to improve working conditions, protect a quality health plan, secure their defined-benefit pension plan, improve their wages and defeat proposals to add a second-rate health



District President Tom Wroblewski gets a call thanking him for our helping grocery workers avoid a strike.

plan, stop slashing Sunday and holiday pay, and deep cuts in pension, as well as defeating other takeaway proposals.

District President Tom Wroblewski received over a dozen calls from area grocery workers thanking our Union for the support, as well as several letters. One read:

"I am a Safeway employee who has worked for 15 years. I have been cut back to 20+ hours a week. On behalf of myself and my co-workers, I want to thank you for your letter to Mr. Jorgensen. I know it really made a difference for all of us. Thank you and your members for standing up for us."

Another UFCW member who attended our Local A meeting went to the microphone to express her thanks for the support that really made a difference in the outcome of their contract talks.

Again, it was solidarity and collective strength that helped build a better community for area grocery workers and ensure we all have a happy holiday season. It was a fitting way to end our 75th anniversary year, which emphasized the theme of building a better community.



Grocery workers ratified a new contract.

Members Give Unanimous Approval on L-3 Communications Agreement

Continued from page 1

year that increases their pay by \$2.10 per hour (including the 3% GWI).

The agreement also secured increased pension contributions each year of the contract up from the current \$1.35 an hour to \$1.55, \$1.70, \$1.85 and finally \$2 an hour in the last year of the agreement. The new collective bargaining agreement introduced a new medical plan that is less expensive than the previous plan offered, as well as increased the opt-out wage option to \$6 per hour.

Paid time off (PTO) was a top issue to members and was improved in several different areas. The new collective bargaining agreement:

- Delivered one additional holiday per year (the day after Thanksgiving),
- Increased sick leave to 6 days a year,
- Improved the vacation formula so members now earn 4 weeks vacation at 10 years (previously earned at 12 years)
- Secured a method for payout of sick leave and vacation
- Increased maximum days per calendar year allowed for jury duty from 20 days to 30 days.

The agreement had many other improvements, including securing language for temporary duty assignment (TDY) accommodations, per diem and method of reimbursement, and tool replacement insurance.

Another important element was a suc-



Union reps from 13 sites joined together to negotiate a Western territory agreement for L-3 employees.

cessor clause that states the provision of this agreement shall be binding upon the company and its successors, assigns or future purchases. When the government contract expired, members found themselves no longer working for the previ-

ous contractor, but L-3 Communications, making this provision especially important in the future should their employer change again.

For the members, they continue to see the value in Union membership.

2010 – Building a Better Community All Year Long

District 751 celebrated its 75th anniversary in 2010 with a year-long commitment to “Building Better Communities.” Through their community service efforts, political campaigns and charity work, union volunteers made communities across Washington better places to live. And with their efforts on the job, Machinists made their companies safer, more productive – and more profitable.

January

The District 751 Human Rights Committee and scores of union activists took part in Martin Luther King Day activities in Everett and Seattle during the month.



First flight of the 747-8 in Feb. drew large crowds of members to the Everett flight line.

February

Thousands of Everett-based Machinists cheered as the first Boeing 747-8 took to the skies for the first time on Feb. 8. “To know that our members put that plane together makes me very proud,” said District 751 President Tom Wroblewski.

District 751 hosted U.S. Sen. Maria Cantwell and Congressmen Rick Larsen and Jay Inslee at an Everett Union Hall rally promoting Boeing’s bid to win a \$35 billion aerial refueling contract from the U.S. Air Force. It was the first of four tanker rallies during the year.

March

Commercial Airplanes CEO Jim Albaugh complained to *The Seattle Times* that Boeing costs are spiraling out of control due to “constant wage increases” for union workers. That prompted a sharp retort from Wroblewski, who called Albaugh’s complaints “simple nonsense” and noted that the union had gone from 2004 through 2008 with no wage increases. Days later, Boeing disclosed it had given \$8 million bonuses to just three people: Albaugh, Boeing CEO Jim McNerney and former Boeing Commercial boss Scott Carson.

April

Machinists Local 86 in Spokane ratified a new contract with defense contractor FlightSafety Services. It was the first of 17 contracts approved by District 751 Machinists in Eastern Washington during the year – all of them settled without an hour lost to strikes.

The annual Machinists Volunteer Program banquet in April recognized 464 volunteers who took part in community-service programs during 2009. In all, Union volunteers gave 3,721 hours on projects ranging from food drives to sandbagging and holiday bell ringing. Union volunteers also built 10 wheelchair ramps and collected \$238,000 for Guide Dogs of America.

May

Union officers and staff celebrated along with the Renton community, as Boeing announced plans to increase 737 production rates to 34 a month, and also extended its lease at the Renton Municipal Airport for at least another 20 years. The rate in-



In May, Boeing announced plans to increase 737 production to 34 a month and extended its lease in Renton at least another 20 years.

crease will take effect in 2012.

The Salvation Army of King County honored District 751 with its “Others” award, its highest honor for community service. The union “provides volunteers for almost every Seattle Salvation Army event, helps with fundraising, donates their own funds and are always able, willing and ready when we need them,” Salvation Army Lt. Col. Doug O’Brien said.

The Machinists Volunteer Program set a record on May 22, building a 95-foot wheelchair ramp for a retired member in Tacoma — the longest ever.

Gov. Chris Gregoire and U.S. Sen. Patty Murray were keynote speakers at a pro-Boeing tanker rally on May 10 at the Future of Flight in Mukilteo, where Boeing announced the KC-767 program would create or maintain 11,000 Washington state jobs. The next day, Murray stood alongside 751 officers in Washington, D.C., for a pro-Boeing tanker press conference.

June

Local 86 Machinists at Triumph Composite Systems in Spokane achieved an unprecedented level of job security when they ratified a new contract June 3. The deal guarantees that each of the 335 members on the payroll on that date will have 40-hour-a-week jobs for the next three years. The deal sets a standard for the industry and flies in the face of repeated comments by aerospace industry executives that job guarantees aren’t possible, said District President Wroblewski.

District 751 began a major effort to raise awareness of the “Imminent Danger” clause in the Union’s contract with Boeing, after an incident at Boeing’s Renton plant sent one Machinist to the hospital and made four others sick. The clause allows workers who feel their lives or limbs are at risk to refuse to do assigned work until after a safety inspection is performed.

Boeing and the Machinists Union inaugurated a new level of cooperation at Everett with the launch of a “Business Basics” program, starting with a group of 777 builders. The program, part of Letter of Understanding 28 in the 2008 contract, gives workers training on business topics and solicits their ideas for production improvements. “We see changes coming and want you involved so it works for you and not against you,” said Business Rep Ray Baumgardner.

July

The White House honored District 751 and four of its members for outstanding community service in 2009.

Local 751-C members Rob Curran, Chris Louie and Vennie Murphy and retired Local 751-F member George Braun all received bronze-level Presidential Service Awards. District 751 as a group received a gold-level award.

In the year’s third major tanker rally, Union Stew-

ards Dennis and Penny Mahmood shared a stage with U.S. Sen. Patty Murray, Congressmen Norm Dicks, Jay Inslee, Rick Larsen and Jim McDermott, and senior Boeing managers. The key to Boeing winning the tanker bid is, “our great Machinists here in Everett, our great Machinists in Kansas and all our engineering specialists throughout the company,” said Jean Chamberlain, the Boeing vice president in charge of tanker development.

August

District 751 volunteers take part in Local 751-A’s annual Bill Baker Steel & Wheels Supershow, the annual Local 751-E horseshoe tournament and the annual Dog Days event at Pacific Raceways – all to benefit Guide Dogs of America. District 751 and its members raised \$276,000 for Guide Dogs of America in 2010.

Machinists worked tirelessly to help re-elect U.S. Sen. Patty Murray and to defeat Initiative 1082, a proposal that would have gutted Washington’s workers compensation program.

September

The Machinists Union cheered a report that Boeing planned to expand its operations at Boeing Field and in Auburn. District President Wroblewski said he was optimistic the news signaled “a change in attitude” on the part of Boeing’s Chicago management.

Weeks later, Boeing announced plans for another rate hike on the 737 line in Renton, saying it plans to deliver 38 a month starting in the second quarter of 2013. “The fact that Boeing is able to build jets at this all-time record rate is a testament to the skills and experience of the workforce here in

Puget Sound,” said Wroblewski.

Democratic Congressional candidates, including Murray, pledged their support for Boeing’s tanker bid at a rally in the company’s Everett factory on Sept. 28, the fourth and final rally of the year.

October

The Boeing Co. has gone too far with its 787 outsourcing scheme and is bringing more work back in-house, District 751 officers and staff heard CEO Jim McNerney say. McNerney also pledged to improve relations with its union workers during a speech in Seattle on Oct. 7. District 751 President Wroblewski said he was optimistic at McNerney’s tone, but noted what Boeing actually does is more important than what any executive says.

Boeing forklift drivers – all of them District 751 members – won second place team and individual honors at the annual Washington State Forklift Rodeo. Plant 2 Machinist Mike Weinman finished second in the individual contest, while he and teammates Joe Henry from Renton and Ralph Albrecht from Everett were No. 2 in the team event.

District 751 volunteers collected nearly a half ton of candy for the annual Halloween party at the Salva-

Machinists District 751 Contracts Negotiated & Ratified in 2010

| Company and Location | Month Ratified |
|-----------------------------------|----------------|
| Spokesman Review, Spokane | February |
| Hard Metal Solutions, Marysville | February |
| Union Home Services, Inc. Everett | February |
| Prompt Printery, Yakima | March |
| Flight Safety Services, Spokane | April |
| Monarch Machine, Pasco | May |
| Alcoa, Wenatchee | May |
| Triumph Composites, Spokane | June |
| Sunrise Dental, Puget Sound | June |
| ASC Machine Tools, Spokane | June |
| Lee & Eastes, Tri-Cities | June |
| Central Pre-Mix, Spokane & Pasco | July |
| Brands Truck Repair, Yakima | August |
| BAE Systems, Everett | August |
| Edwards Equipment, Yakima | August |
| Hanford, Richland | September |
| Penske Truck Leasing, Spokane | October |
| Kenworth Sales, Spokane | October |
| Pexco, Yakima | November |
| Cummins NW, Spokane | December |
| Cummins NW, Pendleton, OR | December |
| L-3 Communications, JBLM | December |
| All Care Dental, Puget Sound | December |

tion Army of White Center.

November

The hard work of union political activists paid off when U.S. Sen. Patty Murray defeated Republican Dino Rossi to retain her seat in Congress. Machinists also played a key roll in defeating I-1082, the anti-workers comp initiative.

District President Wroblewski called on executives of four major grocery companies – Albertson’s, Fred Meyer, QFC and Safeway – to negotiate a fair contract for their workers belonging to the United Food and Commercial Workers union, or face a Machinists-led boycott.

Wroblewski also called on organizers of a proposed Mexico aerospace outsourcing conference in Seattle to cancel or face widespread protests. After hundreds of Machinists Union members volunteered to picket the conference and Boeing Co. headquarters at Longacres, the event was cancelled.

December

The year ended with hundreds of new members joining the Machinists union, as Boeing continued a hiring push. More than 1,400 new workers have joined since October. Boeing CEO McNerney tells Bloomberg News that his company will add 4,000 to 5,000 new workers in 2011.

Hundreds of Machinists end our 75th anniversary year by volunteering for the annual Hometeam Harvest food drive and Salvation Army holiday events. “For 75 years, we’ve had two missions,” District Secretary/Treasurer Susan Palmer told a KING-TV reporter: “making the aerospace industry a better place to work and making our communities better places for our members to live.”



Volunteers built a 95-foot ramp in May.

Crane Operators Showcase Their Skills

Overhead crane operators are an essential part of the Boeing airplane production process. This demanding job requires tremendous skills and expertise because the slightest miscalculation could have huge consequences. Every crane move literally requires perfection, and our crane operators at Boeing are some of the most skilled in the country.

In November, a team of overhead crane operators from Renton and Everett traveled to Las Vegas to compete against operators from 50 different industries. The three-day intense competition was in conjunction with the North American Crane Bureau's Professional Development Conference.

Our team from Boeing captured four of the top six spots. Tony Ullakko, who works second shift in Renton, was declared the national champ, with third shift Renton crane operator Bruce Weston earning a close second, and Everett crane operator Don Hulse took third. Other Boeing competitors making the trip included Steve Earl, Dennis Bagby, Jim Hamilton, and Wayne Raplee.

In 2007 (the last time a Boeing team competed), Steve Earl from Renton finished first with Bruce Weston taking second.

"Everett operators were scheduled to compete and were

pressuring Renton to attend. Management agreed to send us, and each shift in Renton selected a representative to attend. We also sent the returning champion Steve Earl," stated Ullakko. "It was a great experience. I was proud to represent second shift Renton cranes and happy to bring the championship home to Renton again."

Each competitor had to skillfully pilot an overhead crane simulator to move loads to specific targets throughout the course and hit the landing spot. This required not just precision on the crane moves, but also efficiency, as each round was timed. Tuesday's time trials eliminated half of the competitors, Wednesday rounds reduced the field to the final four, and Thursday had the top finalists going head-to-head.

"If you didn't have 100 percent accuracy, your time didn't matter because you would be eliminated," Ullakko recalled.

Member Bruce Weston led the competition the entire way until a run off in the finals landed Ullakko the top spot.

"Bruce is a skilled crane operator who has worked at Boeing since 1973 and is a heck of a competitor," Ullakko noted.

The win was especially fulfilling for Ullakko since he only returned to overhead cranes in April 2010. He hired into Boeing in 1978 working on the overhead cranes, but transferred to maintenance dispatch in 1999. He credits his success to the training he has received and added, "We have lots of support from our co-workers for the competition and learn things from each other every day. Everyone takes pride in our work and it shows in the results."



Above: The Renton crane crew made a sign to announce the winner.

Business Rep Joe Crockett (l) and Steward Eudacio Munoz (r) congratulate Tony Ullakko for winning the national crane competition



Dennis Bagby drives the overhead crane simulator while Steve Earl and Bruce Weston (far right) watch intently.

Employees Take Charge of Increased Productivity

If you want to improve productivity, why not ask and empower the experts? That is the premise behind Letter of Understanding 28 – Continuous Productivity Improvement in our contract with Boeing.

The driving message of this contract language is labor-management cooperation – something that was alive and well at the Auburn LOU 28 kickoff on December 9. Employees, managers, salaried employees and IAM/Boeing Joint Programs have joined together in employee involvement teams. Participation and commitment from every level will be critical to the program's success.

In just a few months, the IAM/Boeing Joint Programs has held 27 meetings with 288 people participating. Those involved brainstormed 64 pages of input and ideas. As a result, the Joint Programs staff combined all the ideas into 20 themes.

"Traditionally when you talk productivity you think about corporate profits. LOU 28 gives each of you an avenue to use your skills and knowledge to help the Company be more productive, get your ideas implemented, ensure a safer work environment, and in turn enhance your job security," said District President Tom Wroblewski at the Auburn kickoff. "It is more than just training, it is using your real-life experience to make improvements. You will determine the matrix and introduce your ideas into Boeing's day-to-day business because it is all about how we can work together – Union and Management, from the shop floor up – because the better we are, the brighter our future."

District President Tom Wroblewski encouraged members to take ownership and be involved.



L to R: Larry Coughlin, Don Morris, Kevin Cloud and Tom Wroblewski emphasized labor and management are partners in this program and signed an agreement.

Below: Program Coordinator Ron Coen explains how employee involvement teams can make changes in their area



Wroblewski noted that change is never easy and added, "Managers will have to give up decision making authority and pass that on to hourly folks. And hourly members, you will get an opportunity you never had before. Embrace each other and be a part of it now. This is not just the flavor of the month – it is language in the contract. If it doesn't work, it is useless language."

He thanked members for participating and added that this can "spread like wild fire and change the workplace. You have an opportunity to formulate your own work area, be involved and take ownership."

"With rates going up even further, now is the time to make improvements," said Kevin Cloud, Director of the Tube, Duct, Reservoir Center (TDRC). "People on the shop floor know the job best and what improvements need to be made. It is a journey we will all take together."

"We couldn't pick a better place to partner and hold the kickoff than the TDRC – looking at what we are already doing in kitting and the wheelwell pro-

gram with our partners in Renton and Everett. This will bring more value to our future," said Larry Coughlin, Director of the Auburn Site.

"I hope more members will get involved," said Ron Coen, who serves as a Program Coordinator for LOU 28. "Together, we can implement tools to increase productivity that are driven from the shop floor, as well as the metrics to measure that success and check the process."

The Union and Company will continue to deliver LOU 28 Employee Involvement teams to additional shops because by working together and empowering our members – we will all be more successful.

IAM Scholarship Competition

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



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

Awards to Children of Members:

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

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

Eligibility for Competition

Any applicant must be either--

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

NOTE: Children of members must be planning to graduate during the winter or by the end of the spring 2011 school year (i.e. normally a high school senior) and must have one living parent with two years of continuous good-standing membership up to and including the closing date of February 25, 2011.

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

NOTE: Completed Application Packets must be postmarked no later than February 25, 2011.

Building a Better Community Throughout the Region

Machinists were busy with a flurry of volunteer activity throughout November and December – all with the goal of building a better community. In total, over 400 machinists and their family members participated in 30 different activities/locations.

Home Team Harvest

Thousands of struggling Washington families will eat better this winter, thanks to the efforts of District 751 members during KING-TV's annual Hometeam Harvest food drive.

More than 200 Machinists and members of their families volunteered at the annual event, helping collect enough food and cash to provide Northwest Harvest with 2.7 million meals.

In addition, the union and its members raised \$3,106.62 in cash, and collected more than a half-ton of food during a month-long drive conducted through union halls in Auburn, Everett, Renton and Seattle.

Union officers delivered the food and presented the check in Auburn, during KING-TV's live broadcast of the food drive on Dec. 4.

This was the ninth year that volunteers from the union have taken part in the Hometeam Harvest event, making District 751 a key member of KING-TV's "home team."

"Truly, the Aerospace Machinists Union is as much a part of Hometeam Harvest as anyone else," said Betsy Robertson, community relations manager for KING-5 who organizes the event.

"It's never been an official partnership," she continued, "but we depend on you for your leadership on location each year. You're the ones out there directing traffic and carrying those big bags of food from trunks to trucks."

Hometeam Harvest is always one of the Machinists Union's biggest volunteer events of the year. But for 2010, District 751 decided it was time to do even more.

"We really tried to step it up," said Robley Evans, the chairman of the Machinists Volunteer Program. "We collected more food, we collected more money and we signed up more volunteers."

The union's MVPs volunteer in the kitchens of rescue missions in Everett and Tacoma six days a month and see first-hand how many people are going hungry during this recession, he said. State data shows that one in seven Washington residents is on food stamps.

"We did it because we know what the need is," Evans said. "Every can of chili and every dollar donated to Northwest Harvest can make a real difference for real people right here at home."

In addition to the missions and NW Harvest drive, Machinist volunteers took over the Salvation Army bell ringing duties at Westlake Center the evening of December 3. Other volunteers helped with Mary Bridge Children's Hospitals' Festival of Trees. On December 20, 751 volunteers were out in force picking up the Toy-N-Joy contributions from sites throughout Puget Sound. Finally, on December 21, Machinist volunteers spent from 8:30 a.m. to 7 p.m. distributing gifts at the Salvation Army Toy-N-Joy distribution at Qwest Event Center.

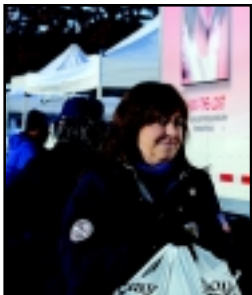
Yet there was still more volunteer work.

While attending the Machinists Council, 751 learned a Machinists Union member from Alaska Airlines had fallen at work and cracked her skull, which left her using a walker to get around. Her porch had no railing – making it dangerous so 751 volunteered to help. After passing the hat at the meeting for lumber, Vennie Murphy and Dave Henry purchased the wood and the following Monday night after work, Dave Henry, Robley Evans, Vennie Murphy and Rob Curran worked for four hours to first make repairs to the deck and then complete the railing.

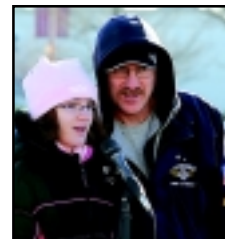
Another weekend, volunteers built a wheelchair ramp for a retiree in Auburn.

It was a fitting way to end 2010, during which District 751 celebrated its 75th anniversary, said Secretary/Treasurer Susan Palmer. "For 75 years, we've had two goals: to make the aerospace industry a better place to work, and to build better communities where our members live," she said.

Dan Zyskowski braved the cold to help Northwest Harvest on Dec. 4.



Helping at the Everett Mall.



Left: Dan Swank got help from daughter Kaelyn. Right: 751 was out in force at Alderwood Mall.



751 volunteers helping with the food drive at Tacoma Mall.



Machinists volunteers greet cars and collect their food donations at Alderwood Mall.



Machinists help with the food drive at Northgate Mall.



At the Hometeam Harvest food drive, Machinists delivered a trailer full of food donations and a check for more than \$3,100 in contributions from members.



Above: Daryl Sherman carries a donation.



Above: A retired member in Auburn test drives his wheelchair on the newly completed ramp.



Left: The volunteers pose on the finished ramp.



Above: Terry "Caveman" Henderson (l) gets help unloading his generous food donation from Mike Diteman and Corey Hubert. Caveman donated several truckloads of food to the effort.



Health & Benefits Rep Garth Luark and Sec-Treasurer Susan Palmer talk about our efforts for the food drive on King 5's morning show.



Machinist volunteers were out in force at the Auburn site for the Northwest Harvest Hometeam effort.

Kit Building Group Efforts Helps Others



Showing their teamwork and generosity from 737 Kitting: L-R: Joe Diambri, Ben Holland, Courtney Hjelmstad, Marie Hurt, Tom Clark (Manager), Dianne Norfleet, Ralph Smith, Becky Sauve, Ron Wingfield, Pam Toyer, Jeff Taylor, Mike Woods, Eric Skou.

The 737 Material Management Kit Build group put their teamwork toward helping others, and the results made many foster kids smile. While there are only 14 people in the group, everyone took part in the SleepCountry Foster Kid Toy Drive – including others who work near the shop.

"This is the third year the group has taken part

in the toy drive. We had the best response this year receiving well over \$700 in toys and donations," reported supervisor Becky Sauve who helped organize the effort. "It gets us in the holiday spirit and feels good to help others. We are fortunate to have good jobs that ensure a happy holiday for our families and want to share with others who are not so fortunate."

Y SERVICE



L to R: Kelly Kristjanson, Chris Louie, Rob Curran and George Braun hand out toy gift bags.



Mike Dingus at the Toy-N-Joy event.



Machinist volunteers always greet those coming to the Everett Gospel Mission with a friendly smile as they serve up a hot meal.



Machinist volunteers regularly take over the kitchen at the Everett Gospel Mission several weekends each month.



Above: Dena Bartman volunteers as a personal shopper to help a parent find the perfect gift at the Salvation Army Toy N Joy distribution.



Jim Kakuschke selects toys for a needy family at the Toy N Joy event.



Cindy Johnson, Chip Johnson and Christiana Johnson prepare food at the Tacoma Rescue Mission.



Two festive citizens (on left) give a donation near Westlake Center from Machinist volunteers Mike Hall, Donovan McLeod, Tiffany and Garth Luark, Todd and Debbie Christensen.



Above: 751 volunteers repaired a deck and built a railing for a member injured at Alaska Airlines. Below posing when it was complete: Rob Curran, Fran Evans (member it was for), Robley Evans, Vennie Murphy and Dave Henry.



At Alderwood, stacking food in the trucks.



Above: Sandra Desimone, Megan Baker and Ben Hnilo took over the Salvation Army bucket outside Pacific Plaza.

Left: Machinist volunteers were on every corner around Westlake center ringing the Salvation Army bells and collecting donations on Friday, December 3.



The flightline crew at the Seattle Delivery Center pitched in to help others at the holiday season. In just a few days, the crew collected more than \$1,150, which was donated to the Seattle Union Gospel Mission.

Delivery Center Steps Up Donations

Members on Seattle Field did more than just deliver record numbers of 737s in the past month – they also stepped up their efforts to help others.

It started when member Rick Felt was reading the paper and saw an advertisement for the Seattle Union Gospel Mission. It reminded him of just how many are in need in our community.

Understanding that solidarity works, he decided to ask his co-workers if they would like to help.

“We are very fortunate to have good-paying

Union jobs at Boeing. Our group is always very generous so I decided to organize a collection. Everyone took part - hourly and salaried. In just a few days, we had collected over \$1,150.”

Seattle Delivery Center hopes other shops will do the same and pick a charity, organize a collection and help out the less fortunate.

It was a great team effort and a good way to kick off the holiday season

Pedaling Joy for the Holidays



Member Mike Oakley was proud to donate 13 bicycles and helmets to his shop's Toys for Tots effort.

751 member Mike Oakley, who works third shift in Everett, was in the holiday spirit. When his shop put together a Toys for Tots program, he did more than just contribute a few toys. He purchased 13 bicycles and bike helmets to donate to children in the area.

Steward Doug Falkenhagen noted, “Mike wanted to share the benefits of his Union job. He is hard to read sometimes, but showed his true character and the depth of his caring with this donation. During this recession, needs are up and toy contributions are down so Mike wanted to do more to help others and succeeded with his generous donation.”

Retiree Spotlight: Tom Byrom

by Rosanne Tomy

This month's retiree spotlight features Tom Byrom, a former Machinist who hired into Boeing in 1951. Drafted into the Korean War not even a year after being hired, Tom's story gives us a glimpse into his generation – and shows us why hard work and determination are so important.

When and where did you grow up?
Ohio. I was born in 1928

How old were you when you moved out of your parents' house?

I was 12 when I ran away. My buddy and I stole a canoe and went down the river from Dayton to almost Cincinnati. We spent a couple of weeks on the river having fun and living off the land.

Did you get in trouble with your parents when you went back home?

I was always in trouble with my parents. My dad died when I was 6. My neighbor liked me because I was friends with his little girl. He was a superintendent at a pattern shop and got me a job when I was 16 as an apprentice in the pattern shop. I worked there about two years.

Were there any machinists in your family?

My Uncle Frank ran a boring mill. My Uncle Robert retired as a General Motors executive. He started from the ground up. My mother worked at Marshall Fields department store and ran the drapery and slip cover department.

How did you end up moving here?

My buddy and I hitchhiked out here. We cut timber in Colorado before they had chainsaws. Then we put up hay about every way you can think of before they had tractors.

Did you get hired at Boeing as soon as you arrived in Washington?

When I hired in at Boeing, I was married. Me and my wife we come into Seattle on a Saturday afternoon. We stopped at a store and bought a half pound of bologna, a loaf of bread and a quart of milk. We had about \$3.50 left. We drove to the Argosy Theater, went upstairs and slept in the balcony that was open all night. Sunday we found the Boeing employment office. I went there Monday and applied for a job. This guy said, 'you worked in the pattern

shop, huh?' He walks over and pulls down this book that says pattern making. I knew I was going to get a job because I spent two and a half years at the pattern shop. He hired me as a wood worker tool maker for about \$1.65 an hour. But you know that same guy rehired me in 1980. Same guy.

When did you first get hired at Boeing?

1951. When I was working on the ranches, they never turned nothing in. I registered for the draft in Eugene when I was 18 and they were looking for me and I didn't know it. Boeing hired me on November 15 and couldn't figure out how I got drafted February 2.

What branch were you drafted into?

They took seven of us in the office and asked if we would like to volunteer for the Marine Corps. They made me a carpenter but called me a Machinist. And that was long before I was ever in a Machine Shop.

When you came back from the Marines, did you go back to work for Boeing?

Yes, unfortunately, when I got back there I worked with one of the worst supervisors. He put a bad name in on me and I fought for a long, long time almost every day I was so frustrated. It was a rough haul at Boeing.

Did you change jobs soon after you came back?

I knew blueprint reading pretty good, but airplane reading at Boeing is different. You gotta learn how they use it. So I took Shop Math 1, 2, and 3 and their Blueprint 1, 2, and 3. And a little bit of layout and lofting. Boeing has got the finest teachers of any place ever. And oh I had a hard time with that math!

I volunteered to go to Everett in tooling at the old shipyard where the Navy base is now. Then they decided to send some of us down to the Machine Shop and teach us how to be mill operators. Boy, I hated that.

I thought the hell with this and I put in for a Milling Machine Operator A. They give me an interview on the second shift in the development center, which was a missile production machine shop. The supervisor said, "I hate to give anybody an A that's never had one before." And I said "I know there's a lot of things your men out there are doing now that I can do better and a hell of



Retiree Tom Byrom proudly displays a model and other Boeing photos and memories from his years at the company.

a lot I haven't had a chance to learn, but if you're not gonna give me an A it's gonna be your loss, it's sure as hell not gonna be mine." He said "I'm gonna take you."

What was it that made you quit after 20 years at Boeing?

I went and worked on molds in my garage for 10 years. There ain't very many people who could do that. When I went to my first mold shop, the way people talked about the quality of my work brought tears to my eyes. After working in a shop that you do a piece of work that's fantastic.

What made you decide to apply at Boeing again?

The economy. Things got real bad. People couldn't afford to do ceramics anymore and people weren't paying their bills. I went down and applied for a job on a Monday and by Wednesday I was down working on the flight line machine shop.

When was that?

1980. Then I got married in 1982 and within 10 months I was laid off. I made molds and did ceramics for shops.

How long were you laid off?

From 1982 to 1984.

Did you get recalled in 1984 to go back to your old job?

Yeah. Then I had to go down to Auburn and the general foreman was Wild Bill Simmons who used to be my instructor in the shop that kicked me out. He remembered me and said, 'by God, you do some pretty good work.'

Between the time when you first got hired and when you retired, what would

you say was the biggest change in the company?

Numerical control. That's when we went to that darn metric. You know, we built the world using our system of inches.

If you were talking to a new employee at Boeing today, what advice would you give them?

Keep your mouth shut and do the best you can. Be willing to do a day's work. The way I always looked at it was I'd see who was doing the best and I'd do just a little more than that.

Do you think the attitude about work has changed with the generations?

It's changed a lot. We never had anything given to us. You only got rewarded if you did good. See, that's what they're doing in schools now – give all the kids a star. They didn't earn a star why in the heck should they get a star?

It's a funny thing, see in Ohio, well when I was young you did anything you could. You didn't get allowances; nobody did. We did a lot of things for free. It was expected and everybody did it. It was needed. We shoveled snow, we cut grass. Setting pins in the bowling alleys was good. And then you'd jump alleys to make twice as much.

We live in a whole different world now than what I grew up in. Oh sure I coulda gone back to school and got all my education and everything. But hell, I've got to enjoy life a little too you know. I worked hard and I did pretty good for an 8th grade education.

Boeing Hiring Increases for Last Quarter

Continued from page 1

days the following week and then got paid time off through Jan. 4.

But demand for workers is high, and the room has been packed in recent months for the weekly orientation sessions for newly hired Machinists. Business Reps who lead the sessions have regularly seen groups of 125 or so, with a peak of 192 new members on Nov. 19 – the biggest group to come in more than five years.

At the orientation, Business Reps and union staff help the new Machinists fill out union paperwork: membership application forms and home e-mail contact forms.

The Business Reps also urge all new

employees to familiarize themselves with Boeing's Puget Sound attendance policies and take them to heart.

"Attendance is one of the easiest ways to get terminated from Boeing," Everett Business Rep Ron Bradley warned.

The vast majority of recent new hires have been headed to Everett, which is one of the largest buildings in the world. The Business Reps warned new hires to give yourself plenty of time to walk from your car to your work area.

"Make sure you get up there at least a half-hour before your shift starts," advised Everett Business Rep Chuck Craft.

Introduce yourself to your manager and make sure you know what the attendance reporting process is, urged Renton Business Rep Tommy Wilson.

Then find your union steward who will be able to show you around the area, where to find information and introduce you to key people.

"If you are ever called into Boeing Human Resources, take the steward with you, so they can take notes and document what happens," Wilson said.

The Business Reps warned the new hires about the most-

common ways Machinists get fired from Boeing.

"We're just trying to prepare you to be good employees," said Seattle Business Rep Emerson Hamilton.

Poor attendance and stealing are major causes for firing. Making a threat of violence can also land a worker in trouble, he said – even if it's simply an off-the-cuff angry remark.

Concealment of production mistakes also is a big issue. If you make a mistake, report it and certainly don't try to cover it up, Hamilton said. Inspectors will find it, and when it's traced back to you, "you're going to get terminated on the spot."

Also, be smart with your computer use at work, Wilson added. Long-time employees have been written up, and even fired, for using Boeing computers to visit Internet chat rooms, download pornography or pass along offensive e-mails.

Both Boeing and the Machinists Union take safety very seriously, said Wilson, who is 751's safety coordinator.

Don't be complacent when it comes to safety, and never take short cuts, he said. "If you're in a predicament and you don't feel safe, get your union steward."

As Machinists Union members, the new hires will enjoy a range of benefits through IAM/Boeing Joint Programs, like \$75 re-



Business Rep Tommy Wilson answers questions from new hires.

imbursement toward the purchase of new safety shoes, and up to \$2,500 a year for training outside of work.

Employees interested in getting skills training and advancing through the hourly ranks at Boeing should definitely get in touch with a Joint Programs career advisor, the Business Reps urged.

"The vast majority of those who've hired in this winter will never get in trouble," said Hamilton. "It's a great place to work, and a good place to be while you raise a family. A lot of us have been here a long time, and we stayed because we've made a good living."

The Machinists Union is a big part of what makes Boeing a great place to work, Everett Business Rep Brett Coty said.

"Union workers have good-paying jobs," he said. "We like the vacations and the pensions and the benefits."



Business Rep Ron Bradley explains the Boeing attendance policy to a group of new hires.

RETIREMENT NEWS

Retired Club Christmas Lunch

Retirees and their guests packed the Seattle Union Hall on December 13 for the annual Retired Club Christmas luncheon. Those attending were treated to a hot turkey lunch with all the trimmings, holiday music, and a free holiday drawing.



Lee and Ron boasted 63 years of marriage.



Photo right: Frank Prummer was one of the retirees celebrating a December birthday.



Above: Retirees were treated to a hot turkey lunch with all the trimmings and a choice of desserts.

Left: Glenn and Arlene Housman pose for a photo at the luncheon.



The Seattle Union Hall was packed with retirees dressed in festive holiday sweaters for the annual Retired Club Christmas Luncheon on December 13.



Many attending won raffle prizes. L to R: Gary Stallman, Diane Stallman, Eric and Wendy Geyer (who celebrated their 26th anniversary), and Don Grecula.

November Retired Club Meeting Minutes

by Ruth Render,
Retired Club Secretary

The meeting was called to order on November 8 by President T.J. Siebert. All officers were present or accounted for.

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

Financial Report: Treasurer Betty Ness read the report. M/S/P to accept the report as read.

T.J. Siebert announced a special program in honor of Veteran's Day and the fight for women's suffrage. 100 years ago today women won the right to vote in our state.

The U.S., Washington State and IAM flags were brought forward by Leroy Miller, Dean Dickinson and Mike Keller and the Pledge of Allegiance was said.

Dean Dickerson spoke about his ancestor A.E. Dickinson who served in the Civil War. Dean brought a display including a copy of a letter A.E. Dickinson wrote to his father sharing the harsh conditions in which troops served, including no food.

Helen Lowe reported women were given the right to vote here on November 8, 1910 – 21 years after Washington became a state and 10 years before the 19th Amendment gave all American women the right to vote.

John Guevarra read a poem about a dying soldier who served in Iraq during the Desert Storm campaign.

Larry Burns spoke on the history of the Star Spangled Banner. Louise Burns read the lyrics of our national anthem.



Above: Nov. birthdays included Mike Keller and James Evanson. Helen & John Pompeo celebrated 62 years of marriage.

Right: Dean Dickinson (l) shows his veteran's display from the Civil War to John Guevarra.



Health & Welfare: A moment of silence was observed for the following deceased members: David Cooper, Kenneth Dahlstrom, Douglas Faulkner, Ted Kamerdula, Jack Lytle, Phong Truong. Sympathy cards were sent to the next of kin. Helen noted to date 4,427 American troops have died in Iraq and 1,375 have died in Afghanistan.

Business Rep Report: Bus Rep Emerson Hamilton reported Boeing is refurbishing the 14.01 Building and will be using it for the Navy P-8 airplane program. This will mean more hiring for this program. We have also been working to organize other companies which will increase our membership as well.

Legislative Report: Carl Schwartz stated the election results were bad for organized labor and senior citizens. Carl reported 85% of seniors depend on Social Security for most or all of their income. However, 60% of seniors voted for legislators who are against Social Security, with the exception of union members and retirees who voted for people who support Social Security. Carl presented a resolution requesting that our Congressional delegation vote against the entire Deficit Commission recommendation package if it includes any cuts to Social Security or Medicare. It was M/S/P.

Legislative Director Larry Brown stated that his office intends to have the same resolution passed at the next District Council meeting. I-1082 was rejected which was a great win for us. Larry noted the wins would not have happened without your help along with that of our fellow union members.

Birthdays & Anniversaries: November Birthdays: Michael Keller & James Evanson. November anniversaries: John & Helen Pompeo – 62 years.

Good & Welfare:

Helen Lowe spoke about health care and how the new health care reform bill is helping some of us including her.

Carl Schwartz encouraged people to call their legislators if they have a problem.

Mike Warren of the Washington State Alliance for Retired Americans said thanks for having me and spoke about the threats to Social Security.

Old/New Business: Ruth Render read a letter from Mary King to the club.

Adjournment: Meeting adjourned at 12:05 p.m.

Union Retirees:

Congratulations to the following members who retired from the Union:

| | |
|----------------------|--------------------|
| Garry A Anderson | Jay D King |
| Terry A Barnhardt Sr | Willy Kliever |
| Terrance R Borg | Antonio Lopez |
| William Bradham Jr | Obaldo B Lopez |
| Ronnie L Brock | Jeffrey A Miller |
| Linda E Brooks | Rollo S Montgomery |
| Albert Brown Jr | Olivia H Motland |
| Ly C Bui | Rex L Munson |
| Mark D Card | Creon W Nims |
| Randall D Carter | Bruce L Ostman |
| Howard M Churchill | Raymond B Palmore |
| Michael W Clark | Marcus A Piserchio |
| Justa M Cleveland | John F Prettyman |
| Thomas M Connor | Martha T Reed |
| Grant D Costa | Dennis R Reust |
| Warren K Crumrine | Craig O Rockwell |
| Daniel F Cullinane | Steven J Roulst |
| Dante Depriano | James R Rush |
| Joseph W Evers | Sharon M Sabin |
| Michael A Garcia | Brian K Setters |
| Eddie A Gardner | Terry L Six |
| Ralph C Goad | David L Sneen |
| Gary W Goodwin | Jack R Snyder |
| Charles A Haberslach | Michael D Stevens |
| John J Hegyes | John J Sullivan |
| Jerry D Hooser | Connie L Teeple |
| Mildred A Hughes | John D Thompson |
| Steven P Jennings | Elbert Timms Jr. |
| Elmer R Johnson | Michael L Vaughan |
| Sharon L Johnston | Darryl N Voss |
| Henry C Kelley | Gareth W Wiese |
| Robert K Kettenton | Dao T Zerby |

Congratulations to the following members who retired from the locals in Eastern Washington in last half of 2010 (local lodge and employer are noted):

Jim Johnson, Local 86, ASC Machine Tools
Tommie Kopp, Local 86, Triumph
Jerry Jagers, Local 1951, Rabanco
Andrew Wesley, Local 1951, Rabanco
Daniel Davidson, Local 1123, Grand Coulee Dam
Doug Cotter, Local 86, UPS
Kathy Cumpston, Local 86, Triumph

FREE

WANT ADS

FOR MEMBERS ONLY

ANIMALS

REGISTERED APPALOOSA PONIES of the Americas, foundation pedigree, pony side of breeding goes back to Scottish Chieftan #18 horse side goes back to Dreamfinder. 253-939-0477

YORKIE/COTON/PO, male, 16 months old, white, all shots are up to date, \$200. 253-520-7509

AUTO PARTS & ACCESSORIES

4 SNOW TIRES, P205/70R-15, studded and mounted on rims, hardly used, on 2001 Buick Century hubcaps and lug nuts too, \$250. 360-829-0062

CANOPY for a 6.5 ft bed, currently sits on 1999 Dodge Dakota, light silver, LEER fiberglass, tinted windows, \$700 OBO. 425-785-6655

AIRPLANE

MUST SELL – CESSNA 120, 462.5 radio transponder, total time 2802, hangered, a steal at \$17,000. 360-829-0719

BOATS

CANOE 17” GRUMMAN, aluminum with 4 paddles, 2 wood, 2 plastic with aluminum shaft, is in excellent condition, \$600. 206-713-1664

COTTAGE INDUSTRIES

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

RETIREEES FROM KSC shop 2-2165, 18-62 bldg, meet for breakfast monthly in Auburn, contact clintbonnie@hotmail.com for more info

UNIQUE CHRISTMAS and Birthday gifts, personalized story books for children, 35 titles available, go to www.yourbookandmore.com, or send e-mail to yourbookandmore@gmail.com

FRESH SEAFOOD, local and worldwide selection of fresh seafood, salmon, live oysters, clams, mussels, halibut, lobster, Dungeness crab, king crab legs, smoked salmon, pickled salmon and herring, cod, packaged for travel or shipped anywhere within the USA, located on the corner of Hewitt Ave and W Marine View Dr in Everett. 425-258-1987

WANT A SUPER CLEAN home you can be proud of? Need personal errands? Look no further! Years of licensed experience, many referrals, free estimates. Call Diana 206-949-6178

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ENJOY FOOD? Contact me to host a Tastefully Simple Party to earn free food, earn 50% more in January. 425-338-9090

ELECTRONICS & ENTERTAINMENT

VANDERSTEEN 2CE speakers with anchor stands, grill cloth missing on one speaker, sound very nice, biamp and biwire capable, \$300. 253-839-2178

FURNITURE AND APPLIANCES

CAL KING PLATFORM bed w/storage, 37” tall headboard, dark wood, missing right half, six drawer unit, great project for carpenter, \$50 OBO. 253-845-0897 leave message

AD RULES

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

Deadline For Next Issue Jan. 14th

VARIETY OF ANTIQUE furniture, all good condition, armoire with beveled mirror, \$400, roll-top desk \$200, secretary-painted \$200, small desk \$300. 360-826-4959

TEAKWOOD three section room divider, handcrafted, beautiful, two finish colors to choose from, brown or off-white, \$1250 each, buy both will be discounted. 425-418-0448

HOUSING

FISHERMAN’S DREAM – own you very own deeded 2BD/2BA sleeps six, one week condo on beautiful lake Chelan, \$2500 plus yearly maintenance, call George. 253-846-2071

ASHFORD – ECHO VALLEY, 5 m. to park entry, 1995 mfg 3BD/2BA, 1050 sq ft, good sense home, corner lot, partially fenced, landscaped, 2 out buildings, \$120,000. 360-569-2126

REDONDO BEACH MILLION dollar view mobile, in 50+ park, 1967 double wide, in need of repair, have to see, under \$20,000 offer. 253-839-9169

ENJOY YOUR HOLIDAYS with the best Christmas present ever, surprise Santa and your loved ones with a super clean home, licensed, referrals, free estimates, call Diana 206-949-6178

KONA HAWAII OCEANFRONT condo, enjoy spectacular views, 2bd/2ba condo w/ private lanai, pool Jacuzzi, see www.banyantreecondo.com for more info, \$1025-\$1175/wk, Boeing discount pays for taxes. 206-938-9214

FOR RENT 3bd/2ba home in Village Green, Orting, large deck, fenced backyard, 2 car garage, 1 year lease, \$1250. 360-897-9605

HOME FOR SALE, Mesa, AZ – Palm Harbor, 3bd/2ba, 1550 sq ft, 3 years old, 2 car covered carport, storage shed. 480-654-8840

FOR RENT 3bd/2ba house, 2 car garage, kitchen, living room, family room, deck, near Everett Boeing and Everett Mall, \$1400/month. 425-638-2321

MOUNTAIN VIEW creekfront 3bd/2ba, 1590 sq ft rambler, 20 m east of Arlington, wooded private gated 95 acre community on Stillaguamish river, f/p, covered patio, deck, garage and carport, 3/4 acre lot, outbuildings, w/d, d/w, large dining room, \$175,000. 425-760-4535

3 LARGE BEDROOMS, spacious dining and front rooms, wood stove, large rec-room, inexpensive to heat, insulated with triple pane windows, garage with shop, level, fenced 1/3 acre in Burien, \$199,995. 360-435-2430

MISCELLANEOUS

HEALTH RIDER ELLIPTICAL exerciser with computerized monitor displays, like new, \$400. 253-922-2013 leave message

COMPUTERIZED MONITOR DISPLAY “airofit pro” elliptical exerciser, \$75. 253-922-2013

BEVELED EDGED mirror closet doors, 5’, hardware included, perfect condition, two sets, \$100 ea set. 425-327-6636

BEARLY PEOPLE dressed bears, 12” to 18”, 11 bears to choose from, great for Christmas gift, \$10 each. Bear plates, 8”, \$5 each. 425-226-7252

WHITE WALL SHELF, 6’x6’x1’, white w/ adjustable shelves, \$20. 425-226-7252

LOTS OF PRINCESS HOUSES, crystal, in original boxes, some no longer available, 40% off retail price. 360-459-3147

20-AMP TRANSFER switch for a generator and a 40’ cord, \$185. 253-848-3990

SNOW/ICE transition sand, 8 bags, \$2 each. 206-244-2306

TOOL BOX, fits full size pickup, black plastic, \$10. 206-244-2306

CABINET TYPE SINK with new faucets attached, new condition, \$25. Snow skis with bindings, \$25. 206-935-6535

CHILDS CARRIAGE deluxe model, \$25. 206-935-6535

OLD MILK CANS, small \$10, large \$15. 425-353-4004

HOME MADE BBQ, 35 gal, with lid, \$20. 360-620-0509

PROPERTY

THREE CEMETERY PLOTS at Rosehill in the Rose Garden, \$700 each. 951-925-4361

FOR SALE – 5 LOTS 50x100 each, creek and view, fruit trees, water, power, 4 sheds w/ electricity, Paradise Bay, Port Ludlow. 360-863-6325

SIDE-BY-SIDE PLOTS, Auburn Mountain View Cemetery, next to veteran’s section, 2 or more \$1425 each, 6 available if you want a family section. 360-494-4118

5 WOODED ACRES just a few minutes of Arlington, very quiet and private, underground power and telephone to property, \$49,995. 360-435-2430

CEMETERY PLOTS, side-by-side, Greenwood Memorial – Azalea Gardens, \$4500 for both. 509-962-4960

REC MEMBERSHIP

THOUSAND TRAILS MEMBERSHIP, option 1 50 nights camping \$586.02, option 2 unlimited camping \$1458.29, \$3000 includes \$1000 transfer fee OBO. 928-345-1142

KM RESORTS MEMBERSHIP, 8 parks in Washington, check out their web site for locations and amenities, all year round, \$2995 OBO. 360-785-3702

REC VEHICLES

1999 ROADTREK 19FT, popular, sleeps three, mileage 87,000, used for long trips, top condition, \$23,000 OBO. 253-631-0445

SPORTING GOODS

30-06 RIFLE with variable scope, good condition, \$350 firm. 360-620-0509

12 GAUGE SHOT GUN, \$150. 360-620-0509

22 LONG RIFLE, \$75 OBO. 360-620-0509

BIG GUN CABINET, glass doors, \$100. 360-620-0509

ALMOST NEW Kimber Pistol with belt holster, 3 boxes of ammo, \$700. 425-743-4575

SAVAGE 12 GAUGE shotgun, 67 model, 4 boxes ammo, \$200. 425-743-4575

TOOLS

ROLLAWAY TOOL CHEST, about 12 drawers, \$200 OBO. 360-620-0509

FORNEY STICK WELDER, works good, \$100 OBO. 253-273-0955

LINCOLN WELDER, \$300 OBO. 360-620-0509

ACETYLENE TANKS, hoses, gauges, \$225 OBO. 360-620-0509

VEHICLES

1971 SPLIT BUMPER 307 V-8 Camaro red/ houndstooth interior, all stock, rebuilt engine and transmission, good project car, 2nd owner, 20 years, ask for Dan, \$6,900 OBO. 360-387-5083

1998 CHEVROLET _ ton truck, fully equipped, double cab, \$3600. 206-653-7135

1999 DODGE CARAVAN in swell shape, never on bad roads, records at Les Schwab Arlington, \$2500 firm. 206-234-5520

’52 MERCURY 2 door, post 351 Cleveland CJ, C6 trans, narrowed rear end, blue w/ gray interior, very good shape, 4000 miles, trade for Rooster or Hot Rod. 206-714-5521

1996 DODGE PICKUP 1500 white extended cab, all power, 5.9 engine, looks good, new starter, licensed, \$2500 or make an offer. 425-322-5870

WANTED

LOOKING FOR shop/individual who is interested in taking over/buying out teakwood furniture business, the merchandise is worth well over \$10,000, please contact 425-418-0448.

Circle One:

ANIMALS
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PROPERTY
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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 Jan. 14th!

Guide Dog Delivers Freedom to Member

Continued from page 1

ists Union member in 1948, after he was told he was too old to benefit from a dog.

The union continues to be the main supporter of the charity, and District 751 is the top fundraiser nationwide, raising a record \$276,000 in 2010.

While Machinists here have been raising funds for Guide Dogs for nearly two decades, Meech is believed to be the first District 751 member to get services from the organization.

Meech was a Local 1951 member working for Allied Waste at the Roosevelt Regional Landfill in Klickitat County when he had the accident that took his eyesight. He was on his way home from work in August 2007, riding his Harley-Davidson on U.S. Highway 97, when he was caught by a gust of wind as he crested a grade.

The wind blew him sideways into a guardrail, breaking his pelvis and right leg. He lost so much blood that his body shut down his optic nerve. He woke up completely blind.

His leg injuries required extensive rehabilitation, and he spent almost a year in a wheelchair. But he and his wife, Joan, decided early on that they wanted to get a guide dog. Both are dog lovers, they told the newspaper.

"Initially, we were going to get a guide dog through a group in Oregon," Joan Meech told Machinists Union

staffers this summer. "Then one of his buddies told him about how the Machinists helped establish Guide Dogs of America and are the top contributors to the charity."

Local 1951 members also helped raise more than \$1,600 for Meech's expenses, money that was matched by manage-



Dennis and Lefty on stage at their Guide Dog graduation ceremony.

Congratulating Dennis on his new guide dog (L to R): Staff assistant Ken Howard, Dennis Meech & Lefty, Steward Jerry Mickelson, and District President Tom Wroblewski.



Dennis Meech has a lot more freedom and independence since he brought home Lefty, his guide dog.

ment at Allied Waste and Pexco in Union Gap.

With the help of his local officers and District 751 staff, Meech got on the list to be paired with a dog through Guide Dogs of America, which led to his meeting Lefty in October.

"I am just totally stoked," petting Lefty as he vigorously wagged his tail and licked Meech's face. "I'm probably more excited than he is."

Teaming with Lefty is part of the process as Meech reclaims his life. A state grant paid for a talking cash register and scanner that allows him to work at the pro shop at the Goldendale Country Club, and Meech has resumed golfing, relying on a friend to help him aim for the pin.

Meech has also reclaimed his seat at the weekly Texas Hold'Em game he started at a Goldendale pub, relying on Joan to tell him what cards he's got in his hand.

"Dennis has such a positive attitude and is a real inspiration," said District 751 President Tom Wroblewski. "He and his family are incredible and have adapted to the situation admirably. His perseverance is a testament to the heart and soul of our membership."

"You have your moments," Meech told the newspaper. "You just don't dwell on the negative and go with the positive,



Member Dennis Meech and his guide dog, Lefty, pose by a Christmas tree while on a walk through the neighborhood.

I guess."

You can watch a video of Meech and Lefty working together at the Guide Dogs of America facility. It's at the District 751 YouTube channel: www.youtube.com/iambuildingcommunity

President's Column: Union Works to Make Northwest Better

Continued from page 2

meetings. That's what gives this union strength and makes each of us stronger.

That same kind of solidarity also pays off in the workplace, as our members in Yakima can attest. District 751 members at Pexco ratified a new contract in December, one that means they'll continue building interior components for the 787 and other Boeing planes for the next four years – without having to endure any takeaways, or cuts to their health care benefits.

We had a lot of good contract wins in 2010 – including the ground-breaking contract with Triumph Composites in Spokane. The fact that we were able to come to terms on agreeable contracts with so many employers – without anyone spending even an hour on a picket line — speaks volumes about what we can achieve when we work in solidarity.

This was our 75th anniversary year, and as it came to a close, we really lived up to our slogan of "Building a Better Community" through our participation in Salvation Army events in December, and especially at the KING-TV Hometeam Harvest food drive.

More than 200 Machinists and members of their families turned out on a frosty Saturday to collect cash and fill semi-trucks with food for Northwest Harvest. District 751 MVPs also presented a check for more than \$3,000 to the food drive – which included money local lodges raised

passing the hat at their November meetings – as well as more than a half-ton of food donated by members like you.

KING-TV had set a big goal for this annual food drive. They wanted to achieve 10 million meals in 10 years, which meant having to collect twice as much food and cash as they'd ever done before. Once again, you answered the call, and with your help, they hit their target.

It was just one more example of how we as individuals are more powerful when we come together to work toward a common goal, whether it be feeding the hungry or making our companies better places to work.

In closing, I'd like to thank each and every one of you for your hard work in 2010 – especially the staff and shop-floor representatives who worked so hard to win so many new contracts, and everyone who pitched in during the election season. We had a lot of victories in 2010, and we can take pride in all of them.

And I'm going to thank you in advance for all the hard work you'll do in 2011. We already know we've got challenges ahead, but if we're united and work together the way we did so many times last year, we'll be successful for ourselves, our families, our companies and communities.

I wish you the happiest of holidays, and look forward to working with you again in the New Year.

More Green for the Guide Dogs



Local C's holiday raffle raised \$13,765 for Guide Dogs of America. The drawing took place at the November meeting and the \$1,000 winner (Bill Herrmann) was present to collect his prize.

Above L to R: Chris Louie, Rob Curran, Bill Herrmann (who won the \$1,000 MasterCard), John Lopez and Dave Henry. Photo inset: Rob Curran, Chris Louie and John Lopez present the \$13,765 check to Guide Dogs of America.

Local F Delivers for MNPL

Local F's bowling tournament raised \$6,585 for MNPL. Presenting the check L to R: Terri Myette, Susan Palmer, Grace Holland, Robley Evans, Tom Wroblewski and Dwyane Johnson.



EASTERN WASHINGTON

Members at Pexco Ratify New Four-Year Agreement

District 751 members working for aerospace supplier Pexco have approved a new four-year contract. Some 74 percent of members voted in favor of the contract. The deal covers 130 workers at the plant, which provides plastic components for aircraft interiors as well as parts for the auto industry. "What we got was a step in the right direction," said Dave Bailey, a Union Steward at the Pexco plant. "To get a contract in this economy that has added benefits and pluses is a great thing. He added that for the workers "to walk out with a contract that has no take-aways and has nothing but more improvements as far as language, as far as money – it was very positive." Under the terms of the contract, work-ers will get raises of 40 cents an hour in the first three years, with a 50-cent-an-hour raise in the fourth year. In addition, pay will go up 15 cents an hour for every

entry-level job category, shift differ-entials will increase by 15 cents an hour, and lead pay will increase 15 cents an hour. The changes, which took affect Dec. 1, mean entry-level pay now ranges from \$11.12 to \$21.65 an hour at the plant, depending on each worker's job cat-egory. The workers also gained some job security language in the contract, in that Pexco agreed not to do any subcontracting that results in layoffs of regular work-ers or prevents the recall of any laid-off workers. The contract also granted work-ers improvements related to overtime scheduling, personal days, holiday pay and recall rights if there are layoffs. Healthcare benefit costs will remain the same. The union's negotiating committee, led by District 751 Business Rep Steve Warren and Staff Assistant Ken Howard,



Even though it was one of the coldest days of the year, members took the time to come out and vote on the contract proposal and ratify a new agreement by more than 74 percent.

had recommended that members accept the contract, telling them that it brought "improvements in several areas you iden-tified as important and includes no takeaways." "You could always be better," said Howard, "but all in all, they really did get a pretty good deal. There were no takeaways and we got lots of good con-tract language. It was a step in the right direction and a good second contract." This was the second union contract for the Pexco workers, who had joined Local 1951 in 2007, when the company was called Filtrona. The company was renamed in 2009 by its owners, Saw Mill Capital Partners, a private equity firm. The first contract came on the heels of a contentious union organizing cam-paign. This round of negotiations went much more smoothly, Bailey said. "On the first contract we sat there for eight months, spending whole days on one section of the contract. This time, getting through all of it in five or six days was almost intimidating."

That's not to say talks were easy, however. "We had some very tense moments at the negotiating table," said Howard. "But both sides truly came to negotiate and we came up with a good contract for the membership." Warren agreed. "Once you get a sec-ond contract, you are on the way to building a stronger foundation for the future. We secured non-economic lan-guage that helps all the members. It was clear through all the surveys, members wanted to keep gray out of the contract and be able to secure solid language around how to use their benefits, work rules and policies. This contract did a lot of that," he added. Pexco has been hiring recently, add-ing close to 20 workers after receiving additional orders from Boeing and win-ning new work providing plastic seals for a nationally known maker of home furnaces. "We've been hiring like crazy," Bailey said. "Things are going good."

Counting the ballots after the vote L to R: Wayne Griffith, "Sam" Jensen, Dave Bailey and Jack Clinton.



L to R: Staff Assistant Ken Howard, Pexco Union Steward Jack Clinton, and Business Rep Steve Warren meet at the new satellite Union office in Yakima.

Yakima Satellite Office for Service

Machinists Union members and Stewards working in the Yakima have a new home: the Machinists 751 Office located at 507 S. 3rd St, Yakima in the Carpenter's Hall. This is also where the monthly meetings will be held. Now Stewards have an office to write up griev-ances, send faxes, and send things to the Business Rep/Staff Assistant or just meet to discuss issues going on in the workplace. The Union set up this satellite office space to better serve the members and gives a permanent location for monthly meetings. The Yakima area has members working at a handful of employers, including: Pexco, Prompt Printery, Brands Equipment and Edwards Equip-ment.

New Contracts Ratified at Cummins NW

Machinists Union members working at Cummins Northwest ended the year on a high note – approving two separate new three year contracts on December 22. These skilled diesel mechan-ics service all types of trucks andequipmentat the company's facilities in Pendleton, Or-egon and Spo-kane. In addi-tion, they main-tain and service power gener-ators for hospi-tals, police, fire and other emer-gency services. While they have separate contracts covering each location, the issues are pretty universal. Since it is the same company, Busi-ness Rep Steve Warren and Staff Assistant Ken Howard negotiated both agreements simultanously. "During these tough economic times, the company

had a dismal economic forecast which complicated the negotiations. Delivering a pay raise each year of the contract was a win for the employees," stated Staff Assistant Ken Howard, who served on the Union negotiat-ing "By getting a general wage in-crease each year and the largest up front, they get morecumulative money over the life of the agree-ment," added Warren. Employees will receive a 2 percent General Wage Increase effective January 1, 2011, and an addi-tional 1 percent General Wage Increase effective Janu-ary 1, 2012 and January 1, 2013. All other provisions of the agreement remained the same as the previous contract.



L to R: Staff Assistant Ken Howard, Steward Zack Mayer, and Business Rep Steve Warren discuss the new contract for members working at Cummins Northwest in Pendleton, OR and Spokane.

Union Delivers \$19,000 in Back Pay

Continued from page 1

deciding to correct it, especially given the size of the settlement, said Murphy. He's had much harder fights over much smaller issues, the Steward said. "We've come across a bunch of little stuff that's all been kicking and scratching all

the way," he said. "This one wasn't, really. Other than going down to HR, that was really all I had to do." The key was that the member had documentation that proved he'd been doing the team leader job, and he had a Steward ready to take up his case, Craft said. "Tom did exactly the right thing in this case, and it paid off big for the member," he said.