

Rate Increases Result in Continued Recalls

Laid-off members continue to be recalled each week as Boeing ramps up for increases on most production lines – as well as gearing up for new airplane programs such as the 787 and MMA. As Boeing recorded its best sales year ever, this translated into good news for our laid-off members. Since Boeing began recalling members in May, 2004, over 4,200 members of 751 have returned to the payroll. Over 1,000 have been recalled since September 1.

In the past, the Company deadline to stop recalls for the year was generally Thanksgiving to avoid paying the extended Christmas holiday to someone fairly new on the payroll. However, this year recalls continued through December 16 - demonstrating the tremendous amount of work for our members.

With this recall activity, also comes the opportunity for members to transfer to other jobs – highlighting the need for members to take the necessary steps to be considered for potential upgrades or transfers. In several jobs, all Category A's have been recalled so the Company is looking for other ways to fill the positions, including internal transfers and new hires. If members are interested in moving, now is the time to take action and prepare so you can



Above: Business Rep Larry Brown addresses a group of recalls and explains how to fill out the necessary paperwork. Photo left: Business Rep Zack Zaratkiewicz (l) answers a member's question at a December recall orientation.



be considered. The IAM/Boeing Joint Programs is available to help (see related story at bottom right side of the page).

As members return to the payroll from layoff, the Union is there to greet them and inform them of their contractual rights. By participating in Boeing's orientation session, members are more aware of their contractual rights, get their questions answered immediately

and have a better understanding of the Union's role as it relates to their livelihood.

Meeting the members face-to-face is important. Issues such as health care coverage, COLA eligibility, wage progression increases, shift preference rights, the ERT system and sick leave or vacation eligibility are discussed in the orientation session. By educating mem-

bers on their contractual rights as they are being recalled, we have a more informed membership, which helps reduce questions to the Union Stewards when these members go out on the shop floor.

All indications are that the recalls will continue throughout 2006 – providing additional opportunities for our current members to transfer, upgrade and return to the payroll.

Recalls Max Out on Pay

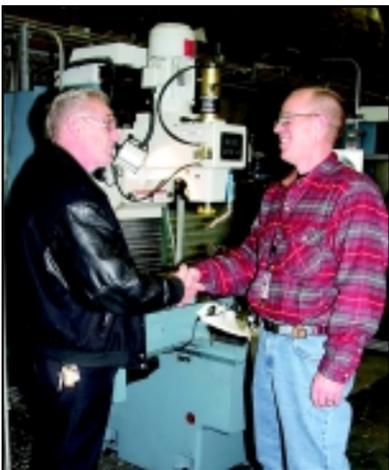
Many of the over 1,000 members recalled since the new contract went into effect have benefited from a small change to language in Article 6. Members who were laid-off and were receiving the maximum rate of pay are now returned to the new maximum rate of pay rather than the rate they were making at the time of layoff.

This change was negotiated in the recent contract and, depending on how long the member was off work, could bring up to a couple dollars an hour in additional pay.

751-C member Gary Wagner was laid-off in April, 2004 with 25+ years of seniority and was at the maximum pay rate of \$31.27. When he returned to the payroll, he came back to the rate of \$32.82 rather than the \$31.27 he was making when he was laid-off – a \$1.55 an hour difference.

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Gary Wagner (r) thanks Business Rep Emie McCarthy for ensuring he was recalled to the max pay rate, which brought him an additional \$1.55 an hour from his layoff rate.



Members Take Action to Protect Credit

The Union continues to push to get additional information on the stolen laptop computer containing personal information on 161,000 current and former Boeing employees. Our primary goal is to ensure no member is hurt because of the data loss and to push for additional protections for our members.

All members affected have been notified and should have received various instructions to protect themselves against potential identity theft. It is important that members take the time to follow the instructions provided.

Initially, the Company offered employees a 90-day fraud alert to protect themselves. Boeing then offered a free three-year credit monitoring membership to give



L to R: Rob Doyea, Anne Scholzen and Rick Wells sign up to get credit protection after their personal information was stolen on a Boeing laptop.

members additional protection and peace of mind. Members should have received an e-mail and letter with

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ERT Process Offers Opportunities to Change Jobs

As the recalls continue, some jobs are getting close or have exhausted all members from the layoff list (Category A's) – meaning Boeing must look to other

QTTP Advisor George Lawrence (l) reviews training options for ERT with J.D. Erxleben.



places to fill these positions. This will create opportunities for members looking to move to different jobs or locations within Boeing.

However, to be considered when these positions come open, members must start now to prepare and get the proper training to qualify for other jobs through the Employee Requested Transfer (ERT) System. **It can take up to 12 months or more to complete the minimum training requirements.**

In Union focus groups, many members working in Factory Service have expressed a desire to upgrade to a different position. Looking at the Company projections,

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Family Planning

New workshop at QTTP helps family members, as well as active employees, plan and prepare to attend college

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REPORT FROM THE PRESIDENT

Members Strength Was a Highlight This Year

by **Mark Blondin**,
District President



I want to wish every member and their family a happy and health holiday season. It has been a long year for all of us.

By mapping out a strategy early and increasing communication through shop floor meetings, multiple surveys, rallies, and the web site, our members and Union negotiators were on the same page throughout the negotiation process. Our members at Boeing should be proud that they stood together and said NO when Boeing tried to divide and conquer the membership. New hires will continue to qualify for retiree medical. Wichita received the 25 cents COLA in December.

IAM members in California, Alabama and Florida continue their strike at Boeing. They're striking for the same issues we did. Boeing is demanding that they discontinue retiree medical for future hires and

agree to a substandard medical plan for current employees and retirees. Their stand is no less honorable than our own. Boeing should take care of all of their employees because it is the right thing to do. These members have been on the picket line since November 2nd.

Boeing continues to rack up record orders, which is good news for our members working at Boeing. Over 3,000 members have been rehired this year. Recalls are projected to continue through 2006 and some jobs will exhaust the Category A list. This will present opportunities for members to move to other positions and also to get new hires on the payroll. For those wanting to transfer, start preparing now and using the Quality Through Training Program to go through the Employee Requested Transfer System.

We all realize that negotiations are never over, as we are already preparing for the next contract in 2008. We will be

distributing a survey early next year to ensure we know your issues so we can address them and continue the communication we realized in the past year.

Many of our contracts in Eastern Washington are expiring in early 2006. For some, we are currently in bargaining sessions and are preparing for the others that will be ending.

The Union continues to investigate the data loss to protect members from any potential identity theft. I would encourage all members impacted to sign up for the three years of free credit monitoring Boeing is offered. You must activate the credit membership within 90 days. If you were impacted by the data loss and did not receive the information on the three-year monitoring, contact Total Access to sign up.

In the coming year, the Union will continue to push for pension legislation that puts stronger protections on pension benefits, as well as holding companies more accountable. In addition, we will push to get the authority to bargain for

our current retirees, which is a much needed change to labor law.

751 members, through their volunteer work, have made the holidays special for countless individuals. Yet this commitment to community service is not just during the holidays, but all year long. It makes me proud when I hear of the wonderful projects 751 has completed. In December alone, 751 members volunteered as Salvation Army bell ringers, served meals at area missions, built several wheelchair ramps including one for a retired member, and the list goes on. Even during the time off from Boeing, this generosity continues, as volunteers will distribute toys for the needy from Qwest Field, take over the Northwest Harvest Warehouse, and even serve meals at area missions on Christmas Eve.

Again, enjoy the holidays!

EASTERN WASHINGTON BRIEFS

The Union is working hard to represent the members in Eastern Washington and is currently involved in several contract negotiations. Below is a brief update.

Ben Franklin Transit

The Union continues in negotiations for 27 members working at Ben Franklin Transit. Their current contract expires December 31, 2005. As the paper went to press, progress was being made in language and negotiations were continuing on the economic package. More negotiations are scheduled during the month of December.

Pacific Power Products

Negotiations for members at Pacific Power Products (previously Pacific Detroit Diesel) are scheduled to begin during the first part of January. Their current agreement expires January 31, 2006.

Bureau of Reclamation

The Union had a pre-negotiation meeting December 1st to go over ground rules for upcoming bargaining sessions for members working at Grand Coulee Dam. First negotiations are scheduled for March 14 and 15 with the

contract expiring June 01, 2006.

Washington Closure

Negotiations are on-going for members working at the Hanford Site. Washington Closure is the successor contractor to Bechtel – one of the four contractors at the Hanford Site. To date, the economic package has not yet been addressed.

Gain Sharing for Triumph

Members working at Triumph Composites in Spokane received their second payout in the company's gain sharing program in late November.

Member Bob Simpson noted, "I was glad to see the Triumph employees' hard work and efforts rewarded."

Triumph continues to hire new employees since they exhausted their preferential hiring list of laid-off Boeing employees – showing they have a strong future. They have also begun building up their staffing on second shift in anticipation of additional work.



Triumph member Bob Simpson

LETTERS TO THE EDITOR

Retiree Appreciates Members Saying No to Takeaways in Retiree Medical

Dear Members:

I want to thank every member for walking the line for 28 days. Your efforts protected medical benefits for retirees, like myself. By standing together, you defeated one of the biggest and most powerful corporations in the world. As an IAM 751 retiree, the strike was of central interest to my wife and me for many reasons. Not only was loyalty to my Union involved, but our own personal interests.

My wife, Pauline,

who is a diabetic and not yet eligible for Medicare, depends on my retirement for her insurance benefits. I am sure we are only two of thousands of Boeing retirees

who can heave a sigh of relief now that the threat to our financial future is past.

We retirees owe thanks for this victory to the leadership of our Union. But mainly we owe our thanks to the men and women of our Union who did "The Right Thing for the Right Reasons" and sacrificed for all of us in the struggle for justice.

Pauline and I got a good example of the fighting spirit of our membership when we visited the hall and the picket line a few days before the settlement. I give my personal thanks to Randy Lee, Jay Carrey, Steve Gardner and Roy Parzyk, whose resolve to stay out however long it took convinced me that our future was in good hands. -

Al Peppard, Retired 751 Member



Retired member Al Peppard



Mail letters to the editor to: 9125 15th Pl. S., Seattle, WA 98108 or e-mail them to conniek@iam751.org

Ensuring Maximum Pay

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Gary stated, "I am glad the Union got this change. It will mean I didn't lose ground during my layoff and will get credit for being at the maximum rate of pay. My 25 years should ensure I am at the maximum rate of pay. The Union made sure that happened."

"I also appreciate the strong recall language that ensured Boeing had to return me to the payroll before hiring off the streets. That doesn't happen in other payrolls that don't have the strong recall language we enjoy," added Gary.

Prior to the negotiations, the Union had pushed the Company to return members laid-off at the maximum rate of pay to the new maximum rate. In the bargaining sessions, Union negotiators were able to get this written into the contract to ensure all recalls would receive this benefit.

Negotiators also corrected a problem that had occurred when members took a downgrade due to surplus action. In the new contract, when members are returned to their previous labor grade, they will go back to their rate of pay at the time of the downgrade. In the past, when they were upgraded, they would receive 56¢ per labor grade – which often was much less than the rate they were receiving prior to the downgrade.

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751 AERO MECHANIC

Connie Kelliher, Editor
Member of The Newspaper Guild, CWA #37082

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Right To Form a Union Is the Law

United States law says you have the right to join a union. In fact, the United Nations' Universal Declaration of Human Rights adopted December 10, 1948, specifically states that the freedom to form a union is one of the basic human rights to be protected, along with the freedom of speech, assembly and religion.

But that law -- that human right -- is not being enforced in 21st Century America. The National Labor Relations Act says Americans have the freedom to choose unions and to make that decision free from intimidation, harassment and coercion by their employers. However, that law is toothless and is routinely broken by employers, often with impunity.

On Saturday, December 10, International Human Rights Day, events organized by the AFL-CIO and its affiliated unions were held throughout the world to demand the restoration of the right to form unions.

Fighting Back

In America, we are urging support for the Employee Free Choice Act (EFCA) in Congress. And here in Washington State, we are urging all of our U.S. Representatives to endorse the EFCA.

The EFCA would require employers to recognize the union after a majority of workers sign cards authorizing representation, provide mediation and arbitration for first-contract disputes, and establish stronger penalties for violation



SPEEA members took part in caroling and leafletting on December 10th to help educate the public about the difficulty workers' face trying to organize a Union.

of the rights of workers seeking to form unions.

"The right to organize is a fundamental right of workers in this country," said Rep. Adam Smith (D-9th). "It was the stepping stone to other such basic rights as overtime pay, benefits, livable wages, safe working conditions, and the 40-hour work week. Since the 1930s however, the system has been grossly diluted and manipulated in favor of the employer. The Employee Free Choice Act provides much needed reforms to (today's) flawed labor law."

Washington state's entire delegation of Congressional Democrats have already co-sponsored the EFCA. With 204 co-sponsors in the House, only 14 more are needed

to force the Republican leadership to bring the bill to the floor for a vote. On December 10, local events were put together to encourage Republican Representatives Dave Reichert, Cathy McMorris, and Doc Hastings to support the EFCA.

In the private sector

Nearly all private-sector employers fight their employees' efforts to form unions, according to a Cornell University study. A quarter of them even illegally fire workers who stand up for a union. Three in four use workers' supervisors to

pressure workers to vote against the union. Many employers also threaten to close or move the company if workers choose a union. Even when workers manage to win their union, they never get a contract in one out of every three cases.

According to an October 2005 report by the International Confederation of Free Trade Unions, fully 92 percent of U.S. employers force workers to attend anti-union meetings by threatening them with discipline or dismissal if they refuse, and 75 percent hire union-avoidance firms to fight organizing attempts. This was certainly true in our recent organizing attempt at Toray Composites.

It's gotten so bad that Human Rights Watch, one of the world's most respected international human rights organizations, says the United States has become a violator: "Our findings are disturbing, to say the least. Loophole-ridden laws, paralyzing delays, and feeble enforcement have led a culture of impunity in many areas of U.S. labor law and practice. Legal obstacles tilt the playing field so steeply against workers' freedom of association that the United States is in violation of international human rights standards for workers."

The December 10th events were organized to draw attention to the importance of unions and help educate the public about the difficulty some workers' face getting a fair deal at work and trying to organize unions.



International Human Rights Day - December 10 was an opportunity to push for the freedom to join a union.

Members Thanked for Get-Out-the-Vote Efforts

Special thanks to the following members who volunteered their time on the day of November 8th to get-out-the vote on several critical races. These dedicated individuals took a day off without pay to help our endorsed candidates.

Heather Barstow
Ronnie Behnke
Randy Conway
Brett Coty
D. Joe Crockett
Tony Curran
Jimmy Darrah
Gregg Dean
Fraser Ford

Rick Humiston
Kim Leufroy
Dennis Lewark
Mark Little
Garth Luark
Jimmy Mack
Larry McIntosh
Rick McKinney
Kevin Mims

Jason Redrup
Jim Roberts
Jerry Selman Jr
Tracy Smith
Kent Sprague
Dave Swan
Alan Tripp
Paul Velkamp
Clifton Wyatt



Above: Tracy Smith (l) and Jim Roberts pick up literature to distribute on election day.



Left: King County Executive Ron Sims personally thanked the volunteers for their get-out-the-vote efforts.

Data Loss Protection

Continued from page 1

instructions on how to activate the Triple Advantage membership. The e-mail contained a personal security code to activate the membership, as well as details of the service that includes:

- An initial three-bureau credit report when you sign up
- Unlimited online access to your Experian credit report and credit score
- Three years of monitoring of all three of your national credit reports (Experian, Equifax and TransUnion)
- Email alerts to notify you of key changes to any of your three credit reports
- \$50,000 Identity Theft Insurance provided by Virginia Surety Company, Inc.
- Access to Fraud Resolution representatives to assist you with questions.

Members have 90 days to activate this free three-year membership and should do so quickly to protect themselves. If you were one of the members affected by the data loss and you did not receive instructions for the three-year program, please call TotalAccess (1-866-473-2016) and ask for your promotional code to get the Triple Advantage SM membership.

The Union has asked the Company to allow employees to sign up on Company time since the data loss and resulting risk were caused by the Company and through no fault of the employees.

751-Member Anne Scholzen is very concerned about her personal information. She was a victim of identity theft before and still has problems as a result.

Anne noted, "Seven years ago someone got my Social Security number. I am still fighting it. Every time I get my credit report, there is someone in Philadelphia getting credit under my name. I had to argue with QVC and the shopping network repeatedly -- even though I have never been to Philadelphia and have taken all the proper steps to prevent others from opening credit in my name. Unfortunately, I know just how hard it is to clear things up once someone decides to use your personal information. I want to make sure that doesn't happen again as a result of this data loss."

751-member Rick Wells is also familiar with the problems associated with identity theft. His wife had her identity stolen several years ago. He knows it can be a long, drawn out process. He wants to be sure he won't be negatively affected or have his credit impacted if his stolen information should be used in the future.

The Union is continuing to push to ensure members are protected beyond any potential identify theft situation.

Family Leave Threatened

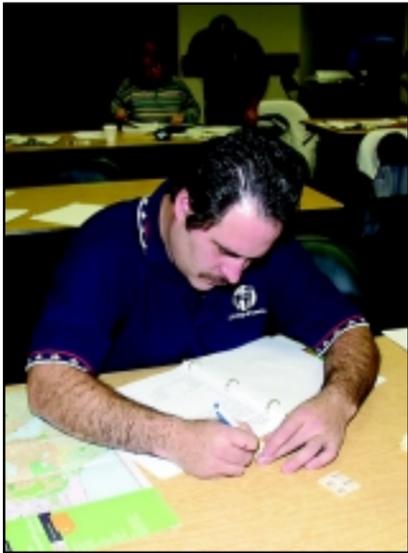
The Department of Labor is widely expected to cut back protections of the Family and Medical Leave Act (FMLA) that has helped tens of millions of workers since it was signed into law by President Bill Clinton in 1993. Big Business groups, including the U.S. Chamber of Commerce and the National Association of Manufacturers, are pressing to limit workers' ability to take time off without pay for the birth or adoption of a child and to care for a sick loved one or for their own illness.

In its recently released regulatory agenda, the Labor Department said the Family Medical Leave Act changes are among its regulatory priorities. But unions and other groups have urged the Labor Department to keep the current FMLA regulations intact.

Toray Employees Support for Union Declines

Several months ago, workers at Toray Composites (America) came to District 751 expressing an interest to have a union contract. These employees not only wanted justice and fairness in their workplace, but a voice regarding their wages, hours, and working conditions.

On December 8-9, 2005, the National



Loren Guzzone checks the Thomas Guide to locate Toray employees and answer questions they may have.

Labor Relations Board was scheduled to conduct a secret ballot election. After carefully gauging TCA employees' response, the Union determined the support was not adequate, and therefore, decided to withdraw from the election. The workers have voiced their decision, and we are respecting that.

TCA hired one of the most prominent union avoidance firms and held captive audience meetings several times a week to put the "fear factor" in play on going Union. A petition asking for another six months to correct issues was circulated and many TCA employees signed. These workers were willing to give the Company another chance to change – even though the issues are the same as ten years ago when the Machinists Union last tried to organize the plant.

Unfortunately, most union avoidance firms use this very ploy to give the employer six months to try and resolve the problems that have been apparent for a decade at TCA.

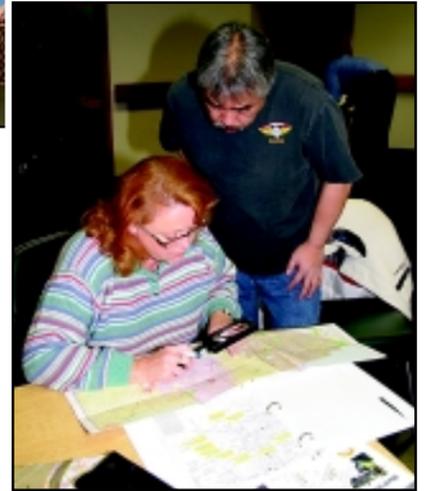
751 members who volunteered to go to Toray employees' homes were surprised at what they heard. These employees work 12 hour shifts (6 a.m. to 6 p.m. or 6 p.m. to 6 a.m.) and rotate to the



Organizer Jesse Cote explains the issues of Toray employees to Union volunteers.

opposite shift every two weeks. During their 12 hour shift, numerous employees reported only getting one twenty minute break and not even having time to go to the restroom during their shift. Safety was also repeatedly mentioned as employees do not get adequate training for the chemicals they work around nor the proper training on personal protective equipment. Several employees noted their goal is to make \$14 per hour.

Until a clear majority of TCA employees recognize and accept the challenge to seek the right of collective bargaining, management there will continue to maintain total control of their wages,



Jackie Boschok and Chris Louie teamed up to visit Toray employees.

hours, and working conditions. The Union is here and willing to help all workers, but first they must collectively want to help themselves.

Martin Luther King Jr. Celebration - January 16

Seattle has one of the largest annual Martin Luther King Day Celebrations in the U.S. We honor the Rev. Dr. Martin Luther King, Jr., for his work toward racial equality and toward economic justice for all people, for his commitment to non-violence.

Monday, January 16, 2006

Garfield High School - 400 23rd Ave at E. Jefferson St., Seattle
9:30 a.m. Workshops; 11:00 a.m. Rally; 12:00 p.m. March

Please join us for speakers and community action that will get you ready to march! The march will go from Garfield High to the new Federal Court House in Seattle (7th & Stewart). Following the march, additional speakers will be presented at the Court House, and food will be available for the community at Gethsemane Lutheran Church. For more information, visit www.mlkseattle.org.

751 traditionally has a strong presence at this event so plan to join us in the tribute to this amazing individual.



Health and Benefits Rep Abdul-aleem Ahmed (l) enlisted help from former NFL stars Jack Thompson and Randall Morris to assist with the Super Bowl Fundraiser to benefit the 751 Hardship Fund.

Super Bowl Fundraiser to Benefit the Hardship Fund

Mark your calendars now and plan to attend the 751 Super Bowl Fundraiser party to benefit the Hardship Fund on Sunday, February 5th. The event will take place at the Seattle Union Hall (9135 15th Pl. S.) and will feature the game in high-definition on multiple screens, food, beverages, entertainment, and celebrities. There will be various raffle prizes throughout the day giving members many opportunities to win. The planning committee is still determining the final details. If you would like to help with the event, please call 206-764-0350 or 1-800-763-1301, ext. 3350.

The 751 Hardship Fund is designed to provide members with emergency assistance like food, housing support and utility expenses when members suffer the loss of income due to a serious illness, an on-the-job injury or when other emergencies occur.

WAKEUP WALMART.com
America's Campaign to Change Wal-Mart

Wal-Mart vs. America

You Decide

Wal-Mart's America	VS.	Our America
600,000 workers without company health care	VS.	Affordable health care
2 million women suing for discrimination	VS.	Equal pay for equal work
Repeated child labor law violations	VS.	Protecting children
Poverty-level wages	VS.	Living wages
Corporate special interest lobbyists	VS.	The American people

This is one battle America can't afford to lose

Go to WakeUpWalMart.com Today

Join America's leading campaign to change Wal-Mart and build a better America.

This week, in cities and towns all across the nation, hundreds of thousands of Americans are standing up to corporate greed and demonstrating the amazing power all Americans have to change Wal-Mart and America for the better.

You have the power to change Wal-Mart

Go to WakeUpWalMart.com and join the most exciting, fastest growing social movement in America and sign the petition, Six Demands for Change, telling Wal-Mart how it can become a responsible corporation today.

WAKEUP WALMART.com
America's Campaign to Change Wal-Mart
UNITED FOOD & COMMERCIAL WORKERS INTERNATIONAL UNION

IAM/BOEING HEALTH & SAFETY INSTITUTE

Peer Trainers Learn More Techniques to MoveSmart

When workers move their bodies, they are at risk of a range of injuries. In December, the IAM/Boeing Health and Safety Institute (HSI) enhanced their popular MoveSmart classes by providing the peer trainers with an advanced MoveSmart training module.

MoveSmart is a set of professional techniques based on martial arts, sports training and practical experience. In this



Ron Watson (r) practices a MoveSmart technique with the instructor.

new, advanced course, trainers learned a four-step plan to increase personal control over your own safety at work and at home. By using MoveSmart techniques, a person can reduce the strain on their body, as well as increasing their power and maximizing their capabilities. By concentrating on certain muscle groups or positioning the body in just the right way, we can complete our physical tasks without injury. The course will help members work more safely and more consciously to leverage strength and avoid strain. The course emphasized the need to take microbreaks throughout the day to keep blood flowing and to avoid injuries. It suggested quick exercises you can do anywhere – at work, at home and even in your car. With MoveSmart techniques your body doesn't have to work as hard so at the end of the day you are less fatigued.

Armed with four days of intensive training, these 751-members will act as peer trainers and share the techniques they have learned with other members to reduce injuries and increase awareness – not only in the workplace, but at home, as well.

HSI Administrator Dave Brueher is a strong promoter of MoveSmart techniques. He noted, "I'm so passionate about this training because it works. The course is a great way to touch our members and give them a gift of a better quality of life for not just our members,



Tuan Phan (l) and Brett Coty try out a MoveSmart technique, which minimizes the strain on your body while maximizing your strength.

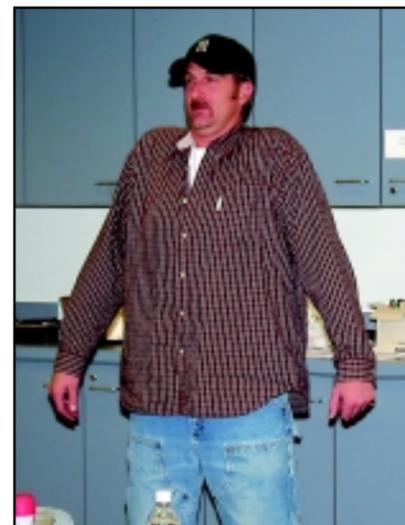
but their families, as well."

This Advancing MoveSmart module is designed to:

- Further strain and sprain prevention, with more physical and conscious techniques and strategies
- Boost attention skills for directing attention towards manual material and equipment handling safety
- Reinforce MoveSmart Module 1 (Safer and Stronger Handling)
- Increase motivation and skills for taking personal control for safety
- Offer personal strategies for boosting health and safety

In order to be most effective in delivering the training in the shortest period of time, only those previously certified as MoveSmart trainers took the course.

Watch for this dynamic course to be offered in your shop.



Spencer Burris practices a stress-reducing exercise that workers should use during a microbreak.

Safety Recognition from the Everett Site

The Everett Site Safety Committee recently held a recognition luncheon to honor individuals who have championed safety through their actions, those who served as peer trainers to promote safety, and those who saved another's life. Everett Site Committee member Greg Campos was honored for his exceptional efforts to protect members in functional test while hanging the engines. Greg not only worked the problem, but designed and built the platform that corrected a potential safety problem. SHEA was also recognized for their support of HSI.



L to R: Those honored with lifesaving awards included Michele McSpadden, Norberto Saucedo, Robert Collinge, and Lisa McTigle.



Photo left: Joseph Miller (l) and Chuck Ayers were presented certificates for their support of HSI's incident investigation classes.



Above L to R: Judy Neumann, Jason Redrup and Carrie Tibbetts were recognized for their efforts as peer trainers delivering training to members.



HSI Administrators Debora Winston-Farago (l) and Dave Brueher (r) recognized Judy Kimball from SHEA for the ongoing support SHEA has provided since HSI was established in 1989.



Greg Campos was honored for going above and beyond the call of duty to solve a safety problem regarding engine hangs.

Monthly Safety Tips

Safety is a very personal issue and becomes the responsibility of each person. The Hazard Communication Team offers the following safety tips for the holidays, as well as encouraging members to set personal safety goals for the coming year.

Stay Safe for the Holidays

If you look at some startling statistics, we can see how to avoid potential problems over the holidays. We know that:

- During 1999-2002, an average 310 home fires started when Christmas trees ignited. These fires caused an estimated annual average of 14 deaths, 40 injuries, and \$15.7 million in direct property damage.
- In 11% of the December candle fires, the fires began when a decoration caught fire. This was true in only 3% of the fires during the rest of the year.

Source: National Fire Protection Association

One-Stop Data Shop

2006 Safety Goals

What are your health and safety goals for 2006? As you plan your year, set some aggressive yet achievable goals for making your workplace and your home a safer, healthier place during 2006.

Here are some points to consider:

- What types of injuries and illnesses are most common?
- What types of injuries could have the greatest adverse impact?
- What goals and commitments can your team / family make to prevent injuries?
- Can your team members suggest changes that will promote health & safety?
- How can preventive maintenance be practiced?
- How can team members support each other in wellness activities such as exercise, weight control, or stress management?
- How will you measure progress and celebrate success through the year?

IAM/BOEING JOINT PROGRAMS - QU

Start Now to Complete Employee Requested Transfer

Continued from page 1

these members could have an opportunity to move in the future, if they get the proper training and start the process now.

In order to put in a Category C (Employee Requested Transfer - ERT) for IAM-represented jobs, there are several steps that must be followed. The system was changed in recent years to better match people's skills with hourly jobs that require those skills.

The IAM/Boeing Quality Through Training Program (QTTP) has been an integral part of the process and continues to work closely with employees looking to move. Keep in mind that Boeing Hourly Workforce Administration still owns the ERT process. QTTP Career Advisors support members in the process by assisting with career decisions, training options and filing of electronic ERTs. Members wanting to file ERTs for jobs in the process need to meet minimum requirements defined by the Skill Teams, and file their ERT's through a QTTP Career Advisor. QTTP Advisors work with employees to document that the requirements have been met or help build a training plan to gain the necessary skills.

751-member J.D. Erxleben is currently reviewing training requirements for the hourly jobs he is interested in. "The future of Boeing rides on its people and the education of its people. I just lately have come to understand that there are so many programs Boeing and the IAM are working together on," stated Erxleben.

Lam Yang, newly hired by Boeing as a Factory Service Attendant, recently met with Everett QTTP Career Advisor, Gina Fountain. Even though Lam is aware that there is a one year waiting period on transferring to another job, he is preparing now by looking at the QTTP Career Guides and seeing what other opportunities are available to him. He knows that Boeing could go through another downturn so he is looking at using the QTTP Education Assistance program to take training now to gain the skills that will help him in the event he is laid-off. There are numerous courses that are common to many jobs in the ERT system.

Lam thinks the opportunities that Joint Programs provide are "great, just awesome!" and plans to take advantage of these benefits immediately.

With QTTP resource centers located in

nearly every plant, it is convenient for members to work with a QTTP Advisor.

Q *What is different about the ERT Process?*

A Employees now have an on-line resource to research the 450+ hourly jobs in the Collective Bargaining Agreement. The QTTP Career Guides describe each of the jobs, as well as list the targeted training and skills which helps employees prepare for the next step in their career development at Boeing.

Members must meet minimum training requirements to file an ERT or take a challenge test if they already possess the skills. ERTs for jobs in the process must be filed through a QTTP Advisor.

Q *Why do we have to meet requirements to transfer now?*

A Minimum skill requirements and specific training have been identified for each of the jobs. This was done to level the playing field so everyone has to meet the same requirements.

Q *What if I have previously held a job that I want to return to?*

A If you have held a job for at least 90 consecutive days within the last six years, you can file an "Auto-ERT" for that job without having to meet the training requirements (temporary promotions are not covered by this process, even if held for more than 90 days). Auto-ERT's need to be filed with a QTTP Advisor and they will expire once the six-year window has passed.

Q *Can I challenge the requirements to show I am qualified?*

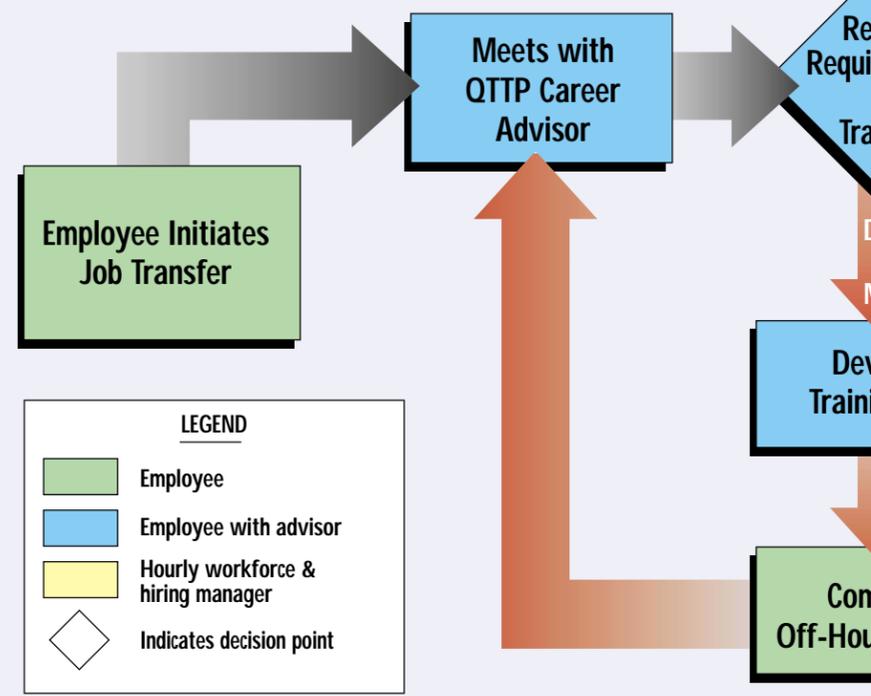
A Challenge tests are available for employees who feel their prior knowledge and experience is equal to the training required under the ERT process. QTTP administers the paper-based challenge tests for many of the ERT courses at seven Puget Sound locations. Hands-on challenge test must be scheduled through Training Server and are delivered by LT&D.

The tests may be taken Monday through Friday - between 8 AM and 4:30 PM. Employees who would like to sit for the tests should call the appropriate site for an appointment.

Q *How will this ERT Process benefit me?*

A With the information in the QTTP Career Guides, employees now have a resource to find out about all hourly

BOEING ERT PROCESS



jobs in the contract. Prior to this, it was difficult to get good information on what other jobs existed. The Career guides help employees make better decisions regarding their careers at The Boeing Company.

Q *Are there other benefits for employees?*

A Yes. The ERT process will help make sure that you get considered for jobs you file ERTs for. The hiring managers will be required to look at the ERT pool for hiring candidates. Because of the training requirements, the lists will be much shorter and employees will have a much better chance of getting jobs they really want.

Q *Why doesn't my work experience count?*

A Just because people held a given job does not mean they necessarily possess all of the skills for that job. Successful completion of specific classes and/or challenge tests is the most objective way to determine whether someone has the minimum skills. If you want to make a career move, you can identify and get the appropriate training you'll need to prepare for that move.

Q *Who chose the minimum requirements?*

A Hourly Subject Matter Experts (SMEs) who regularly do the work identified the skills needed for each of the jobs. The Skill Teams responsible for each of the jobs chose

which of those skills were minimum requirements for transfer into those jobs. Employees and managers and SMEs verify the requirements and identify the appropriate training.

Q *Do the career guides replace the standard factory job descriptions?*

A No. The Career Guides are to be used as reference documents only. The purpose is to help employees make better decisions about their training, education and, ultimately, their career choices at Boeing.

Q *Is the Company required to hire from the candidate pool?*

A The Company is required to consider candidates in the pool before going outside of the pool or going outside of the company to hire.

Q *How will people get chosen from the candidate pool?*

A A joint Union-Company committee developed the selection process. It can be found at web.boeing.com/UnionRelations/hourlyERT.stm.

Q *What is being done to make training classes more available to employees of all locations and shifts?*

A Learning, Training and Development (LTD) has opened instructor facilitated self-paced ERT labs in Everett, Renton and Auburn to make courses more accessible. However, some of the courses are s



IAM/Boeing :: Joint Programs

Quality Through Training Program



Take Advantage of These Member Services

Drop-In Services Available:

- ✓ Location Changes
- ✓ Auto-ERT's (has held the same job for a minimum of ninety days in the last six years)
- ✓ Pick up resume vendor list with explanation of resource
- ✓ EA applications
- ✓ Print out list of client's Boeing training transcript
- ✓ Print out of work history
- ✓ Print out of jobs in the ERT process
- ✓ Filing paper-based ERT's
- ✓ Uploading an already prepared resume into the Boeing Enterprise Staffing System (BESS)

Make an Appointment for:

- ✓ ERT red light/green light list discussion, including follow-up appointments
- ✓ Medical/CREST referral or ADA issues
- ✓ College Planning
- ✓ Assessment testing and any follow up appointments related to the test results
- ✓ Challenge tests
- ✓ Career Planning
- ✓ Personal problems that require referrals to social service agencies



What They Can Do...

- ✓ Help employees determine a new career path
- ✓ Teach employees how to use the Career Guides
- ✓ Assist employees in identifying jobs in the Category C ERT process
- ✓ Compare employees' existing training to training requirements
- ✓ Create an appropriate training plan to meet remaining requirements
- ✓ Register employees for required classes and/or challenge tests

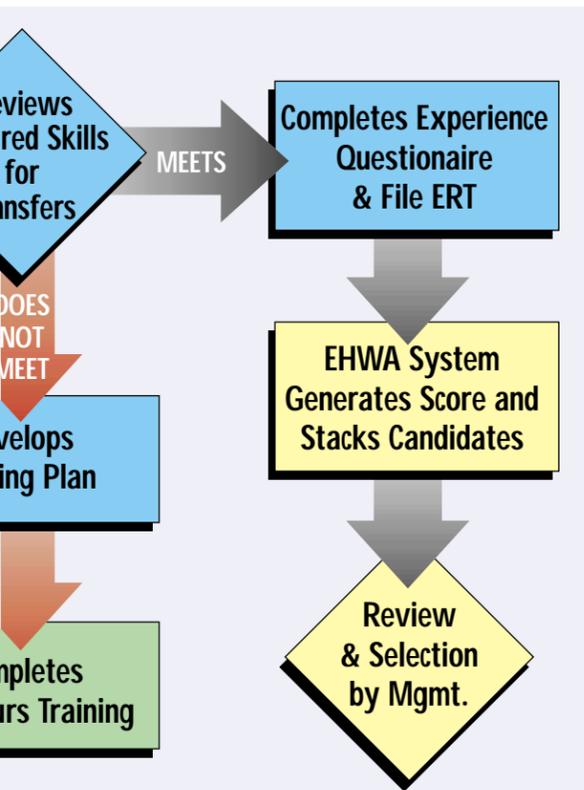
IMPORTANT NOTE: It is the employee's responsibility to make sure ERTs on file are accurate. Employees should check them periodically. If no longer interested in a position, shift or location, the ERT filing should be updated or deleted.

What They Cannot Do...

- ✗ Predict future job opportunities
- ✗ Give credit for work experience in Category C ERT process
- ✗ Give equivalents where training requirements are not met
- ✗ Change class schedules
- ✗ Influence your position in the selection process
- ✗ Modify or update Category C ERTs

QUALITY THROUGH TRAINING PROGRAM

Transfer Process



require- First line requirements. The stan- e used as their pur- ter deci- and, ulti- ng. e me if I sider all ing out- ne Com- ut of the ittee de- Details ng.com/ e train- employ- lopment facilitated ation and cessible. till on a

demand-based schedule. It is important to get your name on the wait list.

Q Why aren't openings in hourly jobs posted?

A The posting process would greatly delay the ability to fill openings in a timely fashion. Operations would rather have employees prepare in advance for a job they are interested in. That way when an opening occurs, they can draw from the ERT candidate pool knowing that everyone in the pool has already met the minimum requirements.

Q How long is my ERT in effect?

A It will remain active until you either get the job, turn down the job offer (you can re-file in 90 days), or delete the filing. "Auto-ERTs" will expire once the 6-year window has passed.

Q Is there any limit to the number of ERTs I can file?

A Yes. You can file ERTs for jobs in a maximum of four different occupational groups (QA, Facilitites, etc). However, you can file for as many jobs as you meet the minimum requirements within any four distinct groups.

Q What jobs are currently in the process?

A The lowest graded job in each family will be in the new ERT process. Click on "Jobs in New ERT Process" at careerexplorer.web.boeing.com to see the current list.

HELPING HAND

They Cannot Do...

ings
 experience (Work experience is not part of the
 ess)
 e documentation does not clearly show that the ERT
 is have been met
 s offered by Learning, Training & Development (LTD)
 in the candidate pool or impact any portion of the
 gory A, Category B or Category E ERTs
 periodically and update them as needed. If an employee is no



Workshop Prepares Families for College

Are you thinking of going back to school? Do you have a family member who may be going to college in the near future? If you answered yes to either question, then you will want to attend a free workshop offered by the IAM/Boeing Quality Through Training Program to all Boeing employees and their families.

Whether you are thinking about traditional classes or something a bit more daring such as motorcycle repair, wine making, cooking or genealogy, this seminar is a great place to find out more. What makes this session unique is that more than just the Union member can attend - all Boeing employees and their families are encouraged to participate. With the average age of our members pushing 50, many have children preparing for or already enrolled in college.

This workshop presents useful information on how to prepare for college - for the active employee and for children or other family members. Participants hear what is available to help pay for their children's education, how to apply for such assistance, as well as tips to navigate through the various programs to determine which is the best fit for their interest and career path. Time is also spent explaining the Free Application for Federal Student Aid (FAFSA) form, which can be intimidating at first glance.

Representatives from various community and technical colleges present information on:

- Educational options, including continued learning classes, vocational schools, and other programs.
 - Determining your ideal method of instruction since there are many options available in addition to the traditional classroom setting, i.e. distance learning, fast track, open lab, career ladder, and hybrid.
 - Student loans, scholarships and other financial aid.
- One segment outlines the assessments required if you have not at-



Jay Bruesch gets questions about his son's college education answered. He encourages all parents of college-age kids to attend the session.

tended school in recent years and gives tips to prepare for the tests. The representative emphasized these are not pass/fail tests, but simply a way to assess your skills so you are properly placed.

751-Member Jay Bruesch stated, "My son is attending college in a different state, which makes it more challenging. I have been trying to get up to speed so I understand the system - especially the financial aid side. I saw the flyer at work advertising this workshop and decided to check it out."

He was glad he attended. "This workshop is a great resource and priceless to any parent. With the information from today, I know what to ask the schools and where to call for help. Thanks to this workshop, I have more information than most parents and students. I recommend all parents with college bound kids to attend," Jay added.

IAM/Boeing Joint Programs Co-Director Bill Stanley noted, "QTTP has worked closely with community and technical colleges for years help-

ing our laid-off and active members. We wanted to maintain that relationship and expand it for family members, as well. This workshop is a good starting point. Going back to school gives an individual more flexibility within your career field and ensures you can better withstand changes in the market."

Boeing employees are able to get their questions answered one-on-one with college advisors after the formal presentation is completed and get useful advice for their own particular situation.

If you are interested in getting into a structured program, want to take a few classes for fun or want additional skills to help at work, IAM/Boeing Joint Program and this workshop is a good place to start. The next workshops are scheduled for February 1, 2006, 11 a.m. to 1 p.m. and in the afternoon 3 p.m. to 5 p.m. at the Central Site in Tukwila.

Please call Janine Quinichett at 425-965-4260 to reserve your spot.

Other Educational Opportunities QTTP Offers

Online Courses

QTTP has taken a good thing and made it better. While computer-based classes have always been very popular at the QTTP computer labs, customers now have the option to learn the material from the comfort of their own home.

The option of home-based learning allows more freedom in choosing when to take the course. You can log on 24 hours a day to access the material. Day care conflicts, scheduling problems, and commuting time are all eliminated. The only thing you need is a computer (with a modem) and a phone line.

- Classes are available in:
- Basic Computing
 - PowerPoint 2000, 2002 or 2003
 - Access 2000, 2002 or 2003
 - Outlook 2000, 2002 or 2003
 - Windows 2000 or XP
 - Word 2000, 2002 or 2003

- Excel 2000, 2002 or 2003
- A+ Certification 2001 and
- Network+ Certification 2005
- A+ Certification Core Hardware
- A+ Certification Operating System Technologies

To get started call 1-800-235-3453 and ask about home-based computer classes or visit <http://www.jointprograms.onlineexpert.com/elearning>. Click on 'Course Catalog' to view the available courses and their descriptions.

Retirement Classes

Joint Programs has stepped up efforts to assist members in planning for their golden years. Two very popular workshops continue to be offered at each location.

The first quarter schedule for 2006 is as follows:

- Money Management Seminar**
- **Everett:** January 18 or February 15, 11:00 a.m. to 1 p.m. and 3 p.m. to

- 5 p.m.
- **Tukwila:** January 19 or February 16, 11:30 a.m. to 1:30 p.m. and 3:30 p.m. to 5:30 p.m.

- **Auburn:** January 17 or February 14, Noon to 2:00 p.m. and 3 p.m. to 5 p.m.
- Every member should take this course well before retiring so they will have a sound financial plan.

Joint Programs also offers The Boeing Company Retirement Workshops, which help members better understand their pension and VIP options. Below is the schedule for first quarter of 2006.

Boeing Retirement Workshops

- **Auburn:** January 26, Noon to 2 p.m. and 3 p.m. to 5 p.m.
- **Everett:** To be determined
- **Tukwila:** February 23, 11:30 a.m. to 1:30 p.m. and 3:30 p.m. to 5:30 p.m.

Check out what Joint Programs has to offer by calling 1-800-235-3453 or visit the website at <http://www.iam-boeing.com>

751-A Holiday Bonanza Pays Off for Guide Dogs

Local A would like to thank all of our District 751 members and friends who helped make the Holiday Drawing Bonanza so successful. Thanks to the tremendous ticket sales and donations, over \$9,054 was raised to help Guide Dogs of America.

Congratulations to Everett Union Steward Manny Soto, who had the winning ticket and took home the 42 inch plasma TV, which was donated by the Washington Machinists Council.

Children attending the December Local A meetings were treated to a free drawing for an assortment of toys.

Special thanks to the following for their donations and support: District 751, Local 751-C, Local 751-F, Washington State Machinists Council, Auburn Site Safety Committee, District 751 Organizing Committee. Below is the list of names of those who contributed with cash or prizes prior to the event held December 1st. Thanks Again!

- | | |
|------------------|------------------|
| Lucille Anderson | Emerson Hamilton |
| Chuck Ayers | Chuck Eaton |
| Justin Bailes | Robert Foley |
| Dena Bartman | Dick Frantsvog |
| Heather Barstow | Randi Gobeille |
| Ray Baumgardner | Ginger Grant |
| Jim Bearden | Tom Grantham |
| Mark Blondin | Don Grinde |
| David Bock | Jay Groh |
| Jackie Boshok | Lorren Guzzone |
| Larry Brown | Mike Hall |
| Todd Coughlin | Mark Hansen |
| Connie Dang | Matt Hardy |



Local A's Holiday Bonanza offered a wide assortment of gifts to choose from, as well as having a separate drawing for a 42 inch plasma TV, which was won by Union Steward Manny Soto. Top photo: A Steward picks his prize.

- | | | | |
|-----------------|-----------------|--------------------|-------------------|
| Sammy Hargrove | Tom Lux | Bob & Judy Neumann | Lori Spafford |
| Victor Hebert | Rich McCabe | Perry Osgood | Alison Satterlee |
| Lois Holton | Ernie McCarthy | Susan Palmer | Bruce Spalding |
| Jim Hutchins | Joe Medina | Lee Pearson | Stosh Tomala |
| Gary Jackson | Bob Merritt | Tony Perry | Paul Veltcamp |
| Richard Jackson | Sue Merritt | Tom Plummer | Tom Wroblewski |
| Larry Jacobs | Gloria Millsaps | Jason Redrup | Darry Woodson |
| Stan Johnson | Ruth Moore | John Ruane | Clifton Wyatt |
| John Jorgenson | Connie Morris | Scott Salo | Al Wydick |
| Connie Kelliher | Linda Naden | Don Shove | Zack Zaratkiewicz |
| Mel Kennedy | | | |
| Pat Kinsella | | | |
| Paul Knebel | | | |
| Linda Lanham | | | |
| Mark Little | | | |
| Garth Luark | | | |
| Ed Lutgen | | | |



The kids winning prizes at the second shift Local A December were all smiles as they chose their toys.



Members check tickets during the raffle, which raised \$9,054 for Guide Dogs and offered an assortment of prizes.

Busier Retires from Joint Programs

Art Busier has been active in the Machinists Union District 751 for nearly four decades. Over the years, he has always strived for ways to help the membership – holding various Local Lodge offices, serving on the District Council, and volunteering on numerous committees. His easy going nature and quick wit won him many friends throughout The Boeing Company.

Throughout his time at Boeing, Art has worked at nearly every plant - Renton, Seattle, Everett and Auburn.

For the past five years, Art has been the Union Administrator of the Quality Through Training Program for the Auburn/Frederickson plants. There he has helped deliver training to address needs members have identified. He understands the important role training plays in a Boeing career today.

Yet he has been a strong advocate for QTTP since it was first negotiated in 1989—encouraging members to take advantage of its vast resources. From 1997-2000, Art worked full-time at QTTP to expand opportunities to hourly employees. He spent 1 1/2 years at QTTP writ-

ing Career Guides for the new ERT process. In addition, he spent 13 months as the Everett Site Coordinator – overseeing activities at the Everett and Harbour Pointe facilities. In that capacity, he worked on the American Sign Language video project for Boeing shop specific terms and helped develop the Everett Skills Center to provide job skills training and personal enrichment classes on the shop floor for IAM members.



Art Busier

District 751 President Mark Blondin noted, "I knew Art when I worked in the factory since the 1970's. Art was known as one of best airplane mechanics around. He knew nearly every phase of airplane manufacturing – tooling, inspection or production. Art is well respected, worked hard for the Union, and kept the interest of the membership as his driving factor. His common sense wisdom relates well with members and helped him as a Union leader. He could always see things through the members' eyes. We wish him and his family well in his retirement."



Santa Visits 751-C

While all of the December Local Lodge meetings boast free turkey drawings and larger prize drawings, Local C also had a very special visitor attend its monthly meetings. Santa Claus attended the meeting and gave candy canes to the kids, as well as hearing their wish list. The surprise guest brought smiles to the faces of many children and was a nice way to begin the holiday season.

News Briefs

2006 Dues \$58.20 at Boeing

Monthly Union dues rate for IAM hourly workers at Boeing will be \$58.20 for the year 2006. The 2006 dues are calculated at two times the average hourly wage at Boeing (based on wages from September 2004 through August 2005) plus \$1.10 per capita tax to the Grand Lodge. If you have questions on the dues rate, call 1-800-763-1301, ext. 3310.

Microsoft to Add 3,000 Jobs... In India

Seattle-based computer software giant Microsoft announced plans this week to boost its presence in India, adding 3,000 jobs and investing \$1.7 billion over the next four years. The increase will bring the total number of Microsoft positions in India to nearly 7,000.

Microsoft Corp. Chairman Bill Gates traveled to New Delhi to make the announcement, which was widely applauded by a forum of Indian business leaders and politicians. The news confirmed India's role as a supplier of inexpensive labor for U.S. companies anxious to outsource the "jobs of tomorrow" that were once touted as replacements for the millions of high paying manufacturing jobs lost during the past decade.

Microsoft's announcement was the latest in a string of recently announced investments in India by American technology firms.

Chip-maker Intel Corp., based in Santa Clara, Calif., said it planned to invest more than \$1 billion in the next five years to expand its operations in India and invest in local technology companies.

Cisco Systems Inc., based in San Jose, Calif., said in October that it plans to spend \$1.1 billion in India over the next three years.

Verizon Freezes Pensions

The memo to workers made the changes sound almost upbeat: "Your Work, Your Rewards, Your Verizon," it read. But to some workers at Verizon Communications Inc., the company's announcement this past week that it will freeze the pensions of 50,500 managers is nothing but an employer breaking a decades-old promise to its own people.

Verizon is the latest large company taking steps to freeze or terminate pension plans. While most that have done so up to now have been struggling financially, a growing number resemble Verizon: healthy, profitable companies looking for a way to cut costs and reduce risks.

Last year, 71 of the nation's 1,000 largest companies froze or terminated pension plans, up from 45 in 2003, according to consulting firm Watson Wyatt Worldwide. Nearly all were freezes, in which workers do not earn any new pension benefits but retain the right to retire with benefits earned.

RETIREMENT NEWS

Retired Club Christmas Luncheon - a Holiday Favorite

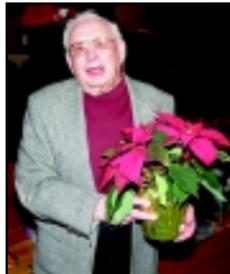
Over 250 retirees and guests turned out for the annual Retired Club Christmas luncheon at the Seattle Union Hall on December 12. Those attending were treated to a wonderful catered lunch consisting of turkey with all the trimmings, visiting with old friends, and making new friends. Dozens of those attending won a variety of door prizes donated to the Club.



Retirees enjoyed the luncheon, visiting with friends and the raffle prizes.



Above: A table poses for a photo. Left: Willard Meyers went home with a poinsetta.



Dorothy Biderbost and James Dailey enjoyed the lunch.



Louise Blaise won one of five \$25 Fred Meyer gift certificates that were donated.



Sharon Williams decides which prize to select.



The turkey dinner was delicious.

Drug Program Choices Confuse Many Seniors

Seniors across America are grappling with what *Newsweek* magazine calls a "mind-numbing array of choices" for enrolling in Medicare Part D, the Medicare prescription drug benefit that opened to enrollees Nov. 15, 2005, for coverage that begins Jan. 1, 2006.

In most states, private insurers are offering 40 or more plans retirees must choose among, with differing co-payments, premiums, deductibles, drugs covered and pharmacies that can fill prescriptions. Millions of retirees face a May 15, 2006, deadline for selecting a plan—after that, their premiums will begin rising by 1 percent each month.

Open enrollment for Medicare Part D will continue for the next six months, but if the first few weeks are any sign Part D is a disaster. Across the nation, seniors are frustrated and confused by a dizzying array of competing plans, few of which can be compared side by side. Insurers are spending millions to market

their wares, and their aggressive tactics have triggered numerous consumer complaints.

If you are faced with this decision or you are helping a retiree navigate these complex choices, take a look at these resources that should help:

Medicare: The Medicare website at www.medicare.gov/ or telephone assistance at 1-800-MEDICARE (1-800-633-4227) can provide information on all Medicare-approved discount cards. Be aware that this will take some research and a lot of patience. The Medicare Prescription Drug Plan finder can help you to personalize your search for a drug plan. By entering your prescriptions, you can look at a side-by-side comparison of up to three plans at a time so you can find one that meets your needs. This list of plans provides a view of important plan information so you can compare plans based on cost, coverage and convenience. Yet the comparison does not answer all questions, seniors could then call the plans and ask specific questions.

If seniors do not have access to the web, they may bring in their list of prescriptions to the Seattle Union hall and have their information entered.

The Alliance for Retired Americans (www.retiredamericans.org): The Alliance for Retired Americans has comprehensive and extremely helpful information, including an at-a-glance description of the new prescription drug benefit, questions and answers, important things to consider and questions to ask before choosing a plan and discussions of the new program's serious flaws.



At the Seattle Union Hall, Kay Michlik helps retired member Allyn Oakes enter his prescriptions to help determine the best new Medicare prescription drug coverage.

Retiree Check-In Form

Attach Mailing Label Here

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

NAME: _____

SS# _____

NEW ADDRESS: _____

CITY _____ STATE _____

ZIP _____

Retirees

Congratulations to the following members who retired from Boeing:

- Jeanne L. Gill
- Peggy L. Goff
- Thomas L. Harper, Sr.,
- William J. Kemp
- Jessie A. Schmitt

MEETING NOTICE:

The Alliance of Retired Americans South Area Chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center. They are looking for more members, or they will have to close the chapter. Come once and see what is happening.

FREE WANT ADS FOR MEMBERS ONLY

ANIMALS

FREE - 2 TOY FOX TERRIERS - male, white with black spots, neutered, shots, 3-yrs old. Must go together. Brothers and cannot separate. MOVING. 206-878-7899 OR 206-919-1810

FREE - TWO FEMALE LLAMAS free to good homes. Raised with sheep and goats. Raw wool for hand spinning. Beautiful at \$1.50 lb; 6 fleeces - Romney/Montadale. 360-802-6640

WANTED - DOG KENNEL, cocker-spaniel size, chain link or? 425-255-1184

AUTO PARTS & ACCESSORIES

TIRE CABLES - never used. Super Z LT (ZT729). Used on several 15" and some 16" tires. Call for information. 425-316-8434

UTILITY TRAILER - 8x16 tandem, heavy duty car utility trailer. \$1500 OBO. 360-829-0504

Volkswagen BUG PARTS - tremendous amount of used and some new VW bug and bus parts. Sell all or parts. 360-829-0504

VINYL BEDLINER - for compact pickup. Excellent condition \$25. Rear BUMPER assembly for compact truck \$10. 425-432-1339

1989 HONDA mounted SNOW TIRES - 13". 425-743-7510

CAR ALARMS - Starting at \$50. Brand new and unopened! Flash park lights, disable starter, keyless entry, etc. Includes all manuals, warranty. Installation available. 253-826-4378

2 STUDDERED SNOW TIRES - Goodyear mts, radial tubeless 185/70R13, Ultra Grip on Honda rims. New - never used \$65 each. Marysville. 360-657-7569

2 STUDDERED SNOW TIRES - on Honda rims, Hankook mts, radial tubeless P185/70R13 85's used only one month. \$60 each. Marysville. 360-657-7569

2 STUDDERED SNOW TIRES - on Ford rims, almost new, used only one season. P195/75R14. Steel belted. \$50 each. Marysville. 360-657-7569

2 STUDDERED SNOW TIRES - on Ford rims, P215/75R14. \$25 each. Marysville. 360-657-7569

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

BOATS

MOORAGE - 40' open slip, SW Lake Washington. For rent, long term. Desired \$290 a month. 425-255-7465

2002 - 7000 ONAN GENERATOR - 103 hours \$2500; 5000 Generac Generator \$175; 2000 ANP newer Dodge louvered TAIL GATE \$150; 1988 Olympic 20' boat and trailer (2) Johnson boat mounts; 88 horse and 4-horse boat motor \$3500. 360-275-4217

COTTAGE INDUSTRIES

CUSTOM WOODEN STORAGE SHEDS - many styles and sizes, built on your lot. Best build and best price guaranteed! 253-536-5669

SMOKEHOUSE & MORE - Parties, New Years, dinners, etc. let us do the work. Order now for ham, turkey and prime rib. Smokehouse is owned and operated by laid-off 751 members. 360-886-9293

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

RX DRUGS from Canada- 50% less than U.S. prices! 425-251-8168

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 instead of addresses in ad copy. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

Deadline For Next Issue Jan. 6th

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

DISK-JOCKEY for hire. Wedding receptions, birthday, holiday, retirement or any other party. I can help make your event a true celebration. Although I specialize in the oldies, I play the music from the 30s & 40s through to the present. Swing, Rock & Roll, Country, Disco, You name it, I play it. 425-888-0310

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

CUSTOM WOODWORK - cabinetry, bookcases, fireplace mantels, etc. Please call 206-713-5257, evenings (360) 886-0651

ELECTRONICS & ENTERTAINMENT

PRINTER - Used BJC-210 Canon Printer with five BC-02 (black) cartridges and one BC-05 (color) cartridge. Cartridges are new in sealed boxes. \$35 for all. 206-988-4033

HOT TUB - nearly new, rarely used. Flawless condition. 6 person, 9 jets. Cedar wrapped. Burboa 660 model. \$6K value; will sell for \$1500 OBO. 425-890-8373 or 253-884-6030

TWO ACCORDIANS - one older, standard size; one smaller in a case \$350 each OBO. 360-894-7146

CAR ALARMS - Starting at \$50. Brand new and unopened! Flash park lights, disable starter, keyless entry, etc. Includes all manuals, warranty. Installation available. 253-826-4378

SCOOTERS AND MORE - 100-500 watts, 24-36 volts, 10-17 mph. Several colors. Great for RVs, boats, campers. Fun for all ages! 206-542-0104

FURNITURE AND APPLIANCES

SOLID OAK ENTERTAINMENT CENTER - 76" high, 65" wide, 19" deep. Includes 5 adjustable shelves. Great condition \$90. 425-672-6950

ANTIQUERED BEDROOM SET - burled wood, very ornate, double bed, dresser, vanity, bench \$1390 OBO or trade for queen newer bedroom set. 253-845-2195

CHAISE LOUNGE chair - \$300; bedroom DRESSER & MIRROR \$100; 45-gallon fish tank \$80; OAK BISTRO TABLE \$75; (2) rod iron BREAD RACKS \$100. 253-846-2750

ONE-OF-A-KIND KING SIZE BED - large headboard, drawers, sheets, blankets, bedspread, mattress pad and mattress. Best offer. 360-435-7249

CHEST FREEZER - Sears 20 CU FT in excellent condition \$225. 206-824-0557

COUCH - camelback, Victorian style, burgundy/green/cream floral tapestry 35"Hx95"Wx38"D \$400. 360-802-5411

LOVESEAT, light multi-colored fabric \$30. Coffee table and matching end table, light oak \$85. LazyBoy Recliner, blue fabric \$85. Sofa hide-a-bed, brown fabric \$125. 425-255-1184

BRASS/GLASS DINING SET - with 4 padded chairs, brass coffee table with beveled glass. 253-841-3761

WALNUT DINING ROOM SET - includes table, 4 arm chairs and CHINA CABINET \$225. 425-392-1176

COMPUTER CHAIR - like new, high back, cloth, arm rest, 5 rollers \$50 OBO. Contour electric chair with vibrator and heat. In good condition. Paid \$3K; will sell for \$250 OBO. 425-255-9542

HOUSING

HOUSE FOR RENT - 3 BDRM/1 BATH with garage, 2 car carport. 5 appliances. 4224 2 297th Place, Auburn. \$1050 OBO. 206-824-6357 and 206-271-5590

EVERETT - nice 3 BDRM/2.5 BATH, 2 car garage with remote controls, central vacuum, pellet stove, between Evergreen & Everett Mall Way, no pets. \$1300/month 425-357-9829

3 BDRM/1 BATH - family room, F.A.G. heat, partial basement, F & DD, \$1025 253-740-9397 or 253-638-9811

3 BDRM/2.5 BATH - split level 1989 home for sale by owner. Past agent. 1830 sq ft, fireplace, 2-car garage, fenced, shed, 519 Glacier Ave SW in Pacific. Kj62001@aol.com \$270K 253-735-5477

KONA, HAWAII - oceanfront condo, large 2 BDRM/2 BATH, spectacular view; sleeps 4. \$790-\$895/week plus tax. 11 percent discount to Boeing employees pays taxes. www.banyantreecondo.com. 206-938-9214

1979 24' X 56' MOBILE HOME - for sale in family park. 2 BDRM/2 BATH, fireplace, appliances stay. Close to Everett Boeing plant. Space rent \$565 month. \$37,500 OBO. 425-353-0564

MISCELLANEOUS

SAXOPHONE, tenor, Selmer \$1950. 425-255-1184

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

GOLF CLUBS - complete set with woods, irons, bag, pull cart, lots of golf balls and extras. Ready for play - putter included. 253-833-4773

LAVENDER, crocosmia, fennel, firs. Natural field rocks and broken concrete. Misc plywood free; mahogany doors with passage and hinges \$5 each. 425-255-1804

Several antique GAS ENGINES - including Witte, Fairbanks-Morse and Stover. Call for prices. 206-242-6905

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

2002 - 7000 ONAN GENERATOR - 103 hours \$2500; 5000 Generac Generator \$175; 2000 ANP newer Dodge louvered TAIL GATE \$150; 1988 Olympic 20' boat and trailer (2) Johnson boat mounts; 88 horse and 4-horse boat motor \$3500. 360-275-4217

SQUID JIGS - and miscellaneous fishing tackle, 30-06 brass. 425-255-1804

1 DOZ 2X6 JOIST BRKS - concrete form TIES, 1 TIMBER 3"x11"x14'6", Sears CHIPPER with manual, WHEELBARROW, 2 mahogany DOORS. 425-255-1804

CUISINART - mod DLC-7, wheeled push CULTIVATOR, CANOPY 72"x99" in very good condition with BOAT RACK \$125 - you haul. 425-255-1804

HOUSE PLANTS - various kinds, small, medium, large from \$1-\$25 nice and healthy - must sell; metal shop TOOL TRAYS for nuts and bolts \$1-\$2 each 6"x18"; metal CABINETS with tool trays \$25 each. 253-852-6809

MACHINIST WORK BENCH (wood) 8'x27" - very sturdy and heavy with 3 shelves \$50; Blue Boy chain HOIST \$35; shop CABINET (wood) 53" x 18" x 35" with 4 large divided drawers, 5 smaller, well-built \$75. 253-852-6809

WHOLE CEDAR TREE - 28" diameter \$75. 206-937-5556

2 COMPOSTERS - made from barrels 100 and 300 gallon. Best offer. 360-829-0504

8 MACHINES - items for kitchen, workshop, 5-8' cabinets, drawers - loaded, fencing, Christmas gear, antiques, 25' x 32' metal building. All for \$35K. Lump sum sale. 253-447-4709

HOT TUB - nearly new, rarely used. Flawless condition. 6 person, 9 jets. Cedar wrapped. Burboa 660 model. \$6K value; will sell for \$1500 OBO. 425-890-8373 or 253-884-6030

Base K CABINET - 5' \$25; small REFRIGERATOR \$25; small FREEZER \$25; JUMPER CABLES \$20; recorder PHONO, 8-Track & others \$65; Conure PARROT large cage \$650 - firm. Tame. 425-226-9487

GARDEN HOSE REEL attaches to faucet, wheeled push cultivator, 5th wheel lock, 2 wood swing seats with heavy-duty chains. 30 caliber brass FREE 425-255-1804

GIFT CERTIFICATE - worth \$340, will sell for \$260 at Magnolia Hi-Fi. Use in any store. 360-249-4432

PROPERTY

PERFECT CHRISTMAS, wedding, anniversary, birthday gift - 14 nights in beautiful Kauai, Hawaii. Beachfront, pool, full kitchen, 2 BDRM, \$75/night. 360-297-8468

1 CEMETERY PLOT in Calvary Cemetery in Tacoma. Choice location, substantial savings. 253-535-2415

2 CEMETERY PLOTS - at Washington Memorial, side-by-side. Need to sell. Asking \$5K fair price. 425-747-5437

2 CEMETERY PLOTS - Cypress Lawn, Everett, Catholic Garden, 2 side-by-side plots near road. Value \$1500 each, asking \$1K. Estate sale. 360-691-5544

3 CEMETERY PLOTS - Greenwood Memorial in Renton in the Rhody Garden. \$1500 each, all for \$4K OBO. 425-228-3770 or 425-241-3804

3 CEMETERY PLOTS - side-by-side. Floral Hills Rhododendron Garden, Lynnwood. \$1K each or all 3 for \$2500. Contact Wayne at Weeder35@hotmail.com 352-205-8433

RECREATIONAL MEMBERSHIP

FOR SALE - Sunrise Campground Membership - 6 locations in Washington, 3 in Arizona. Can't travel anymore. Must sell. Paid \$5K; make offer reasonable. 425-413-5987

REC VEHICLES

ORIGINAL 1971 GULFSTREAM - excellent shape, deep V hull, V6 Buick, full cover 18' removable, reconditioned trailer \$4K OBO. Ski box on rack with extra ski holders \$350. 360-886-1072

Interested in 1000 TRAILS membership - take over with only the transfer fee. Purchased in Washington, moved to New Mexico and can't use. 505-526-9599

SPORTING GOODS

1980's PLAINSMAN - black powder muzzle loader. Bought new, never fired. 50 cal, completely assembled. Nice condition. Been in gun safe all this time \$150 OBO. 360-748-4730

BUYING OLD FIREARMS - parts, etc.; military items - WWI & WWII, Vietnam weapons. U.S. U.S.M.C. and foreign. Collector - not dealer. I buy collections. 425-235-1496

GOLF CLUBS - complete set with woods, irons, bag, pull cart, lots of golf balls and extras. Ready for play - putter included. 253-833-4773

TOOLS

BRIDGEPORT SERIES 1 MILL - 42 table Acu-rite III digital readout \$3K OBO. Nikken 20 rotary table \$550 OBO. 206-795-1342

10" SAW TABLE - \$30; CHIPPER 3" MAX Sears - used two times \$350; OIL HEATER with (2) 55 gal drums and racks \$250. Cash only. 425-255-2999

OC3 BULLDOZER - Late 50's. Complete rebuild with wider tracks. Runs on regular gas. Brush rake, extra set of rollers, plus other parts \$6500. 253-631-5657

VEHICLES

1950 HUDSON Commodore 6 - 4 door sedan, 3 speed OD. Runs - needs some work and TLC \$3500. 206-762-1117

1966 FORD 3-QTR TON - V-8 pickup CAMPER Special, 45K original miles, excellent condition. \$7500 OBO. 360-829-0504

1998 DODGE 3-QTR ton - 4x4, auto, original owner, V-10 Mag, reg cab, set-up for 5th wheel or cab over camper, elect brakes, 31K miles, one hell of a towing rig \$18,000. 360-249-4432

1972 CHEVY CHEYENNE - Super pickup, 2 WD, 402-T-400, factory tachometer, usual rust. Runs and drives \$1950. 425-485-5236

1990 FORD RANGER - with canopy, extended cab, AT, PS, CC, intermittent wipers, rear sliding window. 118K miles \$3K OBO. 206-243-1278

1991 PLYMOUTH MINIVAN - 60K miles, \$2K. 206-767-5244

2002 TOYOTA TACOMA SR5, 4X2, new brakes, 4 cyl, 5spd, excellent condition, 25-35 mpg. Recent tuneup. \$12,495. 253-839-9273 or 253-347-3667

1989 MAZDA TRUCK - \$1800. 206-772-1752

1992 GMC YUKON - 2 door, SL, Sierra 4X4 350-700R4, excellent camping and hunting rig. Runs super \$4500. 425-485-5236

1992 GEO METRO - 3 cyl, 5 spd, XFI, 55-60 MPG. Excellent car \$2800 425-485-5236

1993 BMW - 4 cyl, 5 spd, black with black leather. Runs and drive excellent. Current tables. Good looking car. Needs a little work \$3900. 425-485-5236

2002 TOYOTA SIENNA - \$18K. Low mileage. 206-772-1752

Circle One: ANIMALS ELECTRONICS & ENTERTAINMENT PROPERTY
 BOATS FURNITURE & APPLIANCES RECREATIONAL MEMBERSHIP
 TOOLS MISCELLANEOUS SPORTING GOODS
 HOUSING RECREATIONAL VEHICLES VEHICLES
 AUTO PARTS & ACCESSORIES COTTAGE INDUSTRIES

Ad (25 word limit. Please print) _____

Phone (or Address) _____

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

Name _____ Clock Number _____

Address _____ Shop Number _____

Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is Jan. 6th!
 Submit ads online at www.iam751.org/aero/wantads/wantadform.html or call 1-800-763-1301 ask for Stephanie

2006 IAM Scholarship Competition

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

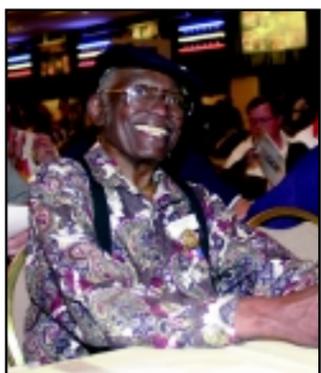
Awards to members are \$2,000 per academic year. They are granted for a specific period from one to four years, leading to a Bachelor's degree or a two-year vocational/technical certification.

Awards to Children of Members are: \$1,000 per academic year for college. All awards are renewed each year for a maximum of four years until a Bachelor's degree is obtained. Vocational/Technical School awards offer \$2,000 per year until certification is reached for a maximum of two years, whichever occurs first.



Applications are available to IAM members and children of members who are seniors in high school and may be downloaded and printed from the web page (iam751.org/scholarship.htm). An application may also be obtained by mail from the IAM Scholarship Department after completing and mailing the request form at right.

Just as 751-Member Roman Mayfield, now deceased, dedicated his life to helping others, each year the IAM Scholarship Program helps IAM members and their children better their lives through education. In honor of Roman's lifelong commitment to others, delegates at the 2004 Grand Lodge Convention voted unanimously to name one of the annual IAM scholarships after Brother Mayfield. Starting in 2006, the



Beginning in 2006, one scholarship will be given in honor of 751's Roman Mayfield.

Mayfield Scholarship will be awarded to someone who best represents the spirit of volunteerism and service to the community that was the hallmark of Mayfield's 55 years as a District 751 member.

"This scholarship is a legacy that honors Roman Mayfield's boundless spirit of selfless giving and service to others, said IAM President Tom Buffenbarger. "It is an honor to name this scholarship after such a great trade unionist."

The Selection Committee

Award recipients will be chosen by an independent Selection Committee composed of four qualified educators

from the Washington, D.C., metropolitan area.

The Selection Procedure

The Committee attempts to select from each IAM territory applicants who have demonstrated learning ability and all-around suitability for college work or for attending vocational/technical school. In reaching this determination, many factors are taken into consideration, including: grades, attitude toward study, personal references, available test scores, the opinion of counselors and teachers and activities outside of school. For member applicants, weight is given to participation in local lodge responsibilities. Canadian students are judged according to Canadian scholastic standards. The IAM scholarship winners and honorable mentions will be announced in the 2006 Summer issue of the IAM Journal.

For rules of eligibility or to obtain an application, complete and return the form above. No applications postmarked later than February 24, 2006, will be considered. No exceptions will be permitted even if a third party is responsible for the delay.

Shop Union for the Holidays



This holiday season, support good jobs by giving union-made gifts. Your shopping dollars can keep good-paying jobs - with good wages and benefits - in your community.

For a fine selection of holiday gifts, go to: www.shopunionmade.org

Support Good Jobs, Shop Union Made

To make shopping easier and help locate Union-made products, the AFL-CIO has launched a website: www.ShopUnionMade.org. Union-made goods and services now are instantly available online for the public to see and buy. The site offers everything from union-made motorcycles and toys to financial services, housewares and clothing, sporting goods and gift wrap, along with news and links to programs geared to spur job growth and greater opportunity for working families.

"Anyone interested in supporting good jobs can come to one web site to find and buy union-made goods and services and discover practical ideas for economic and social change," said Matt Bates, the department's secretary-treasurer.

"People will be surprised how many high-quality items are still made by North American union members. There are thousands of products and services listed in our database, and we are adding hundreds more each month," he said.

The slogan of the site reads, "Support Good Jobs - Shop Union-Made."

"This is Economics 101," Bates said. "Consumers reinvest their hard-earned dollars here at home by buying goods and services made by neighbors and friends. Instead of sending jobs and money overseas, it makes far more sense to invest in our own communities, and the web site makes it easy for consumers to do that," Bates explained.

Help create and protect union jobs by asking for union-made goods and services when you buy holiday gifts. Visit www.ShopUnionMade.org. Imagine the impact if just a fraction of your holiday shopping dollars go toward union-made products and services.

REQUEST FOR IAM 2006 SCHOLARSHIP APPLICATION PACKET

Please send me an Application Packet for the 2006 IAM Scholarship Competition. If the proper packet is not received within 30 days, advise the Scholarship Department immediately. I understand that this request is not an application, and that the Application Packet must be completed and postmarked no later than February 24, 2006.

REMINDER: Please check the appropriate box listed below and the requested application will be mailed to you. As an IAM member who will have 2 years' continuous membership in the IAM as of February 24, 2006, I am requesting an Application Form for:

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

Print your name and address clearly:

IMPORTANT: Complete this coupon & attach a SELF-ADDRESSED LABEL for reply.
 Mail to: IAM Scholarship Program, 9000 Machinists Place, Upper Marlboro, MD 20772

COMMUNITY SERVICE

Volunteers Make a Difference Throughout the Region

751 Union members throughout 2005 have made a tremendous difference in the community. Collectively, members have donated thousands of volunteer hours. These efforts make our Union very visible in the community – working to make this a better place to live, work and play.

While the holidays are always a hectic time, Union members still found time to work on a number of worthwhile community projects in the last two months of the year.

The annual Salvation Army holiday bell ringing on Friday, December 2nd had Union members swarming the Westlake Mall area. Union jackets were hard to miss and local media interviewed several members over the course of the night. Business Rep Mark Johnson (dressed as Santa) handed out over 500 candy canes to kids.

That same weekend, volunteers showed up again in their red, white and blue Union jackets to staff the King 5 Northwest Harvest Food Drives at both the Everett and Tacoma malls. From 7 a.m. to 3 p.m. our volunteers collected much-needed food donations for Northwest Harvest. Snowy weather didn't dampen the spirits of members who volunteered.

Members also served meals at area missions several different weekends throughout December at both the Everett Gospel Mission and the Tacoma Rescue Mission, including serving on Christmas Eve in Tacoma.

In December, volunteers constructed two wheelchair ramps for area residents – in Seattle and Federal Way. The ramp in Federal Way was for a retired 751 member.

Volunteers also helped the Salvation Army with their toy distribution from Qwest Field - welcoming the opportunity to hand out toys to the less fortunate.

Thanks to all who have volunteered to make life better for others in our communities.



751 members took over the Salvation Army bell ringing throughout Westlake Center the evening of December 2nd.

Join Us at Northwest Harvest

Over the Christmas holidays, members have an opportunity to help others by volunteering to assist Northwest Harvest on Wednesday, December 28th. Members will be packing and sorting food items at the Northwest Harvest warehouse (Building 50, Terminal 91 -- the big white building at the base of the Magnolia Bridge, 2001 West Garfield).

Volunteers are needed from 9 a.m. to noon. The help is always appreciated. This event is always a fun way to help others during the holiday season.



John Saywers and Reme Banez get into the holiday spirit.



L to R: Richard Jackson, Russ Houghton and Alex Ortiz spent the evening helping the Salvation Army.



Above: Members collected food for Northwest Harvest at Tacoma Mall.



Snow didn't keep 751 volunteers from helping with the Northwest Harvest food drive at the Everett Mall.



Photo right: Members built a ramp for retired member Anthony Orlando.

Above L to R: Jon Holden, Lester Powell, John Isaacks and Garth Luark built a wheelchair ramp in Seattle during December.



Volunteers collected food from a passing motorist at the Everett Mall.



Vennie Murphy (l) and Howard Churchill collected donations early morning at the Tacoma Mall.



George Braun (l) and Rick McKinney frame a ramp.

Some of the 751 Community Service Volunteers in December

Salvation Army Bellringing Reme Banez Heather Barstow Anne Baumgardner Ray Baumgardner Sara Baumgardner Mark Blondin Paul Burton Ron Cottingham Dorothy Crace Mike Cummings Catherine Dedinsky Michael Dedinsky	Randy Haviland David Henry Amie Henry Russel Houghton Richard Jackson Connie Kelliher Pat Kinsella Ed Lutgen Rick McKinney Sue McKinney Megan Millard Ted Ogston Alex Ortiz Dino Papini	Jason Redrup Duane Roope John Saywers Stephaney Saywers Sandy Torfin Paul Veltkamp Michael Yde Bill Young	Vennie Murphy Dino Papini Rebecca Pohl Bill Sherburne Jerry Sherman Ray Vancourt Tony Young Denis Youngson	Michael Cummings Randy Haviland Mike Jones Russ Jones Rey Lobo Kim McNallie Roy Moore Roy Parzyk Brad & Andrea Pickett Jason Redrup Duane Roope John Szalda Sandy Torfin Curt Umbaugh	Ed Zvonik Federal Way Ramp George Braun Howard Churchill John Davis David Henry Ed Lutgen Rick McKinney Jon Ost Craig Smith	Everett Gospel Mission Gail Crandall Randy Haviland Gerry Miller Sandy Torfin Seattle Wheelchair Ramp Jon Holden John Isaacks Garth Luark Lester Powell
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